

*Negotiations
Tentative
Agreement
Reached*

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Negotiations Team and Sessions

- Unit II-Sonia Blue, Linda Stocks, Darnell Lewis-Russell
- Unit I-Matthew Howard, Jakob Gerding, Leslie Schroeck,
- Ex-officio-President Sean Heyl
- Co-chief negotiations-Leslie Schroeck and Dan Besseck
- Negotiations Support Dawn Pipkin and Aimee Holmes
- Dates met-1/14-Exchange proposals virtually, negotiations sessions 1/25, 2/1, 2/3, 2/7, 2/14, 2/23, 3/1-Tentative Agreement Reached on final two proposals



Contract Articles Opened by Both Sides

- Article 15 Salary
- Article 13 Working Conditions
- Article 16-EPED
- Article 24-Evaluation-CCPS
- Article 17-Tuition Reimbursement/PD

Team Goals Based on Member Survey and Settlement Last Year

- Resolutions to Sick Bank and Leave Exchange Committee
- Resolution to Compressed and Flexible Work Options Committee
- Salary—secure proposals that we didn't get last year, fixes for Unit II scales to make more competitive with neighboring counties, Unit I-progress toward \$60,000 attracting educators to address workload, step, cola for all, lifetime earnings
- Working conditions for all unit members
- Accessing tuition reimbursement for National Board process--



Tentative Agreements Reached

- **Article 16-EPED**
- “A standing joint EPED committee will be created for the FY 22-23 school year. This committee will be tasked with gathering information and completing job descriptions. After completing the job descriptions, the committee's task will be to review both our current compensation structure and any other models to make a recommendation back to EACC/CCPS to be considered for incorporation into the contract through a reopener, or an MOU.”
- A 3% cola will be added to the current EPED stipend scale.

Article 24 Evaluation

- Not big changes since some will be required by the Blue Print in the next several years.
- “The due date for the domain 4 Portfolio submission will be April 1 or the first day back in April, if April 1 falls on a holiday or weekend.”
- “The teachers will select SLO measurements from a menu of acceptable measures provided by the Office of Teaching and Learning. These will be based on common assessments. If a common assessment is not available for a specific content area or class, SLOs based on measurable student data outcomes will be considered.”
- “Each educator who teaches an ~~HSA~~ a state assessed subject will write one (1) SLO referencing the ~~HAS~~ assessment scores, which will count toward the following year’s student growth component score.”
- ~~“Teachers will receive student data reports (e.g. pre-test results) at least three (3) weeks prior to the SLO being due.”~~
- ~~The Rigor chart provided by CCPS is not mandated and will be used only as a guideline for setting growth targets. The Rigor Chart will be reviewed and updated annually based on the outcomes of the prior pre and post test data.”~~

Article 24 continued

- “If the educator and the evaluator cannot agree on whether a classroom SLO is appropriate, the disagreement will be appealed to the ~~Board’s Deputy Superintendent~~ Superintendent’s designee who will consider comparable SLO targets system-wide in rendering a decision.”
- “The board and EACC agree that the goal should be for all students to be included in the SLO to the maximum extent possible. Students who are not available for learning 15% of the instructional period, or withdrawn from a teacher’s roster, transferred to a different school, or assigned to an alternative placement will be excluded from the SLO after a teacher/administrator conference has been held.”

Tentative Agreements Article 13- Working Hours and Workload

- 13B-Infant Toddler Program at Gwynn Center
- “Employees who work in the Infant and Toddler program at the Gwynn Center will have a flexible schedule established such that they can meet the varied needs of the students and families they serve. Flexibility will be established in consultation with the Director of Special Education and will allow employees’ schedules to meet the needs of the families they serve while not extending their hours on any workday.”
- 13E.2-“Every effort shall be made to have position relevant professional development for all certificated positions including student services positions. Content Supervisors should consider recommendations for Professional Development (PD) from department leads at the school site on system-wide PD days. Recommendations for PD needs will be included in Collaboration Council discussions prior to planning and implementation.”

Tentative Agreement Article 13

- G. Planning time-"All Unit I employees without a defined/scheduled planning period should establish one through consultation with their administrator. A coverage system should be developed in collaboration between administration and positions that may be asked to provide emergency supports to students, such that planning times can be honored."
- O.2-Lesson Plans
- "Teachers will be expected to post lessons in only one electronic platform as identified by the Superintendent or his/her designee. Expectations for posting should be outlined to consider workload and alleviate redundancy."
- CCPS commits to providing clearer guidelines and training on best practices to include input from teachers and administrators.

Article 13

- S. “When all other efforts have been exhausted, Unit I and Unit II employees, may be used to backfill positions (long-term sub, teaching, counseling, etc.) exceeding ten (10) consecutive days. In the event a Unit I or Unit II employee is required to backfill a position, the employee shall be provided sufficient time to fulfill the duties of the backfill position and shall be compensated at 50% of the long term substitute teaching pay for each day, retroactive to the first (1st) day.”
- “Backfill is defined as covering the full scope of the duties of the job in question, on a daily basis. For instance, if Unit I or Unit II employees are backfilling for a teacher, their duties would include planning, teaching, grading, parent communication, etc. Split coverage of a backfilled position will also be compensated by dividing the compensation equally across the bi-weekly pay period. “

Article 17-tuition Reimbursement and Staff Development

A.

- “Educators who are pursuing NBCT will be permitted to access tuition reimbursement after successful achievement of National Board Certification.”





Article 15-Salary

- “School Counselors will be moved to the Related Service Providers scale aligned with their number of credits for their master's degree.”
- “Unit I employees will receive a pay level advancement and a 2.5% cola. Pay levels 1 and 2 will become equivalent to pay level 3. All conditional teachers will be moved to the BS scale or placed appropriately based on their completed levels of education.”
- Level three on the current scale will be the new level one. Levels 1,2,3 will be equal for FY 23.
- Effective July 1, 2022 NBCT teachers who are primarily responsible for teaching students will have \$10,000.00 added to their base pay and counted toward retirement.

Unit 1-10 month Scale examples

****all numbers are tentative pending final scale reconciliation with CCPS***

Examples 10 month Unit 1 scale	2021-2022	2022-2023	Increase as a result of a level and 2.5 cola
Conditional level 1 to BS lane	47,248	54,375	7,127
Level 10 APC	67,993	71,546	3,553
Level 15 Masters	79, 427	83,652	4,225
Level 18 Masters plus 30	87,161	91, 744	4,583
Level 19 Doctorate	92,031	96,740	4,709

The background of the slide is a dense, overlapping collage of US dollar bills. Visible denominations include \$100 bills (green), \$50 bills (purple), and \$20 bills (pink). The bills are arranged in a way that creates a sense of depth and abundance, with some bills appearing to be part of thick stacks. A large, white, torn-edge shape is superimposed over the center of the image, serving as a container for the text.

Article 15

- Unit II scales will be adjusted as follows: Level 1 and 2 will be compressed, so the new starting salary will be equivalent to the current level 3. Step 1 and 2 will be compressed and all staff on those levels will be moved to level three.
- The scales will be re-calibrated from 2.5% to 2.75%.
- All Unit II employees will receive a pay level advancement and a 1.5% cola.

Unit II Salary Examples

Title	21-22 Level	Salary	22-23 Level	Salary	Increase
Elementary School Principal	1	100480	1	107150	6670
High School VP 12 mo.	2	93581.48	1	97360	3779
Pupil Personnel/School Psychologist 10.5 mo.	2	77595.58	1	80728	3132
Elementary VP 11 mo.	3	81988.67	2	85508	3519
High School Principal	4	120289.8	3	125758	5468
Middle School VP 12 mo.	5	95547.15	4	100133	4586
Pupil Personnel/School Psychologist 10.5 mo.	6	85651	5	89981	4330
Middle School VP 12 mo.	8	102893.8	7	108623	5729
Pupil Personnel/School Psychologist 11 mo.	10	99268.37	9	105310	6042

* calculations may shift by a few dollars as the final scales are developed.



Article 15- Salary

- “Unit II employees who act as an administrator outside of their normal workday/year shall be paid \$45 per hour. The specific work that this stipend covers includes Saturday School, Summer school (for non-12-month employees) and evening school programs beginning after 5:00pm. Guidelines for these specific duties will be provided by the Office of Teaching and Learning, as designated by the Superintendent.”

Sick Leave Bank and Exchange Committee MOU

- CCPS and EACC have reached agreement through a joint study committee to implement a Sick Leave Bank and Leave Exchange program for the FY 23 school year. The bank will be for catastrophic illness or injury of the employee as documented by a physician. The Exchange program will apply to temporary illness or injury of the employee or available for caring for an immediate family member for illness or injury as well as leave days that may be needed for a normal pregnancy. Program will begin and open enrollment will occur during the same time as benefits in the fall. The program will be reevaluated at the end of the year with the possibility of adjustments to the guidelines. This program is open to all employees across all employee units, except for temporary employees.

Compressed Work and Flexible Work Options Joint Committee-MOU



EACC and CCPS have agreed to implement the option for a compressed work schedule for 12 month employees for a prescribed time period during the summer to give employees who choose to participate the possibility of a 4 day work week with longer hours on the 4 days and one day off a week. All employees will still work their normal contractual hours. Supervisors will work with employees to determine schedules to make sure the business needs of the system are met. More details to come as the work to identify positions eligible for compressed work.



Positions will be evaluated for either recurrent telework, intermittent telework, or situational telework by their supervisor and reviewed by HR. Telework guidelines and expectations for employees have been developed and what positions will be eligible for telework and how often they will be eligible will be shared at a later time once the positions have been vetted. The ability to telework will be predicated on an employee having satisfactory or better job performance and the ability to meet the essential functions of their job at a remote location.



Duration

- The duration of this contract will be from July 1, 2022 through June 30, 2023. In 23-24 and 24-25 two openers per side plus Article 15 (salaries) and other openers as required by the Blueprint.
- Work of the joint study committees will make recommendations back to both bargaining teams.