

# Faculty Negotiations Council Proposal 2016

## November 14, 2016

~~Transition to employment by the Washington Northeast Supervisory Union:~~

- ~~3.1 — Employees who are not probationary employees will not be considered probationary employees of WNESU. Any employee who is currently considered probationary will continue the probationary period in which he/she is engaged. Any employee hired after July 1, 2014, will begin their probationary period based on their date of hire.~~
- ~~3.2 — WNESU acknowledges the dates of hire at Twinfield and Cabot as the dates of hire that determine seniority for employment as WNESU employees for the purposes of reductions in force, layoff and recall, though no reductions are proposed for in FY 2015.~~
- ~~3.3 — WNESU agrees to maintain the current school assignments for the majority of each current employee's time and reserves the right to do temporary or long term reassignments to the other school for evaluations, services or consultation, up to eight (8) hours per week, based on identified student need. This shall not be interpreted to negate the lawful authority of a Board to reduce the professional staff consistent with the provisions of Article 21, or to interfere with the right of the administration to hire and assign new hires (i.e., professional special education staff hired by WNESU to start work on or after July 1, 2014) to work as needed within the WNESU.~~
- ~~3.4 — Placement on the salary schedule will continue to be based on the salary scales for Twinfield and Cabot as agreed upon in the Collective Bargaining Agreement (CBA) for July 1, 2014 June 30, 2016, based on each employee's current school assignment and current placement on the scale. Employees who have earned credits to move columns will be moved to the next column as outlined in the CBA. All new hires (i.e., professional special education staff hired by WNESU to start work on or after July 1, 2014) will be placed on the Twinfield/WNESU salary schedule and may be assigned as needed within the WNESU.~~

### **NEW 3.8**

**WNESU agrees to maintain the current school assignments for the majority of each current employee's time and reserves the right to do temporary or long term reassignments to the other school for evaluations, services or consultations, up to eight (8) hours per week, based on identified student need. This shall not be interpreted to negate the lawful authority of a board to reduce the professional staff consistent with the provisions of Article 21. WNESU agrees to maintain teachers current school assignments wherever possible and provide compensation (fuel stipend) for teachers who must**

**travel between schools during the school day and more than two days a week at a school other than their home school identified by assignment the employee was interviewed and hired for.**

9.1 Health Insurance

The Board will make available Blue Cross/Blue Shield J-Y Managed Benefits Plan and the Vermont Education Health Initiative (VEHI) Dual Option Plan ~~as well as other BC/BS health insurance products as they become available.~~ **through December 31, 2017.**

Premiums may be paid through payroll deduction.

The Board will provide for free, access for all employees under the Collective Bargaining Agreement to the Employee Assistance Program as coordinated by the VEHI PATH Points Initiative when available at no charge to the district.

**The Board will pay 100% of the premium for single, parent/ child(ren), 2-person or family coverage in one of the following VEHI Health Insurance plans chosen by the employee: Platinum, Gold, Gold CDHP, Silver CDHP. In addition the Board shall provide each employee with an integrated Health Reimbursement Arrangement sufficient to cover all medical expenses not covered by the VEHI plan chosen by the employee. All administrative costs for the integrated HRA shall be paid by the Board.**

~~The Board will pay 83% of the premium for a single, two person or family membership in VEHI.~~

~~9.2 — Should a medical insurance policy become available with an alternate insurer and/or the existing insurer, providing equal or improved benefits at a reduced premium cost, the Board and/or the Association reserve the right to reopen negotiations regarding the provisions of Section 9.1.~~

~~Should a national or state health insurance program be enacted and become available the Board and/or the Association reserve the right to reopen negotiations regarding the provision of this Article.~~

## ARTICLE 10

### LEAVES

**NEW 10: Each paycheck will include a report on the employee's use of leaves for the school year to date.**

We would like to add language as appropriate to include the information in this chart and to also include the chart in the written contract. We did not edit each item since we need to negotiate some of these times.

Summary of Leave Request times:

| Type of Leave                       | Time to Request            | Time to Respond          |
|-------------------------------------|----------------------------|--------------------------|
| Personal                            | 48 hours                   | N/A                      |
| Bereavement                         | N/A                        | N/A                      |
| Religious Observance                | 2 weeks                    | N/A-1 week               |
| Teach Requested Professional        | 2 weeks                    | 1 week                   |
| Administrator Directed Professional | <del>1 week</del> N/A      | N/A                      |
| Association Leave                   | <del>10 days</del> 2 weeks | <del>5 days</del> 1 week |
| Unrestricted Leave of Absence       | N/A (must be in writing)   | N/A                      |
| Professional Leave of Absence       | N/A (must be in writing)   | N/A                      |
| Family Leave                        | “Reasonable” N/A           | N/A                      |

~~11.2 — A teacher receiving a contract will indicate acceptance of the offer by signing and returning the contract within thirty (30) calendar days from the date of issuance. Failure of the teacher to respond may, at the option of the Board, be accepted as conclusive evidence of non-acceptance of the offer, and in such instance the job will be considered vacant. A teacher may request an extension of time for signing and returning said contract, but such request will be in writing and written approval of the Superintendent will be required.~~

**11.2 A teacher receiving a contract will indicate acceptance of the offer by signing and returning the contract by May 15. If the contract was issued after April 15, the teacher will indicate acceptance of the offer by signing and returning the contract within thirty (30) calendar days from the date of issuance. Failure of the teacher to respond may, at the option of the Board, be accepted as conclusive evidence of non-acceptance of the offer, and in such instance the job will be considered vacant. A teacher will receive up to two (2) weeks extension by written request to the Superintendent. Upon written request, the Superintendent may grant additional extensions.**

11.3.1 Specific assignment by licensure endorsement(s) will be shown on each individual employment contract. ~~For paid extracurricular positions, the specific activity and compensation to be paid will be included in a letter of agreement issued separately from the teaching contract.~~ The assignment of the individual contract may be revised if the teacher is reassigned according to the provisions of Article 12 of this agreement.

**New 11.4 (change 11.4 to 11.5)**

**For paid extracurricular positions, the specific activity and compensation to be paid will be included in a letter of agreement issued separately from the teaching contract. This agreement will be issued by the first day of the school year or within two (2) weeks of the agreement. Services will not begin until a letter of agreement has been issued. Extracurricular payment scale as follows:**

**Class Advisors:**

**9<sup>th</sup>-\$1000**

**10<sup>th</sup>-\$1000**

**11<sup>th</sup>-\$3000**

**12<sup>th</sup>--\$3000**

**Yearbook: \$3000**

**Drama coach (secondary): \$3000**

**Drama coach (elementary): \$2000**

**National Honor Society Advisor: \$3000**

**School Garden Manager: \$3000**

**Other positions as approved by the administration: \$3000**

**13.5 Teachers and nurses** that have attained National Board Certification and/or **National Nurses Association Certification and** have submitted evidence of this certification by September 1<sup>st</sup> ~~of the current~~ a school year will be paid an additional \$750/year as a stipend for holding the national certification. Said stipend will be paid to the teacher no later than the first payroll in December of the current year. **Submitted evidence will be stored in the teacher's/nurse's personnel file through the duration of the certificate.**

14.2 Teachers will be compensated at a per diem rate of (1/185 of their annual salary) for his/her participation in work initiated or required by the administration, or for which a teacher is approved by the administration with prior written approval, and which is done outside of time provided in this contract. This includes but is not limited to the following: committees, service projects, summer work, Standards- Based Report Cards, curriculum development, tutoring, student services. This excludes any coursework, workshops, or any other training which qualifies for reimbursement.

~~This does not include the time that mentees spend with their mentors or attending required Mentee meetings established by the WNESU. This sentence will sunset (expire) on June 30, 2016.~~

15.1 New money:

**FY 18**

|            |    |
|------------|----|
| Cabot:     | 6% |
| Twinfield: | 6% |

## **ARTICLE 20**

### EARLY RETIREMENT / CAREER CHANGE INCENTIVE

20.1 Availability

~~For a given year, the Board may make available career change/early retirement incentives. If the Board so chooses, the Board will announce the availability of the career change/early retirement incentives by October 1st. At that time, the Board will determine the number of career change/early retirement slots that will be made available for the next school year. Applicants for these slots must respond in writing no later than December 1<sup>st</sup>. If there are more applicants than slots in a given year, slots will be awarded by seniority in the district.~~

**Each year the Board will make available career change/early retirement incentives. By October 1, the Board will determine the number of career change/early retirement slots that will be made available for the next school year, but no fewer than two (2). Applicants for these slots must respond in writing no later than December 1<sup>st</sup>. If there are more applicants than slots in a given year, slots will be awarded by seniority in**

**the district.**

20.2 Any teacher who will have accumulated ~~fifteen (15) years~~ **twenty (20) years** of teaching service in the district and who will reach fifty (50) years of age by the next June <sup>30<sup>th</sup></sup> and who retires/resigns from the district will be eligible for the benefits as follows:

22.1.1 The teaching day will begin no earlier than 7:30 am and extend no later than 3:00 pm.

All teachers will have a duty free lunch **that lasts no less than 20 consecutive minutes.**

All teachers will have no less than 40 minutes of preparation time daily.

All teachers will have a minimum of 150 minutes collaborative planning time weekly.

~~Twinfield Teachers Only~~

All teachers will have a 45-minute common planning time at the beginning of each day in addition to the minimum 40 minutes of preparation time daily.

22.5 ~~Twinfield Teachers Only~~

22.9 Mentoring

Mentors will be provided for teachers who are new to the profession for 2 years, teachers who are new to the district for 1 year, teachers who have transferred to an area they were not teaching the previous year (see section 21.1 F) for 1 year, and to teachers in focused assistance, if desired, and when assigned by the administration.

The stipend for mentors will be \$1,000 for a full year. If mentoring is initiated after the beginning of the year, the number of hours will be negotiated and the stipend pro-rated accordingly. Mentors will work no more than 60 hours per year. Additional hours may be added by the administration with agreement by

the mentor with the stipend pro-rated for the time.

Criteria for selection, training, and expectations for mentors will be developed by a joint committee made up of no fewer than two teachers each from Cabot School and Twinfield Union School, no fewer than one special educator from the supervisory union and administrative representatives. The committee will report back to the Negotiating Councils with their findings no later than December 31. (We don't need to change the language, but we'd like this enforced.)