

Approved New Contract Language 2017-2020

THREE-year contract

THREE-year calendar

- No late starts
- 8 half days each year
- Thursday before Spring Break is a vacation day
- Midwinter Break counts as Comp time so personal days attached to it count as only ONE day, rather than the premium attached to vacation days

FINANCIALS

- 1 Step each year for three years
- + .6% year one on schedule
- + .3% year two on schedule

INSURANCE

- Increase spousal cash-in-lieu from \$1300 to \$1600
- Maintain current MESSA coverage
- Will investigate MESSA options for open enrollment fall of 2018.

LEAVE

- First personal day after April 30th is not a premium day (counts as one).
- Increased value of retirement buy-back of sick days for those with less than 100 days
- Added "guardianship" to adoption leave language
- Increased the eligibility age of adoption leave from 6 months to 5 years
- Added opportunity to donate sick days to those who need them for maternity leave

SCHEDULE

- Notification date of special ed assignments moved from May 1 to June 1 to align with other notifications
- Removed language allowing for weekly elementary morning meetings
- All certified staff will attend no more than 2 one-hour meetings per month
- September & June will have only one meeting.
- All meetings will count as DPPD.
- One meeting will be designated as a staff meeting.
- A second meeting may be scheduled once a month for grade level/department/content area work.
- Created increased flexibility for DPPD.
- 8 of the new hours replace previously scheduled DPPD.

SCHEDULE B

- Increase for Hockey, Soccer, & Lacrosse
- Definition of summer counselling language and compensation to begin summer 2018