



East Holmes Local School District

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K29596
07/26/2013

Summary of Negotiated changes in Master Agreement Between East Holmes Teachers & Bd. of Education

Classified Employees were approved to receive the 2% raise for the next two years and will be impacted by the changes in health insurance, leaves of absence and payroll and etc. Mrs. Clark is preparing a summary sheet that will help to clarify items as they apply to classified employees.

Article IV – Grievance Procedure

- C. Grievance Procedures
 - 5. Added Step 5 – allows grievant to request mediation if dissatisfied with the decision rendered by the Board of Education. The mediator and timeframe will be mutually agreed upon by the Board and the EHTA. The mediators ruling on the grievance will include their opinion on what outcome the grievance would have if it were taken to court.

Article VI – Leaves of Absence

- A. Sick Leave
 - 1. Increased maximum accumulation to 230 days (from 225)
 - 6. Added language to remove the sick leave additional payment for days accumulated above 210, effective with retirements after June 30, 2014.
- B. Sick Leave for Pregnancy
 - 2. Clarified language to note that six (6) weeks will be allowed for natural delivery and eight (8) weeks will be allowed for caesarean delivery.
 - 4. Added language to clarify that up to six (6) weeks of adoption leave is for the purpose of international adoptions.
- C. Extended Maternity Leave
 - 9. New language states that adoptive mothers may take up to six (6) weeks of paid childcare leave immediately upon gaining physical custody of the child.
- E. Added language granting new grandparents up to three (3) paid days of sick leave.
- G. Personal Leave
 - 1. Changed language to allow two (2) unrestricted personal leave days and one (1) emergency leave day.
 - a. Allows two (2) unrestricted personal leave days to be used in first semester.
 - b. Limits use of unrestricted days to one (1) day in the second semester, unless special permission is granted by the Superintendent.

- c. Defines Emergency as a serious, unavoidable and unforeseen circumstance that has not been planned.
- I. Jury Duty Leave – added language clarifying that employees sign their jury duty pay to the Board of Education in exchange for being paid their regular daily rate for each day of jury duty.

Article VI – Compensation

- A. Salary and Index
The Base Salary (BA, 0) will be increased by 2.0% for the 2013–2014 school year (\$34,166) and 2.0% for the 2014-2015 school year (\$34,849).
- D. Professional Growth Units – eliminated, with language recognizing that the 184th day of teachers contracts will be compensation for job requirements outside of the teacher workday.

Article VIII – Fringe Benefits

- A. Insurance Benefits
 - 1. The District will eliminate the Traditional Health Plan as of December 31, 2013. All employees still enrolled as of that time, will be required to enroll in the HDHP Plan as of January 1, 2014.
 - 2. As of January 1, 2014, all employees enroll in the District plan must remove spouses from East Holmes coverage if that spouse has available health insurance coverage through their employer.
 - 3. Spouses of employees retiring on or after January 1, 2014 must enroll in the insurance plan offered by their retirement system, if available.

Renumber and Reletter as appropriate for following items and remove references to Traditional plan design.

4.b.8) The Board's contribution to the Health Savings Accounts will be \$250 per year for single plans and \$500 per year for family plans. This deposit will be made before January 15 each year.

- B. Severance Pay
 - 3. Maximum severance payments will be 25% of sick leave balance up to 230 sick days for all retirements after June 30, 2014
 - 8. Severance pay will be paid by the district within 100 calendar days of the employee's effective date of retirement.
- F. Tuition Reimbursement
 - 1.& 2. Eliminated references to Quarter Hours.

4. Maximum appropriations were increased to \$30,000 per year for the life of the agreement
 6. Removed language pertaining to P.G.U.'s.
New language added to address how changes in licensure requirements will be handled in regards to tuition reimbursement during the life of this agreement.
- I. Assistance for Background Check Expenses
Eliminated the payment of a \$25 stipend to all employees to assist with background check expenses. Instead the Board will provide one free background check to one agency (BCI or FBI) at the Central Office once every five (5) years.

Article IX – Payroll

- A. Paydays
3. Added language requiring all new employees and substitutes after July 1, 2013 to enroll in direct deposit. All new regular employees with district email will be required to receive email (paperless) notification of direct deposit.

Article XII – School Day, Year and Calendar

Removed language referring to P.G.U.s for calendar committee meeting.

Article XV – Reduction in Force

- A. Added to and clarified list of reasons that are acceptable for a reduction in force to be enacted. New additions for financial reasons were included in the language.
 - B. Changed timeline for notification of the Association to 45 days and teachers affected by the Reduction in Force to be notified at least 30 days prior to Board action.
 - C. Changed the length of time a teacher remains on the recall list to 24 months and requires a recalled teacher to accept or reject the offer of employment within 10 business days.
 - F. Added language clarifying that employees that change their employment source at the request of the District will continue to accumulate seniority at the District and it will be maintained if the employee returns to the District with no break in service.
 - G. Allows all employees affected by a Reduction in Force to attend all professional development opportunities within the District.
- MoU will be developed concerning Chris Franks

Article XVIII – Teacher Evaluations

Changed dates for the evaluation cycle from April to May to allow for additional time needed for new OTES.

MoU will be developed for ???

Article XX – Teacher Entry Year Program -> Resident Educator Program

Changed language to reflect name of program to Resident Educator Program. Eliminated two tier stipend payment system based on mentor training and updated payments to the following:

	Year 1	Year 2	Year 3+
Lead Mentor:	\$1,250	\$1,350	\$1,450
Mentor:	\$1,000	\$1,100	\$1,250

Appendix A & B – Salary Schedules

Changed column headings from Bachelors 5 Years to Bachelors w/150 hours and Masters +20 to Masters +20 hours.

Appendix D – Supplemental Salary Schedule

Added the following positions:

LPDC Committee Member	1.5%
Student Growth Measures Committee Member (Max 8)	1.5%

Removed the following positions:

District Webmaster	8.0%
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Changed the following % of BA-0 Index for Pay Calculation:

Ass't Varsity Volleyball Coach	5.5%
Ass't Varsity Baseball Coach	5.5%
Ass't Boys & Girls Track Coach	5.5%
Ass't Tennis Coach	5.5%
Ass't Golf Coach	5.5%
Asst Softball Coach	5.5%
Head Cross Country Coach	7.5%

Agreed to use Partnership Council to study duties of the entire supplemental list of jobs, using job descriptions provided by contract holders, supervisors and comparisons to other districts to align/correct supplemental duties and pay. This process is to be completed before the 2014-2015 school year and the new supplemental salary schedule will be implemented as of July 1, 2014.

All outline lettering and numbering will be changed where necessary to reflect new insertions.