



## Major Points of the new 2-Year Tentative Agreement

*All previously announced changes in the Tentative Agreement for the 2009-2010 year still apply, except for the following changes:*

- 2 year agreement covering the 2009-2010 & 2010-2011 school years
- The Inservice Day scheduled for Monday, Dec. 21<sup>st</sup> will be canceled.
- The non-teaching duty day scheduled for Tuesday, Dec. 22, will be moved to Monday, Dec. 21<sup>st</sup>.
- Teachers will not be required to show up for the work day on Dec. 21<sup>st</sup>, provided they have already completed their grades or necessary paperwork.
- Teachers less than full-time will see a reduction in the monthly health surcharge from \$50 per month to \$40 per month, beginning in January of 2010.
- The previous agreements of Track Movement being allowed, but no improvement to the salary schedule, no step movement and all longevity being frozen, still apply.
- Also still in the tentative agreement is the \$20 per month for health insurance, with the possibility of eliminating that \$20 through Wellness Activities.

For the 2010 – 2011 School Year:

- No improvement to the salary schedule, no step movement, no track movement, and all longevity frozen.
- The number of PLCs will be reduced to 17 (roughly half).
- 190 contract days
- The Memorandum of Understanding about the new Evaluation System will be extended through the 2010-2011 school year, and the implementation in that document will be followed. This means that about a third of the teachers will begin the new system in the 2010-2011 year.
- Re-opener will be provided for salary. If the district loses or gains more than \$10 million for the 2010-2011 school year, either side can reopen negotiations for the compensation article.
- Re-opener for health insurance if the reserves fall below \$18 million or there is an anticipated increase of more than 8% in the costs to the health plan for the 2010-2011 school year.