

Summary of Tentative Agreement for 2012-2013



Salary: 2% Salary increase on the base; Education lanes shall be granted; Step increases are not funded for newly hired or current teachers for the 2012-13 contract year

PERA: The District shall fund the mandatory employee contribution, a .5% increase

Health and Dental Insurance: District will pay additional increases. Employee amounts will stay the same; the district will cover the additional employees cost for Cigna and Kaiser plans.

Article 8 – Teacher Hours and Loads

8.11 Subject to Article 8.9, teachers may be required to participate in up to two hours per month (during the months of September through May) of meetings which are directly tied to school/district goals. **The final decision regarding this time will be made using the Collaborative Decision Making Process in Article 39.** ~~On occasion these two hours may be used for extended faculty meetings.~~ **One of these two hours shall be teacher directed collaborative meeting time. One hour of** Such activities shall be scheduled **organized** by the supervisor **and Building Leadership Team.** ~~following consultation with the teachers involved concerning the substance and scheduling of such activities.~~ At least five days' notice of the date and time of such activities shall be provided and such activities shall be conducted during time periods of at least one hour's duration which are contiguous with the work day.

8.11.1 Up to one time per month a maximum of 30 minutes of these two hours may be used for a faculty meeting. If the 30 minutes is utilized for a staff meeting, the remaining 90 minutes may be used in one activity.

8.11.2 With consensus of the teachers, two (2) of these hours may be used one (1) time per year for required attendance at one showcase event (Open House at secondary levels, Parent Update Meeting at the elementary level, and Focus School event). The final decision regarding changes in the use of this time will be made using the Collaborative Decision Making Process in Article 39.

8.12 Within the school year calendar, there shall be five days designated as Teacher Work Days, the use of which shall be determined by the teacher. However, during the first three (3) teacher work days, up to one and one half (1.5) hours may be used for staff meetings and up to three and one half (3.5) hours for district-directed professional development/collaboration in accordance with Article 29.1.4. **Of the five (5) Work Days** Teachers are **not** expected to remain at school during **two (2) of these** work days **as designated in the building calendar not later than the beginning of each school year.** ~~unless otherwise approved by the principal and u~~ Use of such days shall be ~~directly related to student learning and/or instruction~~ **determined by the teacher.** Upon written notice by September 30th of each year, the District or building

administrator may trade work days with professional development/compensation days so long as the total number of work days is not reduced.

8.13 There will be eight (8) student contact days designated as Late Start days in the District. The Late Start days will be on Wednesday of each month, excluding the months of August and January, as set forth annually in the officially adopted school calendar.

8.13.1 Each Late Start will be a minimum of two and a half hours in duration within the contract day and take place prior to the student start time. **This time shall be dedicated to district and building goals. The final decision regarding this time will be made using the Collaborative Decision Making Process in Article 39. At the secondary level at least 45 minutes of continuous minutes of this time shall specifically be used for building department or team collaboration. The final decision regarding this time will be made using the Collaborative Decision Making Process in Article 39.**

8.13.2 **Elementary** teachers shall have an individual plan period of at least 45 continuous minutes during the hours of each Late Start time. **Secondary teachers shall receive individual plan time commensurate with the scheduled class time after late start time.**

Article 37-Term of Agreement

37.1: This agreement shall become effective on **July 1, 2012 and shall remain in effect until June 30, 2013.** If the District passes a mill levy election in November 2012, then compensation for the following 2013-14 school year shall include the granting of a step. All other insurance and compensation matters will be subject to negotiations for a concerning a successor Agreement shall be in accordance with Article 4 (Translation: negotiations may be reopened if a mill levy election in November 2012 is successful.).

APPENDIX A

Deleted language relating to outdated ballot issues and state budget recisions.

Initial Salary Schedule Placement language updated – details will be forthcoming.

MEMORANDUM OF UNDERSTANDING

Implementation of SB 10-191 – Teacher Feedback on Principal Evaluations

The District and SVVEA agree that the successful implementation of SB 10-191 requires that a facilitated work group of the Evaluation Task Force be identified and charged with designing a model for gathering teacher input for use in the evaluation process for building principals.

Teacher input shall be aligned with the Colorado Department of Education *Principal Quality Standards*.

The work group tasks shall include:

- Research Existing Models
- Recommend Data Gathering Instrument
- Recommend Implementation Process
 - format to gather feedback data
 - timeline
- Recommend Use of Feedback Data

Work Group shall be comprised of:

- Area Assistant Superintendents (2)
- Human Resources Representative (1)
- Principal Representatives (3)
- SVVEA Leadership Representatives (3)
- Teacher Representatives (3)

Timeline

- Recommendations to Negotiations Teams by the beginning of May 2012 (**Extended to Fall of 2012**)

MEMORANDUM OF UNDERSTANDING
Continue work aligning SB 191 with Master Agreement Language in 2012-13