

Proposed Changes to the Teachers Employment Agreement for the 2009-2010 School Year

In the next few days, additional information will be posted, including info about Wellness Activities and the New Evaluation System (Memorandum of Understanding).

Preamble - 1 year

Art 1 - No change

Art 2 - No change

Art 3 -

* 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 1st & 3rd 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 school day of individual teacher, not to exceed 7 hours, 10 minutes in contract time, and only with the approval of the individual teacher.

* 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. Track movement allowed, but no step movement.

* 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 6 - No Change

Art 7 - No Change

Art 8 - No Change

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 10 - No Change

Art 11 - No Change

Art 12 - No Change

Art 13 - No Change

Art 14 - No Change

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 2009-2010 year. 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 4th year and beyond.

Art 16 - No Change

Art 17 - No Change

Art 18 - No Change

Art 19 - No Change

Art 20 - No Change