

To: Board of Education

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

Re: Ratification of 2018-2019 Master Agreement

Date: December 10, 2018

Background:

The board and LEA have reached a tentative agreement for the 2018-2019 contract year. The terms and conditions of employment set forth in the 2018-2019 Master Agreement will become effective upon ratification by both the board and LEA.

Summary of the tentative agreement is as follows:

- Article 5 – Safety (new article): New language that outlines the responsibilities of both teachers and administrators and the process of communication in student discipline situations.
- Article 7 – Contract of Professional Employee: Modifies notification dates for the board of education and the professional employee in the event a contract is non-renewed by either party.
- Article 8 – Salary: \$1,200 pay increase on each cell, plus horizontal movement *only*. This year there is no vertical movement.
- Article 9 – Fringe: Already tentatively agreed upon at May 29, 2018 board meeting
- Article 10 – Additional Assignments: Add additional stipends for selected positions: school psychologists, physical therapists, occupational therapists, speech language pathologists, audiologists, high school pep band, Link Crew, Job-a-Like mentors, high school National Honor Society sponsor, and others.
- Article 11 – Extra Duty Assignments: If a professional employee is assigned students from another class when a substitute is not available, the professional employee will be compensated at the daily substitute rate, prorated based upon the percentage of the class assigned.
- Article 15 – Work Year: A committee comprised of members appointed by LEA and the board will convene to review the possibility of adding additional work days to the school year for library media specialists.
- Article 16 – Duty Day: K-12 conference procedures are outlined with current practice in mind. In summary, K-5 conferences will be held for 3 hours, 15 minutes one evening and one full day plus 3 hours, 15 minutes in the evening with no duties performed on Friday. 6-12 conferences will be held for 3 hours, 15 minutes two evenings and one full duty day during normal duty day hours with no duties performed on Friday. Middle school schedule committees and high school seminar committees will be continued into the 2018-2019 school year. A committee, jointly appointed by LEA and the superintendent, will convene to explore elementary specials-related topics, including but not limited to the specials rotation schedule, trimester schedule, elementary plan time, definition of full-time and full-time statuses at buildings, leadership positions, and defining “other duties as assigned.”

- Article 17 – Plan Time: Add additional elementary teacher-directed plan day for a total of 3 days (already tentatively agreed upon and implemented for January 8, 2019).
- Article 19 – Evaluation of Personnel: Evaluation forms will remain in the agreement for easy access. Language has been clarified and modified to reflect current practice.
- Article 22 – Grievance Procedure: Simplifies language to reference current practice of grievance steps.
- Article 27 – Non-elective Employer Paid: Remove out dated language pertaining to grandfathered employees and the vesting schedule.

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 2018-2019 contract year.

Motion:

“I move that the Board of Education approve the tentative agreement and ratify the 2018-2019 Master Agreement and the certified compensation and fringe package (previously approved on 5/29/18) in the total amount of \$2,137,382.”