

## Summary of Changes to the CTA Contract

The following are the substantive changes, additions or deletions proposed to the CTA contract for July 1, 2017 – June 30, 2020:

### **Definitions:**

3. Bargaining Unit--Added language to reference to PERC order establishing SLCTA/CU and any subsequent orders and deleted specific mention of individual positions.
5. Created definition of Teachers on Special Assignment and Non-Classroom Teachers to recognize that they are not administrative and should not supervise, evaluate or assume administrative authority over members of the bargaining unit.

Add definition

Official Planning Period: The Principal will establish the official planning period for each teacher and notify teachers in writing either individually or in the Teacher Handbook. The official planning period is the time subject to all contractual stipulations in Article IV, Section E.

### **Article I**

- A. Makes same change in recognition of bargaining unit to reference PERC order and any subsequent orders and deletes references to specific positions for recognition.

### **Article V**

- A. Teaching Assignments
  2. Changes language to require 2 weeks' written notification when a teacher's teaching assignment is changed after the start of the school year.

### **Article IV**

E. Planning Time

1.-2 Strike and replace current language with the following language:

1. Teachers shall have a continuous, uninterrupted block of time daily that is no less than 45 minutes. In schools with block schedules, the official planning time minutes must equate to the same number of minutes bi-weekly as this provision.
2. The official planning time for each teacher will be provided to them in writing either individually or in the Faculty Handbook. The Principal will not direct the official planning

period more than one day a week. This provision does not apply to other non-student contact time within the school day.

I. Standardized Tests

1. Clarifies language without substantive change

O. Facilities and Supplies

Board agrees to provide lockable space to teachers within his/her assigned classroom area.

Y. IEP, 504, and Other Educational Plans

3. Establishes that no teacher will be accountable for the implementation of an IEP/504 plan until he/she has received a copy of the plan.
4. Establishes that within the first 10 days of school, teachers will receive a list of all students who have an IEP or 504 plan and will be notified throughout the year of any changes/updates to their students' plans.
5. Requires that a written schedule for self-contained classrooms will be developed for teacher's 30 minute duty-free lunch, contractual planning time and the appropriate breaks for all ESE staff assigned to the classroom within the first five (5) days of school. Plan will be created with the input of all parties involved.

Z. ESE Student Placement

1. States that "in elementary grades, the teacher who has primary educational responsibility for the student will be invited to attend the placement meeting. In secondary grades, a general education teacher will be invited to attend the placement meeting. Coverage will be provided." This changes language that previously stated "when available" and allowed IEP's to be developed without classroom teacher input.
2. Changed to delete reference to BPIE (Best Practices in Inclusive Education).
3. Revised language regard notification of IEP meetings to state, "Teachers who provide educational services to a student, shall be notified of the student's IEP meeting. Teachers not attending the meeting will be given opportunity to provide input." This language establishes the importance of those responsible for providing accommodations and instruction to students being able to participate in IEP writing and review.

**Article VI—Teacher Authority and Protection**

D. Complaints and Investigations of Teachers

1. Adds language that will allow teachers who have had a complaint made against them to be notified within two (2) days of the complaint and the nature of the allegation made.

2. States that anonymous complaints cannot be used as the only source for a disciplinary or evaluative action and that written documentation must be provided to the teacher in a timely manner of any complaints used for evaluative purposes.

3. Establishes that unfounded complaints against a teacher will not be documented in the teacher's personnel file.

4. Establishes that when notified of an allegation against them, the teacher will be notified of the outcome of the completed investigation.

#### E. Personnel Files

1. Changes the name of the department responsible for personnel files from "Personnel" to "Human Resources".

2. Unchanged

3. Establishes that teachers be given a copy of any written material that will be added to their personnel file and that they have ten (10) days to provide a written response to any written material added.

Paragraphs F-H Unchanged

#### I. Progressive Discipline

Establishes "just cause" language for discipline and a contractual progressive discipline procedure.

### **Article XI Leaves**

#### D. Personal Leave With Pay

Increases then number of personal days for teachers from 5 to 6.

#### S. Sick Leave Transfer

Establishes procedure for the transfer of sick leave earned in other districts and that leave earned in other districts will be allocated to new employees after the first month of employment.

### **Article XIII Salary and Fringe Benefits**

Adds Paragraph O. Medicaid Billing Incentives

1. a. – c. Establishes benefits for those teachers required to bill for Medicaid services as part of their job duties including no less than 25% of the amount generated by the billing to be placed in a Medicaid Flexible Account for their use on items and training that support the performance of their job duties, the carryover of Medicaid funds from year-to-year, and training on how to bill and utilize the funds.

#### **Article XIV**

- L. Increases the supplement base amount for academic and athletic supplements to \$25,500 with incremental increases to reach the previous pre-2009 cut level of \$32,000 over the next five years.

**Along with the substantive changes noted above, additional formatting, grammatical and legal citation substitutions and deletions have been made throughout the document as noted in red/bold and strikeout version of the contract available online and at your worksite.**