

School District Proposals to the PFT *Professional Teachers' Contract*

- School District possesses full authority to act unilaterally with respect to any matter not expressly set forth in the Agreement.
- The School District may SUBCONTRACT, OUTSOURCE, or ASSIGN Federation bargaining unit work.
- Salary Reduction
 - Less than \$25,000: 5%
 - \$25,000 - \$54,999: 10%
 - \$55,000 – Max: 13%
 - Salaries remain unchanged until January 2017 - Performance based increases at that time based on evaluations from principal. Non-evaluated employees shall be eligible for an across-the-board increase in an amount to be determined
 - Elimination of Masters/Masters +30/Doctorate/Senior Career
 - NO step raises
 - Elimination of National Board Certification bonus
 - Elimination of Excess PL Bank
 - Elimination of paybacks for missed preps
 - Mandated Direct Deposit
 - Elimination of Red Circling
- Benefits
 - Less than \$25,000: 5% Contribution
 - \$25,000 - \$54,999: 10% Contribution
 - \$55,000 – Max: 13% Contribution
 - Employees with a Spouse or Domestic Partner coverage will have a \$70 surcharge if they could have an employer sponsored insurance
 - Elimination of Opt-Out Program
 - Elimination of PFT's Health & Welfare Fund (dental, optical, Rx coverage through the district) – no longer will offer retirement counseling
 - Elimination of PFT's Legal Services Trust Fund
 - Elimination of 20 year Sabbatical Leave
- Termination Pay – limited to \$160 per day (unused sick/personal days)
- Lay-offs (reduction in force)
 - Shall be accomplished within the parameters defined by the Superintendent
 - Recalls are at the discretion of the Superintendent
 - Any employee who is terminated, laid-off, suspended, or demoted shall be given written notice at least seven (7) days prior to the effective date of action
- School Day
 - Increased to an 8 hour day (current 7 hours and 4 minutes)
 - Reduced elementary lunch to 30 minutes (no longer can shorten day by fifteen minutes)
 - Elimination of 15 minute breaks for nurses
 - Nurses' lunch may be scheduled at anytime during the day

- Teachers will participate in and lead PD as part of their regular assignment as determined by the principal
 - Unlimited evening meetings (no compensation)
 - Teacher will be available for conferences with parents/students for conferences, meetings, and support services/tutoring. These meetings may be conducted outside the normal workday without compensation.
 - Professional duties shall include duties outside the normal workday: curriculum work, PD, meetings, bus duty, yard duty, and faculty meetings with no compensation
 - Teachers may not leave the building for any reason during the school day without principals' approval
 - Nurses: Issues that occur during lunchtime, no longer receive comp time, no longer compensation for being called in early
 - Overtime shall no longer be distributed equitably
- Preparation Periods
 - Directed by administration
 - All teachers will receive 225 minutes (middle school reduced)
- Assignment and Transfers
 - SENIORITY ELIMINATED
 - Elimination of Voluntary Transfers – All vacancies will be filled by Site Selection.
 - Staff Selection Committees
 - Includes one teacher, one parent, and principal (appointed by the principal).
 - Principal has final say on the selections.
 - If there are vacancies in schools after August 1st, the district will fill them based on student needs/ability of teachers – teachers could be transferred to fill vacancies
 - Right to Returns may be denied by the principal
 - Any teacher may be assigned to a specialist position (grade prep)
 - Elimination of requirement of a librarian or LIMA with 1,000 students or more
 - Elimination of caseload limits for counselors and requirements of one counselor in each school
- Roster
 - No input from the Building Committee
 - Notification “as early as possible” for proposed grade or class assignment
 - Teachers may be assigned to unlimited classes outside their area of appointment
 - No limit on number of preparations
 - No limit of the amount of consecutive minutes rostered
 - Teachers may be assigned a 6th period (high school) without compensation
 - Elimination of “Leveling” deadline
 - Elimination of class size
- Lesson Plans
 - Must be completed on a format as directed by the district
 - Minimum five (5) days of emergency lesson plans
- Working Conditions
 - All teachers are to complete a PDP
 - Principal determines criteria for Extra-Curricular Activities and selection of teachers.
 - Elimination in limiting announcements made throughout the day

- Elimination of protecting female employees removing the requirement that women shall not be required to remain in any office when no other employee is in that office or is not located so others may hear/see her
 - Elimination of providing copy machines
 - Elimination of reimbursing staff for taxicab fares when returning from transporting ill children
 - Nurses are required to transport equipment heavier than fifteen (15) pounds.
 - Elimination of kindergarten interview days at the beginning of the year
 - Teachers no longer may use reasonable force to protect themselves from attack or injury
 - Elimination of requiring the district to provide a sufficient number of instructional materials and textbooks
- Observations
 - Electronic devices may be used in the observation and supervision of an employee
 - Observations no longer have to be returned within five (5) days
- Facilities
 - Elimination of employee lounge
 - Elimination of providing safe and healthful conditions when activities are outside of school
 - Elimination of drinking fountains
 - Elimination of parking facilities for staff
 - Elimination of providing lunch for staff
 - Elimination of providing a location for the health room that ensures privacy and confidentiality as well as a place for students to rest, a bathroom, hot and cold water, and A/C
 - Elimination of accommodation rooms
 - Elimination of providing a clothing locker and desk to teachers
 - Elimination of a designated room for Speech and Hearing services and Psychologists
 - Elimination of rooms for counselors that provide privacy and confidentiality, a telephone, file cabinet that locks, and a door
- Additional Issues
 - All unsatisfactory anecdotal records (i.e. SEH-204's, Unsatisfactory Observations) remain in your file for five (5) years instead of eighteen (18) months
 - Elimination of Building Representatives being given time well before the end of every staff meeting for brief reports and announcements
 - Joint meetings with administration and the building committee no longer will be held on school time
 - No longer common prep time for middle/high schools building committees
 - Waiver Votes
 - Current: two-thirds – proposed change: majority
 - Ballot process shall be in accordance with District procedures, instead of Federation
 - Teachers recommended for dismissed by the PAR panel will not be subject to the grievance and arbitration procedures
 - Summer Schools – selection will be made by the district