

Highlights of the Classroom Teachers' Council Negotiated Agreement October 25, 2006

Duration of Agreement: This Agreement shall be effective as of the 1st day of September 2006 and shall remain in effect for the regular school years 2006-07, 2007-08, 2008-09 ending August 31, 2009.

Recognition: The Board hereby recognizes the CTC as the exclusive and sole negotiating agent for all full-time and part-time regularly employed professional staff in teaching positions, certified school nurses, certified school social workers, and certified school psychologists.

Teacher and CTC Rights and Responsibilities: Any written complaints or letters of discipline which address behavior which has jeopardized a safe school environment may remain in the Teacher's file and may be used for discipline. However, upon a Teacher's request, all other written complaints or letters of discipline will be expunged from the Teacher's file three years after the date they are placed in the file and cannot be used for disciplinary purposes unless there is another complaint or letter of discipline of a similar nature against the Teacher during the three-year period.

- Board information: Any board information that is sent to the CTC may now be sent electronically.
- CTC or Teacher Views: While within the scope of a Teacher's employment, no CTC or Teacher views on matters referred to in this Agreement and/or relating to Administration-Teacher or Board-Teacher relationships will be knowingly discussed in the presence of District 15 students, nor shall Teachers of the CTC use students to convey CTC or Teacher views on matters relating to Administration-Teacher or Board-Teacher relationships to either parents or the public.

Vacancies: The amount of days a position must be posted before it can be filled has changed:

Mid-School Year Vacancies: At least five calendar days.

Next School Year Vacancies: Minimum of ten calendar days.

Vacancies Arising During the Summer: Teachers will be notified by e-mail no later than June 1 about procedures for inquiring about vacancies that occur during the summer. Summer vacancies will be posted for a minimum of ten calendar days, with the exception of emergency vacancies which may require a shorter posting period (e.g., difficult-to-fill positions, last-minute vacancies, etc.).

Fair Share: Per Agreement

Teachers' Work Day: Professional Planning and Staff Development

- Release Time: The district will provide two and one-half student nonattendance days for all Teachers for common planning. During each of the two full student nonattendance days, a principal may elect to hold a staff meeting which shall not exceed 30 minutes.
- Plan Time:
Elementary Schools—Individual Plan Time: For 2006-07, each Teacher in grades 1-6 will have a minimum of four 30-minute individual plan times per week and one 60-minute individual plan time every other week. Beginning in 2007-08, each Teacher in grades 1-6 will have a minimum of four 30-minute individual plan times per week and one 60-minute individual plan time per week.

Junior High Schools

The length of the junior high school academic period shall range from 35 to 45 minutes.

Class Size and Staffing:

Program Assistant allocation remains.

The District shall provide program assistant time to service all reading intervention programs including, but not limited to, Kindergarten Intervention Program (KIP), First-Grade Literacy Intervention Program (FLIP), Second-Grade Acceleration in Literacy Program (SAIL), and Soar to Success. This program assistant time is in addition to the staffing limits above.

School Calendar:

2006-07: 185 teacher work days (plus five snow days)

2007-08: 184 teacher work days (plus five snow days)

2008-09: 183 teacher work days (plus five snow days)

Miscellaneous:

Faculty Handbook—A copy of the Faculty Handbook will be distributed to each Teacher beginning in the 2006-07 school year. Items contained in the Faculty Handbook are not subject to the grievance procedure.

Leaves:

Personal Leave—Each full-time Teacher is allowed three personal leave days annually, without loss of pay, in addition to allowable sick leave. A Teacher who has exhausted his/her three personal leave days in observance of religious holidays may use up to two sick days for personal leave. For Teachers who begin or end their service during the school year, personal leave days shall be prorated according to an established schedule.

Personal Travel Delay Leave--When a Teacher is absent on a day immediately after a school break because of delayed or canceled transportation over which he/she has no control, the District shall grant personal leave. Approval of the use of personal leave is subject to written verification of the delay or cancellation from a reasonable source acceptable to the District.

Job Share:

Participants in job sharing will be placed appropriately on the teachers' salary schedule with salaries prorated according to the time worked. In order to earn step movement on the salary schedule for job-share years, a job-share teacher must work the equivalent of a full-time work year. The teacher shall be eligible for step movement effective the beginning of the school year immediately following the year in which the Teacher reached the equivalent of a full-time work year. Both Teachers shall receive a pro rated contribution from the Board toward the cost of any full-time medical and dental insurance benefits elected by the Teacher, provided the teacher works 50 percent or more in order to receive health, dental, and life insurance benefits.

Medical and Dental Benefits Plan:

- Prescription co-pay*:
 - Generic drugs: \$15
 - Formulary brands: \$25
 - Nonformulary brands: \$40*34-day supply over the counter and/or 90-day supply by mail order
- Preventive Health Care: Teachers will be provided with a maximum of \$300 per year for preventive health care. On-site health screening offered to Teachers in the district may be paid from this benefit.
- Well-Baby Care: Well-baby care for dependent children shall be provided with the following allocation: \$700 per child per year under age three, and \$350 per child per year under age seven.
- Insurance Committee: There will be an Insurance Review Committee which shall include two members selected by the CTC and others selected by the district. The committee will discuss and make a good faith effort to make recommendations designed to resolve problems, consider plan changes, and issues regarding the insurance cost and benefit plans.

Retirement Benefits:

- Teachers who wish to retire will receive a salary increase of six percent over the prior year's salary for a maximum of four years in lieu of scheduled salary.
- Retirement Insurance Program—Retirees under the Retirement Incentive Option Plan shall not be eligible to remain on district insurance except in accordance with COBRA. In consideration thereof, the district shall make a four-year cash payment (as a contribution toward TRIP or other nondistrict insurance) following retirement in the amount of \$375 per month for single and an additional \$250 per month for a Teacher's spouse.

Salaries:

- A Teacher's per diem rate shall be the Teacher's annual salary divided by the 185 (2006-07), 184 (2007-08), 183 (2008-09) work days in the school term.
- Salary Schedules—all base salary increases are inclusive of a .45 percent increase to TRS.
2006-07 base salary increase of 2.12 percent plus step*
2007-08 base salary increase of 2.13 percent plus step*
2008-09 base salary increase of 2.13 percent plus step*
*2.54% is the increased cost to advance all staff one step on the salary schedule.
- The Teachers who were formerly placed in the doctorate lane will be placed appropriately (step level) in the MA+30 lane.
- No Teacher, upon reaching a date that places him/her within four years of retirement eligibility with TRS, shall receive an increase in any year's creditable earnings greater than six percent of his/her prior year's creditable earnings in any school year following such date, notwithstanding any other terms of this agreement.
- The 2006-07 salary schedule is attached. The 2007-08 and 2008-09 will be available after the Board and the CTC have signed the agreement.

Tuition Reimbursement:

- The Board will provide reimbursement for graduate courses with each Teacher limited to a maximum of \$1,250 per year.
- A Teacher shall be reimbursed for any class, course, or certificate which is required by the district (excluding certificate renewal). This amount shall not apply toward the \$1,250 yearly maximum reimbursement.

Extra Duty Pay Schedule:

- All of these rates are inclusive of TRS.
- All activities listed in the Extra Duty Pay Schedule shall be performed by Teachers. In the event no Teacher is willing to fill an extra duty position, the district may then seek another qualified applicant (employee or nonemployee, paid or unpaid). All positions listed on the extra duty pay schedule will be filled on a voluntary basis. Teachers shall receive the rate as listed on the Extra Duty Pay Schedule.
- A three percent increase will be applied each year for each extra duty position with the exception of lunchroom supervision which will be frozen at the 1996-2006 rate for the entirety of this contract.

TEACHERS SALARY SCHEDULE - 2006-07

Yrs. Of Exp.	Step	Bachelor's Degree 2006-07	BA+16 hours 2006-07	BA+24 hours 2006-07	Master's Degree 2006-07	MA+15 hours 2006-07	MA+30 hours 2006-07
0	0	38,504	41,316	42,971	46,090	49,855	53,615
1	1	40,117	42,931	44,587	47,705	51,474	55,236
2	2	41,730	44,545	46,202	49,324	53,094	56,869
3	3	43,347	46,160	47,817	50,942	54,714	58,479
4	4	44,958	47,774	49,814	53,068	56,881	60,684
5	5	46,629	49,443	52,100	55,291	59,140	62,981
6	6	48,634	51,449	54,668	57,894	61,784	65,665
7	7	50,635	53,452	56,732	59,961	63,828	67,738
8	8	52,640	55,455	58,796	62,029	65,923	69,809
9 10 11	9	54,641	57,460	60,859	64,095	67,993	71,880
12 13 14	10	56,751	59,570	63,032	66,272	70,171	74,062
15	11	59,087	61,906	65,438	68,682	72,586	76,479
16	12	61,426	64,245	67,844	71,094	75,000	78,896
17	13	63,763	66,581	70,252	73,505	77,414	81,462
18	14	66,101	68,920	72,660	75,918	79,828	83,727
19	15	66,101	71,365	75,177	78,437	82,352	86,257
20	16	66,101	71,365	77,928	81,198	85,113	89,018
21	17	66,101	71,365	77,928	81,198	85,113	89,018
22	18	66,101	71,365	79,427	83,461	87,486	91,157
23	19	66,101	71,365	79,427	83,461	87,486	91,157
24	20	70,838	76,104	82,970	86,251	90,096	94,009