



Tentative Agreement Summary for Licensed/Certified Bargaining Unit Staff:

The following outlines the 2020-21 Tentative Agreement. This tentative agreement comes after months of discussion and problem solving by the Professional Council and the Board of Education. The Board, the teachers' association, and the administration all recognize the important contribution of our licensed/certified staff, which is demonstrated in the outlined items below. Dates for the ratification vote will be May 22 – May 28.

Salary Schedule Condition Changes: Previously approved in 2019-20 agreement.

1. **Compensation – Step Movement:** Recognizing the importance of experience, eligible staff members will receive a step down in 2020-21.
2. **Compensation - Column Movement:** Recognizing the importance of professional learning, all bargaining unit staff with required credits/points submitted and approved by the deadline will move to appropriate column on the salary schedule in 2020-21.
3. **\$1200 enhancement to every cell in 2020-21**
4. **2020-21 Starting Salary** will be \$43,286.

Extra-Curricular/Academic Support Salary Schedule:

5. **Extra-Curricular/Academic Support:** Recognizing the importance of having staff support extra-curricular and academic extension experiences for students, the following changes are proposed:
 - **Base Salary for Extra-Curricular/Academic Support was already base salary approved in August 2019.**
 - The base salary for the 2020-21 school year will increase by 5% to \$33,851.
 - **Longevity** for EC/AS will continue.
6. **Additional Categories:** Four positions were added beginning 2020-21:
 - Middle School Drama Assistant will be added at 3.6% (\$1161);
 - District Action Plan Coach will be added at 3% - per feeder pattern – 5 total (\$967)
 - MS Head Girls' & Boys' Cross-Country Coach at 2% increase from assistant coach- placed at 5% (\$645)
 - Middle School Assistant Dance (1 per MS) at 5% (\$1610)
7. **Adjustments:** Three items were modified for 2020-21:
 - Increase MS Cheer to 11% (\$644 inc)
 - Increase MS Dance to 11% (\$644 inc)
 - Rename MS Publications to MS Yearbook Sponsor (no cost)
8. **Extra-Curricular Salary Schedule Discussions:** Professional Council agreed to continue to study the current Extra-Curricular/Academic Support Salary Schedule (specifically High School and Elementary) and review proposals brought forth in 2020-21 to the EC/AS Committee for potential changes for 2021-22.

Benefits:

9. **Health Insurance for 2021:** Employee cost Approved August 2019

Health insurance rates for our self-insured program have not been set for the 2021 year. The District will assume the increase. Therefore, the cost to employees will not change. There are 6 health insurance plans being offered:

- 2 Blue Select Plus (narrowed network) - \$2800 HDHP and \$1500 PPO
- 2 SpiraCare plans - \$2800 HDHP and \$2000 PPO
- 2 Preferred Care Blue (Broader Network) - \$2800 HDHP and \$1500 PPO

Three Employee-Only plans will be provided by the Board with no premium cost to the Employee.

- Blue Select Plus \$2800 HDHP
- Blue Select Plus \$1500 PPO
- SpiraCare \$2800 HDHP

- The Blue Select Plan, High Deductible Narrowed Network and the Spira Care \$2800 HDHP will each have an additional \$140/monthly Board contribution to a Health Savings Account (HSA).
- Dental and vision insurance will be available for purchase without Board participation.

10. **Voluntary Benefits:** Change in benefit offerings and vendor providers

The following policies were modified:

11. **Policy GBZCA - Assignment and Transfer**
 - include definition of seniority
 - modify for inclusive language
12. **Policy GBZEB – Salary Schedule Conditions**
 - increase years granted at hire to 15
13. **Policy GBZCDA – Leaves**
 - Increase sub cap for personal business leave days to 60 (50 with sub, 10 without sub)
 - Clarify that 5 days of bereavement leave may be taken intermittently
14. **Policy GBZCDD – Leave Bank for Health-Related Circumstances**
 - Clarify that a first-year employee may apply to use the bank although they may not have donated yet
 - Modify for inclusive language

Other Items in the Ratification Process:

15. **Voluntary Early Retirement Plan**
 - MOU for 2020-21 clarifying current practice
16. **Daily Substitute Pay:** Recognizing the importance of substitutes in providing instruction during staff member absences, the daily sub pay increased from \$124 to **\$128/day** for 2020-21. **Increase approved August 2019**
17. **Personal Business Leave Form:** Clarify the online form is only to be used for blackout days, inclusive language and move 2 items from discretionary to non-discretionary
 - Attend out-of-town family or school reunion
 - Attend spouse/family recognition event
18. **Elementary Scheduling Document:**
 - Remove reference to Jump Start specials classes
 - Language added to specify handling loss of plan time during programs/parties
19. **High School Scheduling Document:**
 - Recognizing a need to clarify state testing date, language added to indicate best practices.
20. **Calendar Documents:**
 - **2020-21** District Calendar modified to indicate:
 - Dec. 18 is a ½ day at all levels
 - Correct last day for students & teachers
 Grade and Reporting Dates (2020-21)
 Professional Development and Preparation Days Calendar (2020-21)
 - **2021-22** District Calendar – basic dates without final details (available by Nov. 1, 2020)
21. **Annual Document Review:** Annually the Council reviews the District-Wide Assignments list, Limited Supply Categories, and RIF Categories. Minor modifications made to the District Wide Assignment List and Limited Supply Category. This is not part of the negotiated agreement but referenced in it.