



NEW CONTRACT HIGHLIGHTS

Certificated

Compensation



- **Salary step:** One step for all eligible employees on the *Temporary 2021-2022* salary scale retroactive to July 1, 2021. (Full implementation of previously negotiated salary scales on June 30, 2022)
- **One time payments (bonuses):** One time payment of \$950 for all employees at the top of each scale.
- **Summer work:** Paid per diem based on regular rate of pay.
- **Tuition reimbursement:** The reimbursement rate for credits was increased by \$50
- **Special educators:** Special Education teachers and related service providers will be paid for two additional days, and will complete a 28 hour log instead of 14.
- **Occupational therapists:** OT's will receive \$3,000 for their NBCT in occupational therapy.

Benefits



Premium Changes: Increase in employee contribution to premium of 1% (see table below). Specialist co-pay increased by \$5. *Benefits closed for negotiations in Fiscal Year 2023*

<i>Hire Date</i>	Before June 30, 2011	After July 1, 2011	After July 1, 2021
Employer/Employee Premium Contribution	86% / 14%	85% / 15%	84% / 16%

Planning Time



- **Elementary teachers:** additional 50 minutes of planning per week in blocks no shorter than 25 minutes.
- **Secondary teachers:** Additional 30 minutes per week of planning. Continued work will occur to create additional minutes for secondary.

Protection



- **Professional Growth Plans (Action Plans):** New language governing action plans. Cannot be used in an evaluation, ensures goals are appropriate and achievable. Requires administrator to provide professional support for action plan.
- **Due process:** Strengthened protection for employee representation during a personnel investigation.

Leaves of Absence



- **Personal leave:** Staff may now carry 6 days of personal leave instead of 5.
- **Bereavement leave:** Two of your five bereavement leave days can be used up to 100 days before or after the use of the other three days.
- **Child rearing:** Staff may utilize child rearing leave for up to 6 consecutive years, with employees returning for a year before using more. Current members on leave are grandfathered with prior language that had no consecutive cap.

Transfers



- **Voluntary transfers:** process will be reviewed by a committee and suggestions for improving and complying with the new Blueprint regulations will be implemented in the FY22 school year. Language will not officially be modified until after that process and pilot.