



## **Proposed Changes to the Teachers Employment Agreement for the 2009-2011 School Years**

**The UTW Negotiations Team, Executive Board, and Representative Assembly (Pro Reps) have all voted to recommend that teachers approve the 2 year Tentative Agreement.**

**The changes from the rejected TA are:**

- **1<sup>st</sup> Year - the cancellation of the Dec 21<sup>st</sup> Inservice day & allowing teachers to not report for work on the teacher workday on Dec 21<sup>st</sup> if grades or necessary paperwork are turned in before the 21<sup>st</sup>**
- **2<sup>nd</sup> Year - the number of PLCs will be reduced to 17; no increase to the salary schedule, no step/track movement, and longevity would be frozen. There would also be a trigger to reopen Article 5: Teacher Compensation if the district's funding from the state goes up or down by more than \$10 million. Health insurance would have a trigger for reopening if the reserves fall below \$18 million (currently at \$25 M) or the forecast is for more than an 8% increase in health costs the second year.**

*\* Actual language changes can be found on our web site: [www.utw-ks.org](http://www.utw-ks.org)*

**Here are all of the proposed changes to the current Teachers Employment Agreement**

### **Art 3 -**

\* Sect. A: Par 1: For the 2009-2010 year only, the contract year shall be 189 days. The inservice on Dec. 21<sup>st</sup> will be canceled and the teacher workday on the 22<sup>nd</sup> will be moved to the 21<sup>st</sup>. Teachers who have completed their grades or necessary paperwork prior to the 21<sup>st</sup> will not have to report on that day.

\* Sect A: Par 5: Teachers shall not be required to print their own report cards. Also, reporting of grades shall be required no earlier than the end of the work day of the 1<sup>st</sup> & 3<sup>rd</sup> grading periods.

### **Art 4 -**

\* Sect A: Par 1: **New sub paragraph:** A building principal, with Superintendent's approval, may adjust the beginning and ending times of the school day of an individual teacher, not to exceed 7 hours, 10 minutes in contract time, and only with the approval of the individual teacher.

\* Sect A: Par 2: The number of PLC s in the 2010-2011 year shall be reduced to 17.

\* Sect C: Par 6: Nurses no longer need principal approval to schedule 40 minutes per week to complete medical documentation. However, the time shall be scheduled with agreement of the principal.

### **Art 5 -**

\* Sect B: No cuts/No increases to the salary schedule. No step movement. Track movement allowed for the 2009-2010 year, but not in the 2010-2011 year.

\* Sect D: Circle of Friends & Title 1 Parent Involvement Contact supplementals have been deleted.

\* Sect J: Longevity pay is frozen at the 2008-2009 amount. Teachers will not advance to the next percentage for the 2009-2010 year. Teachers who did not receive a longevity payment in 08-09 shall not receive longevity in 2009-2010.

\* **New Sect N:** Paragraph 1: A teacher resignation must be submitted by the date set forth in Kansas statute. A teacher who has not submitted a letter of resignation prior to the Kansas statute deadline date shall not be released from the contract until the teacher has paid the District liquidated damages in the amount of \$1,000, plus \$100 per week starting the first week following May 15, 2009, to a maximum of \$5,000.

Paragraph 2: In the event a teacher terminates employment in the District without complying with this Section N, the Board reserves the right to make a complaint to the State Board of Education pursuant to and under the provisions of K.S.A. 72-5412.

#### **Art 9 -**

\* Sect H: 403 b added to the types of tax sheltered plans.

\* **Health Plan:**

Will change to a calendar year beginning January 1, 2010. The Fall of 2009 will be a 4 month health plan with deductibles and co-insurance pro-rated over 4 months. Flex spending will need to be calculated for four months. Teachers will enroll for flex spending in August. All teachers will enroll in November for the 12 month health year, including flex spending.

*Starting in January*, teachers will pay \$20 per month towards the premium. The \$20 will be taken out before taxes. Teachers may reduce the \$20 by participating in Wellness Activities. Participation in four events will reduce the amount per month to zero dollars.

Generic high blood pressure and cholesterol medicine will be free.

Free Colonoscopy for health plan participants over age 50, every 10 years.

All other components of the health plan continue unchanged.

#### **Art 15 -**

\* **Evaluation** – SQIS will continue for all teachers **except:** New teachers to the district and teachers who **volunteer** for the pilot program for the new evaluation system. UTW and the BOE have agreed to a Memorandum of Understanding establishing a pilot program for a new evaluation system for the 2009-2011 years. The intent is to negotiate the new evaluation system into the contract for the 2010-2011 year. Detailed information about the pilot program and the new system will be made available to all teachers.

\* Sect E: Plan of Assistance: Shall no longer apply to third year teachers, only 4<sup>th</sup> year and beyond.