

**NEGOTIATIONS
TOOELE COUNTY SCHOOL DISTRICT
and the TOOELE EDUCATION ASSOCIATION
2009-2010**

Tentative Agreement

Salary Recommendations:

- TCSD will offer no Cost of Living increase.
- TCSD will fund steps and lanes for the school year 2009-2010.
- TCSD will fund 4 additional days beyond the 183 day contract during the 2009-2010 school year. The 4 days will be funded from the Special Education ARRA funds. The days are funded from one time money so they are for the school year 2009-10, which will be used for Professional Development in the area of Professional Learning Communities and Response To Intervention.
- TCSD agrees to use Title IIA funding, to be used for job enlargement. A district committee will be developed to establish priorities for the Title IIA funding. After the District committee recommendations are established each school will look at programs/activities left unfunded with a school committee and may request volunteers in order to continue agreed upon programs/activities. This funding is one time.

The proposed Title IIA funding allocation would be;

Elementary Schools	\$86,000
Jr. High Schools	\$28,500
High Schools	<u>\$28,500</u>
Total	\$143,000

- Each TCSD Association shall negotiate independently for steps and lanes.

Insurance Recommendations: TCSD insurance premiums increased by 1.4 % for the school year 2009-2010.

- TCSD will maintain the dental incentive plan as written at no additional cost to the employee.
- All employees will pay an additional \$12 per month for health insurance.
- The following changes will take place in the insurance benefits:

1. Emergency Room \$150/\$300
2. Prescription \$50 deductible per person/per year

- The TCSD insurance committee will continue into the future with one change, an increase of one member from the administrator group. So the make-up will be as follows:

Superintendent
Business Administrator
Human Resources Director
Board member
Retired Teacher Representative
2 members from each TEA, TCEA, TCAA

Employee Recommendations:

- TCSD agrees that the ESA funding shall be moved from a separate column on the salary schedule and be included in the base salary. The ESA shall be a separate line item on the employee’s check stub, due to the different funding source. The ESA will be noted on the salary schedule as a separate funding source.
- The Superintendent shall direct the principal of each school to arrange schedules that provide each certificated employee a minimum of 20 minutes of duty free lunch. The schedule needs to be given to the teachers at the beginning of the school year and on file at the District Office with the appropriate Director.
- Teachers currently working in a school, including part-time teachers, shall have priority to any certified vacancy in the school for which they are qualified before any vacancy is declared to the district office. If more than one teacher in the school has expressed an interest for the same position, the teacher who meets the qualifications determined by the rubric for that position shall be selected, and not subject for movement for one school year.
- TCSD shall form a committee of 10 members(4 TEA , 3 TCAA, 3 District office personnel) to develop a hiring rubric for certified teaching positions . The rubric shall be completed by September 1, 2009. A consensus of the rubric must be reached by the committee. The recommended rubric shall be forwarded to the TEA/TCSD interest based decision-making team. The rubric is subject to approval of the Board of Education.
- Any vacancy in a school shall be announced by the principal within the school via email.
- If a vacancy occurs after the school year ends, the principal shall notify teachers within their building via email. The teachers shall have three (3) working days to respond to the principal via email if they are interested in a position for which they are qualified.
- District vacancies shall be announced to employees via email when job openings are posted.
- A committee will be formed to review the current Attendance and Discipline policies to establish a functional practice to be used in school buildings throughout the district.
- TEA will be informed of the reading assessment committee’s recommendation.

Tentative Agreement reached May 29, 2009

Tooele County School District _____
Tooele County School District Board President

Tooele Education Association _____
Tooele Education Association President