

To: Board of Education

From: Anna Stubblefield, assistant superintendent, educational support, ext. 1760

Re: Approval of Master Agreement & Teacher Compensation for 2016-2017

Date: July 7, 2016

Background:

The USD 497 Board of Education was able to reach a tentative settlement with the Lawrence Education Association (LEA) for the 2016-2017 school year. The Master Agreement will not become official until ratification by both the LEA and board.

Summary of tentative agreement for 2016-2017 contract:

- Salary: \$100 additional on each cell, plus vertical and horizontal movement. The average total salary increase for teachers is \$780 (1.5%).
Total increased cost to district = \$711,689 (1.5%)
- Fringe: Maintain the board contribution of \$471.38/month for each employee (adjusted for FTE). The board would continue to cover 100% of the single premium for employees. There is no increase in the cost for early retirement fringe benefit.
Total increased cost to district = \$0
- Employer Paid Contributions: Increase in the board contribution for the 403(b) benefit from \$70/month to \$75/month.
Total increased cost to district = \$59,297
- Evaluation: Accept the recommendation of the evaluation committee. This continues implementation of the Danielson model with minor revisions to the observation schedule.
- Duty Day and Plan Time: Revisions to the elementary work year to provide additional plan time. The number of instructional days is reduced to create two full plan days. New (temporary) language was added to allow administration and staff more flexibility with exploring alternate school schedules at South and Liberty Memorial Central Middle Schools. A committee will meet in the fall to consider schedule changes with recommendations to the negotiations teams.
- Work Year: Revisions to the elementary school calendar. The work year for elementary teachers becomes 171 instructional days and 15 non-instructional days. Two instructional days are exchanged for two teacher planning and preparation days. The additional plan time more closely aligns with what is provided at the middle and high school levels. The total instructional hours is reduced but still exceeds the state requirement by approximately 45 hours. This also aligns more closely with the middle school instructional hours.

- Leave: Revised the personal leave language to provide all teachers up to ten (10) days of leave each contract year. Teachers in their first five (5) years of employment had been limited to five (5) days of personal leave. Any personal leave used is deducted from the teacher's illness leave balance.

- Reduction in Force: Added a language providing for a voluntary buy-out of a teacher's contract. A teacher or the board may initiate the conversation about a possible buy-out, but it must be mutually agreed upon.

Recommendation:

Staff recommends board ratification of the Master Agreement negotiated by the LEA and board teams and approve the certified compensation and fringe package pro-rated by FTE for certified teachers consisting of the following additions:

- \$711,689 – salary
- \$0 – medical, dental, and vision insurance
- \$0 – early retirement fringe benefit
- \$59,297 – 403(b) benefit
- \$58,714 – employer costs

Motion:

"I move the Board of Education ratify the Master Agreement negotiated by the LEA and board teams and approve the certified compensation and fringe package for the 2016-2017 contract year in the amount of \$829,700."