

Negotiated Contract Language

Why the one year?

- 1) 95% of money offered in ASD's three year contract secured in the one year contract. Members are better off with 1645 towards health, five personal days, and negotiated language moving forward.
- 2) Members need immediate relief and the agreed upon language changes should help.
- 3) Contract in hand for members and ASD. Everybody focuses on students w/out distraction.
- 4) ASD and AEA can focus their attention together on legislative funding.
- 5) Agreement to resume bargaining by April 1st with limited articles. (105, 110, 205, 210, 615 + 2 of our choosing.)
- 6) **Negotiated Language Implemented after winter break...**

Article #	Title	Negotiated Money Items
105	Salary Schedule	Zero percent.
110	Salary Conditions	Step and lane + in-lieu.
205	Health	Health retroactive to \$1645. Health fund will receive \$.80 million. \$240 per member to offset premium costs.
330	Personal Leave	5 Personal days, max cash out 5 per year. Equivalent to 1.1% salary increase. (Avg per diem of \$388 x 2 days = \$776 cash or you are being paid for 182 days).

Article #	Title	Negotiated Language
110	Salary Conditions	Step and lane + in-lieu.
115	Salary Schedule Qualifications	All credit courses offered through PLD will count towards salary advancement.
125	Salary Payment	Everyone moves to 12 months once there are less than 200 members at 10 months pay.
135	Extended Contract	Increase to ten week notification and must be concurrent with academic calendar.
155	Additional Duties	Added test coordinators and 504 coordinators.
205	Health	Health retroactive to \$1645. Health fund will receive \$.80 million. \$240 per member to offset premium costs.

310	Emergency Leave	Both in state and out-of-state to 10 days.
311	Travel Delay	Deleted from contract.
312 (new)	Bereavement Leave	Created its own leave category, 5 days in state, 7 days out of state. Does not start from date of death, more flexibility to member.
330	Personal Leave	5 Personal day, carry over 5 (book), max cash out per year 5.
332	Religious Leave	Taken at 1 day for 1 day of leave. (From 1 day for .5 leave.)
350	Sick Bank	Upon resignation / retirement, members may donate 10 days to the sick leave bank.
360	Unpaid Leave	Change to July 15 notification.
365	Family Medical	All non-birth parents may use 10 days of sick leave, a gain of 5 more days. Language limiting how adoptive parents may use sick leave.
407	Conferences	"Alternate" Conference Language added.
417	In Service / Calendar	1) GAP day for 1st quarter reinstated. 2) Flexible work calendars language added
419	Discipline	Member notification of violent student language updated.
428	Time @ Duty Station	- BIC - all schools to begin at 8:50 (or 10 minutes before school day begins). - Max of 2 mandatory staff meetings per month, cut number of staff meetings in half. - High School staff expected attend graduation ceremonies unless prior approval to be absent.
452	Planning Time	- <i>"Self-Directed"</i> planning time language. <i>"Administration will minimize meetings /disruptions."</i> - All members, including specialists, will have students first day of school. Itinerants with 3 or more schools may request additional support.
464	Evaluation	Non-tenured, one formal eval must be conducted before end of 1st semester. (Down from two at any time during year.)
470	Classroom Coverage	All coverage paid. (No more 1st coverage freebie.)