

SUMMARY OF 2016-2017 BARGAINING

ARTICLE	OPENED BY:	LANGUAGE AGREED TO, PENDING AND IN DISPUTE
1 – Agreement TA on 12-8-16	District	<ul style="list-style-type: none"> - Agreement Effective 2016-2019 - Each party will have two (2) re-openers in 17/18 and 18/19. Salary and Health and Welfare are automatic re-openers both years
5 – Association Rights TA on 12-8-16	District	<ul style="list-style-type: none"> - Association will pay ½ the salary of the current Association President not to exceed 50% of Column E Step 8
6 – Grievances TA on 12-8-16	Association	<ul style="list-style-type: none"> - Grievances not resolved prior to holiday break placed into abeyance until school resumes - Add mediation at level IV. Arbitration moved to level V
7 – Hours of Employment TA on 3-8-17	Association and District	<ul style="list-style-type: none"> - Moved Section 7.9 to Article 10
8 – Health and Welfare	Automatic re-opener	<ul style="list-style-type: none"> - Increase retiree health benefits by \$1,000 beginning July 1, 2017
9- Salaries TA on 5-25-17	Automatic re-opener	<ul style="list-style-type: none"> - \$3,000 for Agricultural Service Providers - School Psychologists receive an annual stipend of \$750 for National Board Certification. - Salary increase of 1.5 % effective January 1, 2017. An additional .5% effective July 1, 2017. An additional 1.5% will be added on January 1, 2018.
10 – Transfer and Reassignment of Personnel TA on 2-15-17	Association	<ul style="list-style-type: none"> - Individual involuntarily transferred shall be notified prior to posting if position opens in 3 semesters - Unit members involuntarily transferred allowed two (2) days release - Unit members involuntarily transferred outside of contracted work year allowed two (2) days paid at their current daily rate of pay. - Extra duty positions posted thirty (30) days prior to last student day. - Unit members displaced by a school closure shall be placed at a site of like level prior to the end of the school year and shall be given priority interviews over all other candidate. -
12 – Leaves TA on 1-17-17	Association	<ul style="list-style-type: none"> - Added consecutive after three (3) days of illness - District may require proof of illness if reasonable belief abuse of sick leave and prior notification given - Per death added to five (5) days of bereavement - Removed the work serious in 12.3.3.2 regarding illness of family member. - Added Parental Leave due to changes in law (removed Adoptive leave due to the law). Law allows use of sick leave and differential for up to 12 weeks.

13 – Safety TA on 1-10-17	Association	<ul style="list-style-type: none"> - Creation of process and form for reporting safety concerns to be placed in site handbook and District website. - Unit members to be given copy of site student discipline procedure at start of year - Right to suspend per 48910 added and process written to go in site handbooks.
14- Class Size	Association	<ul style="list-style-type: none"> - Closed - no changes by agreement
16 – Complaint Procedure	Association	<ul style="list-style-type: none"> - Closed – no changes by agreement
17 – Peer Assistance and Review TA on 12-14-16	District	<ul style="list-style-type: none"> - Expanded volunteer participating teacher to include experienced teacher new to district. Priority given to classroom teachers with permanent status. - Changed criteria for consulting teachers lowering recent classroom experience from five (5) to three (3) years - Updated Final report form in Appendix H
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MOU's		
Special Ed Agreed to on: 3/16/17	Proposed by Association	<ul style="list-style-type: none"> - Creation of Joint SPED Committee - Instructional Aides – input into scheduling assigned by need or IEP - <u>Scheduling of IEP Meeting</u> – every effort to schedule during duty day <ul style="list-style-type: none"> - Outside contract at R&D Rate - Psych's – SLP's and APE and Nurses – no supervision duty - <u>Inclusive Practices</u> <ul style="list-style-type: none"> - All SPED shall have all core Instructional materials - Ancillary materials and equipment taken into consideration by Admin - <u>Co-Teaching</u> <ul style="list-style-type: none"> - Definition - Voluntary - Separate evals if in Co-teaching setting - Proportion of students with IEP's - Effort to try to provide common planning time - Definition of mainstreaming - Extended School year <ul style="list-style-type: none"> - Service on IEP - Voluntary Assignment - Compensation at Summer School rate - Collaboration time – <ul style="list-style-type: none"> - Definition - Case Management – <ul style="list-style-type: none"> - \$750 stipend to SPED classroom teachers who provide core instruction and manage a caseload - Allowance of release time with admin approval
Block Schedule – MOU Agreed to on: 3/8/17	Proposed by District	<ul style="list-style-type: none"> - Waive section 7.5 for (4) weeks at Middle School and three (3) weeks at High School for testing (16-17) - Waive section 7.5 for six (6) weeks at middle school and three (3) weeks at high school for testing in 17/18 - Secondary teachers shall receive weekly equivalent of prep in in the form of a block

<p>Collaboration Time – MOU</p> <p>Agreed to on: March 8, 2017</p>	<p>Mutual Interest by Association and District</p>	<ul style="list-style-type: none"> - Late Start/Early release - 4 meetings per month on a designated day if there is a fifth that day will be teacher prep - Collaboration meetings – teacher driven - Only 900 minutes per year may be used by administration
<p>Dual Language Immersion Program (DLI)</p> <p>Agreed to on: 2/15/17</p>	<p>Proposed by District</p>	<ul style="list-style-type: none"> - Must Have BCLAD and actively teaching in a DLI program <ul style="list-style-type: none"> - Receive \$1,000 signing bonus or transfer incentive - Teachers teaching in a DLI program or preparing to teach in DLI shall receive an annual stipend of \$1,500 - Teacher with a BCLAD shall receive a \$750 stipend - Teachers hired for DLI program shall receive a stipend of \$500
<p>Speech and Language MOU</p> <p>Agreed to on: 10/20/16</p>	<p>Mutual Interest by Association and District</p>	<ul style="list-style-type: none"> - Increase work year by 2 days in 16/17 - Increase work year by 3 days in 17/18 - New Salary schedule created based on daily rate of pay in current Psychologist schedule
<p>SLP Tuition Reimbursement MOU</p> <p>Agreed to on: 11/10/16</p>	<p>Proposed by District</p>	<ul style="list-style-type: none"> - New SLP's hired on Column A, step 1 or column B, step 1 eligible for tuition reimbursement over 6 years
<p>SLP Stipend MOU</p> <p>Agreed to on: 11/10/16</p>		<ul style="list-style-type: none"> - Agreed to eliminate stipend in C-4 due to creation of new salary schedule
<p>Early Notification of Separation Incentive Plan MOU</p> <p>Agreed to on: 11/10/16</p>	<p>Proposed by District</p>	<ul style="list-style-type: none"> - \$1500 stipend for permanent bargaining unit members notifying district of retirement or resignation for 16-17 year
<p>Alessandro Teacher Schedule – MOU</p> <p>Agreed to on: 3/29/16</p>	<p>Proposed by Association</p>	<p>This is the MOU that has been agreed to for approximately eight (8) years. The MOU is for 2017/2018 and 2018/2019.</p>