

**SLTA/District Negotiation  
2009-2010  
Tentative Settlement**

**Professional Development Days (“Quality Teaching”) This applies for one year only.**

We shall renegotiate this item next year. If the Legislature funds Quality Teaching days next year, we shall revert back to the Written Agreement Language on Professional Development Days.

- The first 24 hours of the “Quality Teaching Pay” shall be offered and paid at your hourly per diem rate. They shall be held on non student days.
- They are optional.
- Of the first 24 hours
  - 8 hours are for District use
  - 4 hours are for school/department use
  - 12 hours are for teachers
- Other opportunities for teachers shall be offered by the District at a stipend rate of \$25 for an hour of instruction. These opportunities are optional for teachers. Teachers are the only group that has opportunities to make more money beyond their “contract” salary.

**Steps & Lanes**

Steps and Lanes shall be fully funded and ongoing.

- Reduce Flex Plan to \$1680 a year [\$140 per month]
- 401K – for teachers only
  - Teachers at the top step across the board shall receive 2% on 401K
  - Teachers that get steps shall receive 1.5% on 401K
  - Master Equivalency deadline shall be postponed to December with forms to be submitted by 12/1/09 and approved by 12/19/09 in order for teachers to be able to get masters equivalency and qualify to move over lanes with additional hours. After December 2009, teachers shall only be approved to reach the Masters Lane with their Masters Equivalency.

**Sick Leave Conversion.**

7.5.4 Sick Leave Conversion. After all personal leave has been used, including additional leave (Section 7.5.3), an employee may request in writing to the Human Resources Administrator, a conversion of hours of accumulated sick leave to hours of personal leave. The conversion allowed shall be as follows:

Teachers with 0 – 10 years	No consideration of conversion of sick leave
Teachers with 11 – 20 years	Four (4) days total conversion in the ten (10) year window may be requested
Teachers with 21 – 30 years	Seven (7) days total conversion in the ten (10) year window may be requested
Teachers with 31 or more years	Seven (7) days total conversion in the ten (10) year window may be requested

- Any refusal of such requests shall be in consultation with the President of the Association or designee. Each time a request is made and a conversion is granted, the “additional” personal leave day must be used. (7.5.3 )
- We were able to get an additional day for teachers with 11 – 20 years, 21-30 years, 31 or more years and clarified that the number of days could be taken at separate times as long as the “additional” personal leave day is used each time.

**School Calendar language. [1.15.1]**

The term “school calendar” shall imply that every school shall have one thousand (1000) hours and 180 days of instruction time. Additional instructional time at an individual school shall be determined by the school through the Shared Governance Process.

- This gets us away from the minimum of 990 hours that we had previously.
- This gives the **school** the authority to determine if and how much time is beyond the 1,000 hours that we now have.

### **Leave Day Incentive – Negotiated to be added in the Written Agreement**

Language: When a teacher has accumulated forty (40) hours of personal leave and 1476 hours of sick leave, each additional unused personal leave up to 16 hours shall be paid to the teacher at 19% of the value of each personal leave day. Payment shall be made at the end of the school year or the first check of the new school year.

- 1440 hours of sick leave and 40 hours of personal leave is the maximum a teacher can accumulate.
- 72 hours are given every full-time teacher at beginning of new school year regardless if at the 1440 maximum. The teacher may use 36 hours of the 72 hours given for sick leave and still be eligible for incentive pay. These 72 hours are used first if teacher is ill.
- 16 hours of personal leave are given to each full-time teacher at beginning of the school year.
- To qualify, you may not use any of your personal leave in the year.
- This benefits teachers who have accumulated the maximum sick leave and personal leave possible.
- This shall happen every year if a teacher qualifies.

### **Other agreements**

#### **Letter of Intent**

The District and the Association shall form a small committee to work on language for the displacement and unassignment of teachers as part of the 2009-2010 Negotiations Package. This shall be brought back to the whole negotiating team for approval before spring of 2010 to be ready for implementation in spring of 2010. This shall not appear in the Written Agreement, but shall be a memo of understanding between the SLTA and the District Human Resource Office Administrator. It shall not be changed unless both parties agree.

#### **Disciplinary Actions – Concept**

This shall not appear in the Written Agreement, but shall be a memo of understanding between the SLTA and the District Human Resource Office Administrator. It shall not be changed unless both parties agree through negotiations.

Concept: Teachers should know about the progression of disciplinary actions, and principals should follow the progression and keep the information in the appropriate file. Forms shall be developed so the steps are clear. We emphasize that clear and explicit verbal communication between the principal and the teacher is important and should be involved at each step. The following represent the agreed upon steps:

- Verbal notice or oral warning (Information is kept at the school site.)
- Formal verbal notice or oral warning with written documentation from the principal (Information is kept at the school site.)
- Written warning (Information is kept at a designated file at the District. If there is no repeated offense of the same nature after three years, it shall be removed from the file and destroyed.)
- Written reprimand (Information is kept in the Personnel File at the District.)
- Suspension (Information is kept in the Personnel File at the District.)
- Probation (Information is kept in the Personnel File at the District.)
- Demotion (Information is kept in the Personnel File at the District.)
- Termination (Information is kept in the Personnel File at the District.)

#### **Insurance**

The District insurance shall be Regence Blue Cross Blue Shield and the panel of doctors shall include Altius and IHC providers. The average increase shall be 5.2%.

#### **Other**

Classified and Administrative employees shall take the first day furlough alone if necessary to balance the budget for the 2009 – 2010 school year.