

SEA Proposal  
June 3, 2014

Labor-Management Committee

Article XX, Section 1 – Labor Management Committee

~~The Board and the Association agree to participate in Labor Management training conducted by the Federal Mediation and Conciliation Service (FMCS). This training will take place by April 2010. Each party will select no more than four (4) members to participate in the training. Upon the completion of the training, t~~ The parties will mutually develop a Labor Management Committee, including but not limited to the scope and structure of the committee, meeting times, etc. that will consist of no more than four (4) Association members, the Superintendent, building Principals, and one (1) School Board member. The committee shall meet as needed to address issues related to the workplace, including but not limited to: scheduling, study hall duties, time needed for completing Student Learning Objectives (SLO's), among other items. The Labor-Management Committee shall also provide a forum for the free discussion of issues outside of the formal grievance process. Decisions of the Labor-Management Committee shall be made by consensus. If a resolution is not found to any issue, the Association shall still have the right to follow the grievance process.

  
6/3/14

 SEA  
6-3-14

## Calamity Day Proposal

### Teachers would report under the following conditions:

1. Teachers would be required to report by 9:45 AM till 2:45 PM.
2. Teachers would report on Belmont County Level One Emergency.
3. Teachers would report on all cold weather days at 9:45.
4. Teachers would not report under Belmont County Level two or three emergency.
5. Superintendent would have final judgment on road conditions.
6. Teachers that deem travel to be too dangerous would call into their buildings and report off. They would make the time up at the end of the year or by other arrangements with the building principals.
7. Our current contract states that the school year shall be no more than 185 days. Next year school calendar calls for 184 work days. No one will work more than 184 days.

*Theresa Carter SEA*  
6-10-14

*J. J. [unclear] Superintendent*  
6/10/14

## ARTICLE II - GRIEVANCE PROCEDURE

### Section III - Grievance Levels

New language for Level Four:

Within 7 days of receiving the decision of the Superintendent, the employee(s) may request that the grievance be advanced to mediation prior to proceeding to Level 5 (arbitration). The grievance shall be submitted using the procedure for grievance mediation set forth by the Federal Mediation and Conciliation Service (FMCS). A grievance mediation hearing shall then be scheduled in an effort to resolve the grievance before the arbitration level.

Current Level Four would be re-numbered as Level Five and the first sentence would be modified as follows:

Within 7 days following the mediation hearing, if the mediation proceedings did not resolve the grievance, the employee(s) may then proceed to arbitration on the grievance. Balance of paragraph CCL.

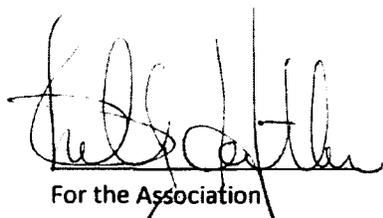
# Shadyside Local School District Tentative Agreement - Reopeners 2014

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## Tentative Agreement on Contract Reopeners

Following the 2014-15 school year, the Shadyside Local School District Board of Education and the Shadyside Education Association agree to reopen the contract on the following issues:

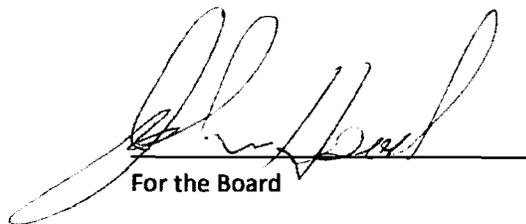
1. Salary
2. Insurance
3. Teacher Evaluations



For the Association

Date:

7-1-14



For the Board

Date

7-1-14