

MANDATORY SUBJECTS AND AGREEMENTS

FINANCIALS:

- Article 14:
 - Experience Steps, Educational Lanes and 14/25 service increments awarded.
 - 1.5% increase to the salary schedule, manual adjustment of BA S1 (\$40,200) and S2 (\$40,800).
 - 3% one-time payment to every employee paid in first semester. Tentatively scheduled for payment in November 1 paycheck, but subject to adjustment.
 - Increase of the Base Salary (Article 14.B) to calculate stipends and hourly rate to \$37,000 (from \$35,165)
- Article 15: No Changes to Master Agreement
 - *Note – Because the Base Salary (Article 14.B) increased, stipends that are expressed as a percentage of the base will rise. Also, general hourly rate will be \$30.34 next year.*
- Article 16: No Changes to Master Agreement
 - *Note- The financial settlement includes contributions to offset some of the changes to the insurance and benefit program. It includes an offset payment of \$667,000 to reduce premium increases for employees in the insurance program. The recurring \$337,000 additional payment represents the District's increased share of insurance premiums. Individual and family participants will see minor changes in their monthly insurance premiums, with a budgeted increase of 3.4% beginning on July 1, 2021.*

TOTAL COMPENSATION PACKAGE = \$9.83M that represents an overall increase of 7.35% to pay, benefits, and retirement.

ARTICLE 19: TERM OF AGREEMENT – Maintain a 3 Year Agreement. New effective dates are July 1, 2021 – June 30, 2024. Term will not be bargained next year.

OTHER IDENTIFIED IBB ISSUES

SSP NONPROBATIONARY STATUS: Memorandum of Understanding establishing a clear pathway to nonprobationary status and continuing employment that is similar to teachers. While outside of the contract, it mirrors term of agreement and provides legal rights while the MA/MOU are in place.

ISSUE: ONLINE LEARNING – no changes to the Master Agreement

- Joint Council to monitor expectations of online learning and address issues as they arise.
- District policy committee updating existing policy to address the needs of online learning.

ISSUE: PROGRESSIVE DISCIPLINE – Withdrawn by D11 team. No changes to the Master Agreement.

Tentative Agreements between the D-11 BOE and CSEA including Proposed Changes to the Master Agreement for the 2021-22 School Year

ISSUE: SUBSTITUTE COVERAGE –

- **Placing definition of emergency in Appendix B.**
 - *Emergency: Emergency coverage is defined as an unplanned, unanticipated, and/or new incident that does not allow for the immediate fill of a teachers' absence by a guest staff substitute. This can include but is not limited to: pandemic related reasons (quarantine, child care, positive result/pending results, negative result but pending resolution of other medical symptoms), physical/mental medical incident, family emergency.*
- **School based committee to develop a “substitute plan” to share with staff and EDs prior to student arrival.**
- **HR to head development and implementation of an incentive program for substitutes.**
- **HR to develop a substitute checklist for principals.**

ISSUE: METHOD OF NEGOTIATIONS – Changed Article 6 to allow for multiple types of negotiations processes and clarifying timelines. Most impactful language changes to Article 6.A.1 which is proposed to read:

A.1. In negotiating a successor Agreement, the parties agree to determine the processes based on the issues. That process may include the Interest-Based Bargaining (IBB) process, variations of the IBB process and alternate methods of negotiations including traditional bargaining.

In order for both parties to properly prepare for negotiations, both parties agree to begin collaboration on the methodology for that year's bargaining process no later than December 15th. Those discussions for the determination of the process can be held at Joint Council or other separate meetings and shall be completed by January 14. The moving party shall provide a desired process for negotiations in the exchange of issues. In the event that the parties do not agree on alternative methods, the process will move forward using either the IBB Process or a variant of the IBB process on non-financial issues and a traditional bargaining approach on financial issues and articles. Traditional bargaining processes may still utilize components of the IBB methodology to bring context to those matters.

ISSUE: LANGUAGE CLEAN UP AND CLARIFICATIONS –

- To eliminate confusion that developed after adding 15 minutes to the workday in 2014-15, the teams shifted some language for clarity and consistency purposes. After striking sentence 2 of Article 10.A.2.b, we shifted the language to a new Article 10.A.3.d. to read:
 - *The additional 15 minutes per day (average 75 minutes per week) negotiated in 2014-15 to begin with the fiscal year 2015-16 shall be collaboratively scheduled at individual school sites to provide additional planning time for teachers at all levels.*
- Additional typographic adjustments
- Grammar changes