



# **Teacher Contract 2020 - 2021 School Year**



**Contract**

## **Negotiation Team Members**

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# Contract

## Our Vision

Last Spring we started negotiating with the district for our new contract since our existing contract was set to expire on 8/31/2020. Normally, we would spend a few weeks negotiating a three year contract. However, COVID had different plans and we had to suspend our negotiations.

What we thought would be a couple of months delay turned into several months since all of our time was spent making remote learning and reopening plans. However, this week we were able to settle upon a short term proposed contract that will be in effect for the 2020 - 2021 school year.

On the next few slides you will see the proposed changes. All words written in red are new language to be added and crossed out words will be deleted. These changes do not address all of the contract issues; in most cases they are the ones we agreed upon when we began negotiations last spring.

This agreement, if ratified, will be in effect for this school year. Our plan is to return to the negotiating table in the Spring of 2021 to negotiate a new 3 year contract covering the 2021-2022 school year through the 2023-2024 school year.




## Article 3 - Interest-Based Decision Making

3:4.2 CEA and District designees will meet a minimum of one time per month to discuss issues of mutual concern. The purpose of this meeting is to collaboratively address and resolve any CEA or District concern or problem in a mutually agreed resolution using the interest-based strategies promoted in this agreement. ~~In some cases, it may be mutually agreed that a Ad Hoc workgroup consisting of CEA and District members needs to be assembled to develop a problem-resolution recommendation. Final resolution will be reached by mutual agreement between CEA and District members of the District Level Interest Based Decision Making Team.~~

3:4.2.1 The process of the workgroup would entail identifying a task(s) and a timeline(s) using a collaborative decision-making process to reach a resolution. The group members shall be provided guidance on their roles and responsibilities. Updates and/or mutual agreements will be shared with CEA and District members of the District Interest-Based Decision Making Team who will then ensure implementation of the recommendations or mutual agreements.

## Article 5 - Facilities and Supplies



5.17 Employees shall have access to operable audio visual equipment in each ~~school~~ **classroom** for use in the instructional program. Reasonable effort shall be made to maintain such equipment.

5.17 Employees shall have access to operable instructional technology in each classroom for use in the instructional program. Reasonable effort shall be made to maintain such equipment. If said technology is not operable, the employee shall submit a technology ticket. If the issue is not resolved, the issue will follow the IBDMT process.




# Article 7 – Protection of Employees and Their Property

7.4 Employees shall immediately report cases of injuries suffered by them in connection with their employment to their **school nurse and** principal or other immediate supervisor.



# Article 10 – Time Requirements



10:1 The employees' normal in-school workday shall be consistent with State Law, which is currently seven and one half (7 ½) hours. Staff employees who are assigned to both elementary and secondary schools (grades K-12) shall follow either an elementary or secondary schedule and work in accordance with the teachers' normal workday (7 ½ hours). ~~It is the intention of the parties for teachers to be in their first assignment five (5) minutes prior to student arrival.~~

10:2 Employees shall not be required to "clock in or out" but may be required to initial a roster upon arrival at their work location. **Should an employee leave the building during the workday, he/she will sign out and sign in when they return. Building IBDMT should determine the sign out and sign in process for their building.** Should an employee find it necessary to be absent, he/she shall notify the appropriate administrator or designee in accordance with administrative regulations.

# Article 11 – Employee Rights

~~11.2 Any suspension of an employee pending the disposition of charges shall be with full pay and benefits.~~

11.2 Any suspension of an employee pending the disposition of charges which could lead to termination shall be with full pay and benefits. However, in cases where the employee is the subject of felony criminal charges, the District may place the employee on administrative leave without pay after the charges have been formally filed. If the employee is placed on administrative leave without pay, he/she shall be notified in writing of the date from which the pay will stop. If the employee is exonerated of all felony criminal charges, back wages will be reimbursed.







# Appendix F - Class Size / Caseload

The Board believes that the pupil/teacher ratio is an important part of an effective educational program.

The following criteria, among others, shall be used to determine efficient class size and the equitable distribution of students:

- (a) the capacity of the teaching facilities and the number of adequate teaching stations and pupil stations in a room;
- (b) the appropriateness of the room to the content of the course or purposes to be served and the methods to be employed;
- (c) the general conditions, which affect the health, safety and effective supervision of the pupils;
- (d) the availability of sufficient books, supplies, and equipment; and
- (e) the ability levels, severity of disabilities and needs of the students.

When class size/**caseload** becomes excessive in the opinion of the teacher involved, the teacher is encouraged to call this to the attention of the building principal in writing. The building principal shall meet with the teacher within five (5) days to give reasons for the situation and explore methods to resolve the situation.

In the event the situation is not or cannot be resolved at the building level, the teacher may appeal the matter to the Director of Schools for consideration.

In the event the situation is not or cannot be resolved at the **Director** of Schools' level, the teacher may appeal the matter to the Superintendent for consideration.

# Dress Code

The parties agree that it is important for employees to model appropriate dress in order to establish a professional environment in our schools that is conducive to learning and to promoting the expectation of good behavior. Employees should dress in a manner consistent with his/her job duties and suitable for the subject of instruction or the task being performed. In no way should an educator's attire cause a distraction to the educational purposes of the school. This must be applied in the context of the activity, age, and abilities of the students served, and the physical environment at the time. Should an employee wear what is considered by his/her administrator to be inappropriate attire, he or she shall be so advised by the administrator. If the behavior persists, the Association will be approached to discuss appropriate dress with the employee.



# Salary

3.5% raise on the local portion of our salary for this current school year retroactive to the first pay of this school year.





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## Contract Ratification

Member's only voting will take place online on January 8, 2021. Results will be reported out by January 11, 2021 to be submitted to the School Board for a vote on January 12, 2021.

The Negotiations Team will be available to answer questions via two Zoom sessions:

January 5, 2021 from 3:30pm - 4:30pm

January 7, 2021 from 6:30pm - 7:30pm

[Zoom Link](#)