Summary of Negotiated Contract items

HIGHLIGHTED items are additions
~~STRIKETHROUGH~~ items are deletions.

GENERAL

1. Reorganization of Contract to conform to WEA Standards.

Changes order of sections in contract, provides section and subsection headings.

2. Article I BUSINESS

4.5 Distribution of Signed Copies

Both the District and the Association shall receive one copy of the Agreement signed by all parties involved in the negotiations and approvals thereof.

4. Section 3: <u>PAYROLL DEDUCTIONS</u>

Payments to ~~Clark County Teacher's Credit Union~~ IQ Credit Union

5. 1.1 Bargaining Unit

Excluded from the bargaining unit shall be the superintendent, central office administrators, building principals, assistant building principals or any supervisor who shall in his/her normal duties perform a preponderance of the following: Having authority in the interest of the district to hire, assign, promote, transfer, lay off, recall, suspend, discipline, or discharge other certificated employees, or to adjust their grievances, or to recommend effectively such action.

LEAVES

5. Section 4: <u>BEREAVEMENT LEAVE</u>

Two (2) days may be granted with pay for bereavement of a relative with prior approval from the superintendent. One (1) additional day for a total of three (3) days shall be granted in cases involving bereavement of the immediate family of father, mother, wife, husband, recognized domestic partner, grandparents, father-in-law, mother-in-law, or children of the teacher. Such leave is noncumulative.

~~Other funeral~~ Additional bereavement leave may be granted under special circumstances by the superintendent. In some cases, ~~with~~ the cost of a substitute may ~~to~~ be deducted from the employee's pay, if a substitute is secured.

6. Section 1.7 Childbirth

In the event of the birth of a child of the ~~teacher's spouse~~, employee's recognized domestic partner, two (2) days of sick leave will be allowed at the time of birth.

5. Section 2: <u>MATERNITY AND CHILD-CARE LEAVE</u>

~~Maternity leave with pay is available as a short-term disability leave~~. The District will grant up to thirty (30) working days of maternity leave with pay (from the employee's accrued sick leave) following the delivery of a child. Requests for maternity leave must be in writing and received by the District at least two months prior to the expected commencement of such a leave. The request for leave shall include a statement concerning the expected date of delivery of the child and an estimate of the period of maternity leave required.

~~The District will grant up to thirty (30) working days of leave with pay following the delivery date of the child.~~ Leave taken beyond the thirtieth working day from date of delivery will be considered child-care leave and will be on an unpaid basis, unless the ~~teacher's~~ employee's physician indicates in writing that the maternity disability still exists. In the event that the ~~teacher's~~ employee's sick

leave is exhausted prior to the completion of the maternity disability, the ~~teacher~~ employee may draw the balance of the money due for the contracted days already worked during the school year.

6. Section 3: <u>ADOPTION LEAVE</u>

Two (2) days of adoption leave with pay from sick leave shall be granted to ~~a teacher~~ an employee for court and legal proceedings, home study and evaluations, and home visitations instituted by the adoption agency with the stipulation that the ~~teacher~~ employee make every effort to schedule these proceedings outside of school hours.

7. Section 7: <u>PERSONAL LEAVE</u>

Employees shall be granted, upon request, two (2) days of leave per school year to conduct personal business. Teachers may also use up to ~~two (2) days of sick leave for personal leave.~~ one (1) additional day of sick leave per school year to conduct personal business, for a total of three (3) days. If an employee does not use the first two (2) days of personal leave, s/he will be compensated the per diem cost of a substitute for each personal leave day not used. Staff members requesting to take personal leave shall do so on AESOP at least three (3) days in advance, except in unusual situations where prior notice is not possible. In the latter instance, approval of such leave shall be sought immediately upon return to work.

The District may limit personal leave to not more than ten percent (10%) of the certificated staff on any one day if substitutes are not available. ~~Personal leave may not be used during the first or last week of the school year.~~ Personal leave may be taken in half-day (subject to availability of 1/2 day subs) or full-day units only. ~~No more than three days of personal leave may be taken consecutively. Personal leave may not be used to extend a holiday or vacation; however, for special circumstances, the district will agree to allow employees to extend a holiday or vacation with the approval of the superintendent.~~ In special circumstances, the Superintendent may agree to approve one (1) additional day of personal leave charged against the employee's sick leave balance for a total of four (4) days.

CLASS SIZES

8. **Class Size Limitations**

C. In accordance with Ends Policy E-1, it is the goal of the District to provide for a supportive learning environment for each student. Insofar as allowed by constraints of physical plant and financial resources, the following teacher work loads shall be considered too large to fulfill the District mission:

~~1. A combined K-3 grade average in excess of twenty-seven (27) students per teacher (kindergarten enrollment shall be divided by two (2));~~

1. A kindergarten average in excess of fifty (50) students per teacher, divided by two (2).

2. At grades 1-3, an average in excess of twenty-seven (27) students per teacher.

3. At grades 4-5, an average in excess of twenty-nine (29) students per teacher.

4. At grades 6-12, an average in excess of thirty (30) students per class or 150 students per day.

5. With the exception of those classes listed in the next paragraph, a single class room in excess of two (2) students over the average as stated above.

9. Recognition of Special Needs Students

Insert between paragraphs beginning "For the purpose…" and "The maximum size…"

Students with special needs, such as those identified as medically fragile, needing ELL services, or those on IEPs or 504 plans who are placed in a basic education classroom shall be weighted at 1.25 FTE in recognition of the extra

work associated with documentation, meetings, and implementation of appropriate activities related to the student's special status.

The district recognizes that students with special needs, such as those identified above, require additional support by the classroom teacher. In the event a class or class load contains a disproportionate number of such students, every effort shall be made to achieve a more equitable balance in classes or class periods. This could occur through the lowering of overall class size, redistribution of special needs students, additional classroom aide support, or other reasonable solutions worked out to create an equitable work load.

PLANNING TIME AND WORK YEAR

10. TEACHER WORK YEAR

Extinguish Memorandum of Understanding and replace it with contract language shown below.

9.1 Length of Contract Year

Teachers are employed under contract for a school year. All teachers are expected to prepare for, conduct, evaluate and summarize instruction for students preceding, during and following the student school year. The District expects certificated staff to acquire, maintain, and enhance their teaching qualifications and certification requirements. Staff is also expected to know and follow the faculty handbook procedures. The basic contract for all continuing certificated employees will be for 180 days.

9.2 Additional Contracted Days

~~Four (4)~~ Up to four (4) additional contracted days will be paid at per diem rate. The District may choose to have meetings called to open or close the school year with adequate notice to certificated staff. Of the ~~six (6)~~ **three (3)** days which teachers work beyond the regular 180-day student school year:

9.2.A Teacher Work Day Prior to the First Day of School: On-site preparation of classroom/instructional environment. ~~One (1) day prior to the opening of school will be designated for classroom preparation only.~~

9.2.B Mid-year and ~~One (1) day will follow the end of the first semester and will be used for preparing grades and curriculum for the second semester.~~

9.2.C End-of-Year Teacher Work days: For evaluating and recording of student progress reports for parents and mid-year or end of year grade reports, and meeting/consultation with other faculty to plan and/or prepare presentation of programs, and the closing of classrooms at the end of the year.

~~One (1) day will be used for teachers to do grade-level or subject area planning and preparation related to improving student learning consistent with education reform implementation.~~

~~9.2.D One (1) day will follow the last student day.~~

~~Teachers' salaries on one of the four supplemental days shall be paid with I-728 monies and the district will determine the activities for that day. Should I-728 monies fall below the 2002-03 level, this day will not be offered.~~

HIGH SCHOOL ASB ADVISOR

8. Adding a High School ASB Advisor

Page 48 -- Supplemental Contract Schedule

High School Yearbook Advisor	10%
High School ASB Advisor	5.5%
Middle School Yearbook Advisor	3%
Middle School ASB Advisor	5.5%

Job Description – High School ASB Advisor

Under the supervision of and reporting to the high school principal, the duties and responsibilities of the ASB Advisor shall be as follows:

1) To supervise ASB meetings.

2) To educate the student council in the basics of parliamentary procedure including Roberts Rules of Order.

3) To guide the student council in the planning of student body activities which may include assemblies, fundraisers, intramural competitions, self-esteem programs, holiday Olympics, etc.

4) To supervise ASB activities such as leadership conferences, dances, etc.

5) To monitor ASB funds.