

The Negotiations committee and the Teacher union have tentatively agreed to a new 3-year contract starting July 1, 2012 through June30, 2015.

Highlights of Salary Scale:

- Teachers on the scale will get ½ step the 1st year, ½ step the 2nd year and a whole step the 3rd year.
- The off step – cost of living adjustment (not longevity) for B+30, M, M+15 & M+30 will be 2% FY2013, 2.25% FY 2014 & 2.5% FY2015. Current Teacher on the B+30 will be grandfathered to receive the cost of living adjustment; teachers hired on or after July 1, 2012 on the B+30 will not receive a cost of living adjustment after reaching Step 14.

YEAR 1 FY 2012-2013

Step	B	B+15	B+30	M	M+15	M+30
1						
2	36,866	37,603	37,669	37,965	38,561	39,277
2.5	37,640	38,393	38,535	38,838	39,448	40,180
3	38,414	39,182	39,402	39,711	40,335	41,084
3.5	39,221	40,005	40,308	40,625	41,263	42,029
4	40,028	40,828	41,214	41,538	42,190	42,974
4.5	40,868	41,685	42,162	42,493	43,161	43,962
5	41,709	42,543	43,110	43,449	44,131	44,950
5.5	42,585	43,436	44,102	44,448	45,146	45,984
6	43,461	44,330	45,093	45,448	46,161	47,018
6.5	44,373	45,260	46,130	46,493	47,223	48,100
7	45,286	46,191	47,167	47,538	48,284	49,181
7.5	46,237	47,161	48,252	48,631	49,395	50,312
8	47,188	48,131	49,337	49,725	50,505	51,443
8.5	48,179	49,142	50,472	50,869	51,667	52,626
9	49,170	50,153	51,607	52,012	52,829	53,810
9.5	50,203	51,206	52,794	53,208	54,044	55,047
10	51,235	52,259	53,981	54,405	55,259	56,285
10.5		53,357	55,222	55,656	56,530	57,579
11		54,454	56,464	56,907	57,801	58,874
11.5			57,762	58,216	59,130	60,228
12			59,061	59,525	60,460	61,582
12.5			60,419	60,894	61,850	62,999
13			61,778	62,263	63,241	64,415
13.5			63,199	63,695	64,695	65,897
14			64,620	65,127	66,150	67,378

- Cost YR 1 – \$638,952
- Cost YR 2 - \$625,061
- Cost YR 3 - \$1,072,945

Tax Impact:	FY13	19¢
	FY14	18¢
	FY15	31¢

Article 7: Sick Leave

New wording to add to Sick Bank:

1. The Board will allocate 20 sick days per year (non-cumulative) to the LEA for use at their discretion to its membership. These days will only be used in extreme circumstances for those members who have no remaining sick days during the course of the school year. No union member will be allocated more than 5 days during the course of any one year. The usage of these days shall be determined by the LEA sick bank committee members.

Article 19 Reduction in Force (Brand new wording)

**Article 19 – Reduction in Force
05/10/11**

- A. Implementation of a reduction in force will refer to a decrease of staff level including a decrease from full time to part time employment, whether due to enrollment decline, budgetary limitation, or program change.
- B. The effected classification will refer to those teachers assigned in the subject area(s) and in the grade levels designated to be reduced.

A teacher simultaneously belongs to more than one grade range if the grade(s) in which he teaches is in more than one range.

Subject areas, and the grade level ranges into which they will be separated, are as follows:

Art	K-5, 6-12
Business	9-12
Educational Support	K-5
Elementary Ed	K-5
English	6-8, 9-12
ESL	K-12
Family & Consumer Science	6-12
FOREIGN LANGUAGE	

French	6-12
Spanish	6-12
German	9-12
Latin	9-12
Guidance	K-5, 6-8, 9-12
Health	6-8, 9-12
Library Media Specialist	K-12
Math	6-8, 9-12
Music	K-5, 6-12
Physical Ed	K-5, 6-8, 9-12
Reading Teacher	K-5, 6-8, 9-12
Reading Specialist	K-5, 6-8, 9-12
MS Science	6-8
Earth/Space Science	9-12
Chemistry	9-12
Life Science	9-12
Physics	9-12
Social Studies	6-8, 9-12
Special Curriculum	K-5, 6-8
<u>SPECIAL EDUCATION</u>	
General Special Education	K- 5, 6-8, 9-12
Blind & Vision SPED	K-12
Deaf & Hearing SPED	K-12
Emotionally Handicap	K- 5, 6-8, 9-12
Learning Disabilities	K- 5, 6-8, 9-12
Psychologist	K-12
SAIF	K-12
<u>TECH ED (Industrial Arts)</u>	
Comprehensive Tech Ed	6-12
Computer Tech Ed	6-8, 9-12
TV Production	9-12
Welding	9-12

- C. Seniority for the purposes of this article is defined as the number of continuous, uninterrupted, completed contract years. A contract year is considered completed if a teacher has completed at least one hundred (100) school days of service within the district during the school year. Seniority is accrued for time when a teacher is out on a sabbatical. Seniority is accrued at the district level, and in a particular classification.
- D. The parties agree that the Association will be notified when reduction in force is contemplated and may make recommendations. The ultimate judgment of reduction implementation, release date, relative qualifications, district needs, and effected positions will rest with the School Board.
- E. The district will exert reasonable efforts to minimize the impact of the reduction in force by such means as letting terminated positions close through attrition, etc.
- F. Effected Staff
1. Within an effected classification, selection of staff to be effected will be based on the needs of the District for effective placement of staff by school and/or program, seniority, and on the teachers' relative qualifications—including evaluations, education, experience, and state certification: PROVIDED that no "tenure" teacher will be released through reduction in force from an effected classification while a probationary teacher is retained unless contrary to law.

2. A teacher retains bumping rights within his classification provided that the teacher holds valid state certification for the position. In the comprehensive technology education classification, a teacher must have demonstrated competency in the position in addition to holding a valid state certificate in order to retain his bumping rights.
3. A teacher who is on authorized leave of absence at the time of the reduction in force shall be treated in the same manner as any other teacher under the provisions of this article.
4. Within ten (10) school days after a written request is made by the Association after September 30th, the Superintendent will provide the Association with a list of teachers in the district with their seniority and state certifications noted.

G. Teachers whose positions are to be effected by a reduction will be notified at least 30 days prior to their release date, and will be given the reason(s) for the reduction and for the selection of their positions. A letter will be placed in that teacher's file stating that the teacher was not offered a contract due to a reduction in force.

H. Recall rights

1. Recall period – a teacher released in RIF will have right to recall for a period to extend initially from the release date (the teacher's last day of employment) through the end of the second school year after the release date.
2. During the recall period, any teacher released through RIF will be offered the opportunity to be re-employed in the classification from which he was released before any new teacher is employed in that classification. Once a teacher declines such an opportunity, his recall rights shall terminate.
3. During the recall period, should the teacher apply for another position within the District, the District will "professionally" review the released teacher's file before acting on candidates from outside the Association. If the released teacher is to be interviewed, he will be interviewed at the same time as other applicants. Decisions for hiring will consider the teacher's past experience in the District. If the teacher is not hired or declines the position then recall rights under this paragraph will remain in effect for the duration of the recall period. If a teacher is offered a position in their original classification under section 1 of this paragraph then the rights under this section terminate.
4. A certified letter to a teacher's last known address will be deemed sufficient opportunity for a teacher to respond to his recall rights, and after failure to reply within two (2) weeks the teacher will be considered to have declined.
5. A recalled teacher shall be reinstated at the same step and track and with the number of years of experience for seniority that he would have had at the beginning of the subsequent school year following the implementation of the reduction in force. The

teacher will also receive credit towards step and track changes according to teaching experience and professional training, if any, acquired during his absence from the district.

- I. When a teacher switches positions within the District resulting in a change in his classification under this article, or when there is a change in full-time/part-time status, a written determination shall be made as to whether or not the teacher retains seniority within the classification he is leaving. This written statement shall be signed by both the teacher and the District and will be placed in that teacher's file.
 1. In the event of an employee-initiated change of assignment or status, the District is under no obligation to retain such seniority but may choose to do so. This decision is non-grievable.
 2. In the event of a District-initiated re-assignment, transfer, or change of status, the teacher will retain any seniority accrued in the classification from which they were transferred, or another mutually agreed upon classification.
- J. Nothing in this article will diminish the District's authority to assign, reassign, transfer or non-renew employees.