

CONTRACT LANGUAGE SUMMARY

March 6, 2019

Note: Language in various provisions was deleted to update by removing provisions already expired or extending dates by one year to comply with the one-year contract extension to June 30, 2020. Some contract language was also moved from one location to another. Those changes are not listed below.

Page #	Location	Subject of Existing Language	Purpose of Change
16	Article 6.3.1	Identifies schools to which extended/reduced work year may apply	Existing language updated to comply with ESSA; changes "Focus/Priority Schools" to "schools targeted for comprehensive or targeted support"
17	Article 6.3.7	Extended work year for media specialists/librarians responsible for more than one library	Work year extended from 205 days to <u>207</u> days
25	Article 8.3.3.1.a	Overload Pay Threshold and Percentage Charts	Adds Elementary Librarians/Media Specialists to the "Elementary Specialists" box for the purpose of determining overload threshold
26	Article 8.3.3.1.c	Overload Pay Threshold and Percentage Charts	Adds a box for Middle School Librarians/Media Specialists for the purpose of determining overload threshold
27	Article 8.3.3.1.c	Overload Pay Threshold and Percentage Charts	Adds a box for High School Librarians/Media Specialists for the purpose of determining overload threshold
27	Article 8.3.5	Workgroup to recommend overload thresholds for Media Specialists/Librarians by June 1, 2018	Deleted language applicable to school year prior to 2019-2020; workgroup task completed
40	Article 12.1.2	Salary schedule for July 1, 2019 through June 30, 2020	References the new salary schedule and COLA increase of three (3) % over 2018-2019 salary (<i>See also Appendix A.</i>)
40	Article 12.1.4	National board certification	Updates language to extend through 2019-2020 school year; adds workgroup to review appropriate stipends for certifications available to educators by June 30, 2019.

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40	Article 12.2.1.3	Salary adjustments based on proof received after October 31 st	Language change from “made effective second month following the month received” to “made effective the first day of the next pay period” to clarify and make consistent with other provisions
41	Article 12.2.1.4	Multiple Graduate Degrees and Graduate Credits	Adds new language to clarify that graduate degrees (MA, MFA, JD, PHD, etc.) shall be credited, regardless of date of licensure, and how multiple degrees will be credited
43	Article 12.3.3	Advancement to next column on salary schedule	Language change for effective date of change from “within twenty (20) workdays of supplying verification” to “effective the first day of the next pay period after supplying verification” to clarify and make consistent with other provisions
50	Article 15.2	Early Retirement Incentive	Extends eligibility for this benefit through September 30, 2020
54	Article 16.12.3	Extended Responsibility Committee	Extends time for Committee to meet by October 2019 and present recommendations for consideration in the 2020 successor bargain
77	Article 21.2.2.1	Tuition reimbursement	Deletes outdated reference to “highly qualified (HQ)” status
88	Article 27	Evaluation	Adds new language requiring the jointly agreed upon evaluation forms to be included in the Handbook
93	Article 30.1	Duration of the contract	Extends the contract by one year, to July 1, 2019 through June 30, 2020
108	Appendix G	January 22, 2019 MOU regarding bargaining discussions for complaint/investigation procedures	New MOU to agree to meet within three weeks of ratification to review the investigation procedures in Articles 23 and 25
110 and 123	Appendices old G and N	G: Health Insurance Opt-Out Grievance Implementation and N: Work Year 2016-2018	Deletes old Appendices G and N because language has expired
114	Appendix J	School Psychologist Transfer and Assignment Process	Updates year of full transfer process in three-year cycle
119	Appendix M	Settlement MOU	Deletes expired sections; moves some sections to other articles (1 and 8); adds language on evaluation forms and grievance for literacy specialists’ ER pay