

Synopsis of contract changes between the South-Western City Schools Board of Education and the South-Western Education Association

**SECTION 100**

**PREAMBLE, IMPLEMENTATION & DURATION OF AGREEMENT**

Current

B. This Agreement shall be effective as of 12:01 A.M., July 1, 2007, and shall continue in full force and effect through midnight, June 30, 2009.

New

B. This Agreement shall be effective as of 12:01 A.M., July 1, **2010**, and shall continue in full force and effect through midnight, June 30, **2013**.

**SECTION 606**

**MAINTENANCE OF CERTIFICATION/LICENSURE**

Current

D. The Board will incur the cost of one BCI check for each Bargaining Unit Member once every five (5) years, if done through the South-Western City Schools.

New

D. The Board will incur the cost of one BCI check **and one FBI check** for each Bargaining Unit Member once every five (5) years, if done through the South-Western City Schools.

**SECTION 1400**

**LEAVES OF ABSENCE – BARGAINING UNIT MEMBER REQUESTED**

Current

A. The Board shall grant leaves of absence when illness or other disability or maternity, paternity, child care or adoption is the reason for the request. The Board may grant such leaves for any other reason deemed sufficient by the Board in its discretion.

New

A. The Board shall grant leaves of absence when illness or other disability or maternity, paternity, child care or adoption is the reason for the request. The Board may grant such leaves for any other reason deemed sufficient by the Board in its discretion. **The SWEA President shall be notified within five (5) days of Board action to approve an unpaid leave of absence for a bargaining unit member.**

**SECTION 1604.5  
DIRECT DEPOSIT OF PAY**

Current

Each bargaining unit member will have the option of having his or her pay deposited directly through electronic transfer to a financial institute participating in the automatic clearing house system. New bargaining unit members hired after January 1, 2000, shall have his/her pay deposited directly through electronic transfer to a financial institution. Members shall receive notice of pay via email and shall have access to pay stubs each payday including those for the summer months, which shall be mailed through a secure website. Members desiring to begin or discontinue director deposit must notify the Treasurer during the month of September of each year.

New

Each bargaining unit member will have his or her pay deposited directly through electronic transfer to a financial institute participating in the automatic clearing house system. Members shall receive **notice of pay via email and shall have access to** pay stubs **through a secure website.**

**SECTION 1605.074  
PAYMENT OF PREMIUMS TABLE**

Current

A. Regular Employees – Full-Time

<u>Coverage</u>	<u>Health Care</u>	<u>Dental</u>
Single	100% Paid by Board	100% Paid by Board
Family	65% Paid by Board	100% Paid by Board

New

A. Regular Employees – Full-Time

<u>Coverage</u>	<u>Health Care</u>	<u>Dental</u>
Single	<b><u>92.5% Paid by Board (Eff. 10/1/2011)</u></b>	<b><u>92.5% Paid by Board (Eff. 10/1/2011)</u></b>
	<b><u>90.0% Paid by Board (Eff. 10/1/2012)</u></b>	<b><u>90.0% Paid by Board (Eff. 10/1/2012)</u></b>
Family	65% Paid by Board	<b><u>92.5% Paid by Board (Eff. 10/1/2011)</u></b>
	65% Paid by Board	<b><u>90.0% Paid by Board (Eff. 10/1/2012)</u></b>

**SECTION 1700.06  
UNSATISFACTORY CONDITIONS**

Current

When the environmental conditions in an area of building assignment are, in the bargaining unit member's judgment, detrimental to the educational process, the member may notify the building principal. Such notice will be in writing.

Upon notification the building principal or his/her designee will take appropriate steps in an effort to bring about a satisfactory solution to the condition and notify the bargaining unit member within three (3) work days as to what is being done to remedy the condition. The use of available alternate classroom facilities will be considered where appropriate. The problem will be remedied, if practicable, within two (2) weeks from the date of the original complaint. Upon mutual determination that no satisfactory solution is available at the building level, the principal will notify the Superintendent of the complaint and the action taken in response to the complaint. If the Superintendent is unable to bring about a mutually agreeable solution, the Superintendent will make a written report to the Board with a copy to the Association President. Such report will include a statement of the conditions and the action taken in response to the complaint. The Association may make a presentation to the Board at the time the report is considered.

The District shall annually publish for all bargaining unit members the procedure for requesting change in the setting of the temperature and times of change of temperature in each building. With respect to temperature adjustment, the references in Paragraph 2 above to three (3) work days and two (2) weeks shall be, respectively, two (2) work days and one (1) week.

New

When the environmental conditions in an area of building assignment are, in the bargaining unit member's judgment, detrimental to the educational process, the member may notify the building principal. Such notice will be in writing.

Upon notification:

**A.** The building principal or his/her designee will take appropriate steps in an effort to bring about a satisfactory solution to the condition and notify the bargaining unit member within three (3) work days as to what is being done to remedy the condition. The use of available alternate classroom facilities will be considered where appropriate. The problem will be remedied, if practicable, within two (2) weeks from the date of the original complaint.

**B.** Upon mutual determination that no satisfactory solution is available at the building level, the principal will notify the Superintendent of the complaint and the action taken in response to the complaint.

**C.** If the Superintendent is unable to bring about a mutually agreeable solution, the Superintendent will make a written report to the Board with a copy to the Association President. Such report will include a statement of the conditions and the action taken in response to the complaint. The Association may make a presentation to the Board at the time the report is considered.

The District shall annually, at the beginning of the school year, publish for all bargaining unit members the procedure for requesting change in the setting of the temperature and times of change of temperature in each building. With respect to temperature adjustment, the references in Paragraph 2 above to three

(3) work days and two (2) weeks shall be, respectively, two (2) work days and one (1) week.

## **SECTION 1700.12**

### **CLASS SIZE**

Current

H. Each full-time equivalent kindergarten teacher will have the services of a full-time aide in the classroom.

New

H. **Kindergarten teachers will have the services of an aide in the classroom on an “as-needed” basis as determined by the Administration in their sole discretion; provided that, for the 2011-12 school year, the number of kindergarten aides will not be reduced by more than fifty percent (50%) of the number of kindergarten aides employed in the 2010-11 school year and, for the 2012-13 school year, the number of kindergarten aides will not be reduced by more than fifty percent (50%) of the number of kindergarten aides employed in the 2011-12 school year.**

## **APPENDIX A TEACHER SALARY SCHEDULE INDEX AND SALARY SCHEDULE**

**Base wage increase effective 7/1/2010 = 0.0%;**

**Base wage increase effective 7/1/2011 = 0.5%;**

**Base wage increase effective 7/1/2012 = 1.0%**

## **APPENDIX B EXTRA CURRICULAR (SUPPLEMENTAL) SALARY SCHEDULE**

New

**Supplemental contracts will be calculated on the prior year beginning BA/BS salary**