

## Issues in Mediation 2019-2020

Issue	Union	District	Agreement?
<b>Basic Wage</b>	State IPD (2.0. 2.1, 2.1) <b>PLUS</b> 4.99% <b>OR</b> State IPD (2.0,2.1, 2.1) plus 10 days TRI at per diem per teacher	State IPD only (2.0, 2.1, 2.1)	No
<b>BA-90 Salary Adjustment:</b> \$3000 increase to five current BA-90 teachers grandfathered to them only <i>*Cost Increase to District</i>			Yes
<b>Term of Contract:</b>	1 year	3 years	No
<b>Increase in Optional Day:</b> Increase optional days to include 1 “floating day” before school begins, with the date range to be set at the start of each year.  2019-20: 5 paid workdays of which 3 are optional and two are mandatory  2020-21 and 2021-22: 6 paid workdays of which 3 are optional and three are mandatory  All extra days, optional or mandatory are paid at per diem  <i>*Cost Increase to District</i>			Yes

<p><b>Curriculum Hours Extra Pay:</b> District will provide 10 hours of curriculum/professional development per certificated employee each year. The hours will be compensated at the per diem hourly rate of pay.</p> <p><i>*Cost Increase to District</i></p>			Yes	
<p><b>Supplemental Salaries</b></p> <p><i>*Cost Increase to District</i></p>	CTE: 68 days at per diem	CTE: 50 days at per diem	No	
	Yearbook: 32 hours per diem		YES	
	Portfolio: up to 15 hours per diem	\$500		No
	Band: 32 hours per diem	Band: Up to 24 hours per diem		No
	Knowledge Bowl: 10 hours per diem	Knowledge Bowl: \$350		No
	Highly Capable: 8 hours at per diem		Yes	
	Honor Society: 10 hours per diem	Honor Society: \$350		No
		Student Teachers: \$350 for hosting a student teacher		Yes
		Independent Study Supervision: \$300		Yes
<p><b>SPED Extra School Year Days:</b> Teacher paid at per diem</p>			Yes	
<p><b>SPED Extra Time:</b> 5 extra days' pay at per diem for reports, IEP's etc.</p> <p><i>*Cost Increase to District</i></p>			Yes	
<p><b>School Counselor Pay:</b> Pay at per diem for extra hours as approved by admin.</p>			Yes	

<p><b>Classroom Budgets:</b> District’s elementary classroom employees will have \$300 per school year and middle-high teachers \$150 to use for miscellaneous classroom materials/items. <b>*Cost Increase to District</b></p>			Yes
<p><b>Teacher Credit Calculation:</b> When teacher earns master’s degree, 45 credits will be deducted, but other previous credits remain on teacher record.</p>			Yes
<p><b>Student Discipline Language</b></p>	Specific Language	Follow the law; convene discipline committee each fall to determine staff training needed	No
<p><b>SPED Caseload</b></p>	Cap at 30	No Cap; convene MDT group meeting prior to May 1 yearly(SPED teachers, SPED director, psychologist, superintendent) to examine current and estimated future case load and determine caseload cap for each building.	No
<p><b>Personal Leave</b></p>	Increase to 3 personal leave days with rollover to 6	Current contract: 2 personal leave days with rollover to 4	No
<p><b>Additional Class Pay:</b> Additional classes taught during a teacher’s planning time by teacher agreement shall be compensated in addition to regular rate of pay at the hourly per diem rate.</p>			Yes

<b>*Cost Increase for District</b>			
<b>Leave of Absence:</b> A leave of absence without pay not to exceed 1 year may be granted by the Board of Directors.			Yes
<b>Paid FML</b>	District pays all FML premiums	District pays 50% of FML premiums	No
<b>Leave Sharing:</b> Language change to 22 days			Yes
<b>Reopeners</b> Contract can be reopened yearly by either side with each side bringing up to 3 issues to negotiate	Keep reopener so bargaining can happen each year	No reopeners	No
<b>Teacher Rights:</b> Specific Language			Yes
<b>Parental Leave:</b> Specific Language			Yes
<b>Retroactive Pay</b>	All items paid retroactively to August 2019	Limited Retroactivity: Only change in salary plus teachers who actually worked an optional day before school	No
<b>Substitute Teacher Pay</b> Increase to \$150 <b>*Cost Increase to District</b>			Yes
<b>Minutes Posting:</b> Post a copy of school board meeting minutes to webpage within 3 business days of meeting.			Yes
<b>New Hires:</b> District will provide name, job title, and building assignment of all new hires to Association president within 5 business days of hire.			Yes
<b>Employee Orientation:</b>			Yes

District will provide 30 minutes of paid time for new hire orientation for the Association to meet with new employee			
<b>Monthly Meeting:</b> Superintendent and Association president shall meet monthly to promote good labor relationships. Each party shall submit an agenda at least 3 business days before the meeting.			Yes
<b>Representation in Investigation:</b> District administrators will advise employees of their right to representation prior to conducting an investigatory or disciplinary meeting provided that representation can occur within 24 hours.			Yes
<b>Crisis Planning:</b> A crisis response handbook will be in print and a copy provided to each staff member not later than October 1 each year.			Yes
<b>Travel between buildings:</b> Itinerant employees shall be reimbursed for travel between buildings during the work day at the IRS rate. Travel time shall not count			Yes

toward prep or duty-free lunch.			
<b>Building Admin Plan:</b> Upon the absence of the building principal, the principal shall assign an administrative designee to handle discipline issues. The designee shall be determined at the start of each year for each building.			Yes