

To: Board of Education

From: David Cunningham, executive director, human resources/chief legal counsel, ext. 4937

Re: Ratification of 2017-2018 Master Agreement

Date: September 7, 2017

Background:

The board and LEA have reached a tentative agreement for the 2017-2018 contract year. The terms and conditions of employment set forth in the 2017-2018 Master Agreement will become effective upon ratification by both the board and LEA.

Summary of the tentative agreement is as follows:

- Article 7 (Contract for Professional Employees): modify dates to retain the five-year notification schedule
- Article 8 (Salary): add \$2,310.00 to each cell; fund vertical and horizontal movement for eligible teachers; total cost to board is \$3,158,103
- Article 9 (Fringe): increase board contribution from \$471.38 to 491.46 per month for each employee (adjusted for FTE); total cost to the board of \$260,621
- Article 10 (Additional Assignments): add annual stipend for FFA in the amount of \$3,015; add stipend for Scholars Bowl Assistant High School in the amount of \$800 (\$7,630 accounts for these positions at each high school)
- Article 16 (Duty Day): delete outdated language; add committee to review the possibility of implementing a seminar time at each high school
- Article 17 (Plan Time): add language to ensure the delivery of social skill curriculum while avoiding disruption of plan time; limit assemblies to no more than five (5) per year with the time taken from each class period to minimize the loss of instructional and plan times
- Article 19 (Evaluation): eliminate obsolete language; clarify language regarding number of observations and evaluations during the year
- Article 24 (Discipline and Suspension of Professional Employees): Clarifying language regarding discipline and reducing the professional employee's eligibility for administrative due process from six (6) to four (4) years

Recommendation:

Administration recommends the board of education ratify the tentative agreement negotiated by the board and LEA teams, including the compensation and fringe benefits pro-rated by FTE for certified teachers for the 2017-2018 contract year.

Motion:

"I move that the Board of Education approve the tentative agreement and ratify the 2017-2018 Master Agreement and the certified compensation and fringe package in the amount of \$3,426,354"