

## Summary of Changes to the CU Contract

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

### **Article V-Working Conditions**

#### Section A paragraph 3

1. – 2. No change

3. a. and b. no change

Adds c. to require supervisors to create a written break time schedule with input from the employees for all employees with breaks not scheduled for the first 15 minutes of the workday or the last 15 minutes, except by mutual agreement.

4. No change

5. adds e. to clarify the work week for overtime compensation running from Sunday from 12:01 a.m. to 12:00 midnight Saturday.

6. Alters the language for Lowest Performing Schools List to increase the workday to 8 hours and 20 minutes for employees working at the identified schools on the state DOE list for 180 student days.

#### Section C paragraph 4

4. adds language to require that CU employees have a computer workstation in their immediate work area with an email account from the district.

#### Section D – Faculty Meetings

1. Requires 24 hour notice of general faculty meetings, except in an emergency.
2. Requires that a meeting schedule be provided at the start of the school year as established by the faculty council with changes provided in a timely manner except in an emergency.
3. Requires that CU employees be compensated for meetings beyond the work day in accordance with the contract.

#### Section F—Substituting for Teachers

1. Clarifies a full day as 4 hours or more and that partial hours are to be rounded to full hours.
2. Establishes that principals shall take the work responsibilities of employees asked to substitute into account when assigning CU employees to sub.

## **Article VI—Authority and Protection**

Paragraphs A – I No change

### J. Complaints and Investigations

1. Requires notification of employee within two (2) days of a complaint and the nature of a complaint against the employee.
2. Establishes that anonymous complaints cannot be the sole source used as the basis of disciplinary or evaluative action and that in order for a complaint to be used for evaluative purposes the employee must have written documentation of a complaint provided to them in a timely manner.
3. Establishes that unfounded complaints will not be documented in the employee's personnel file.
4. Establishes that when individuals are notified of an allegation, they will also be notified of the outcome of the investigation upon completion.

Paragraphs K-O No change

Paragraph P—Personnel Files

- 1-3. Establishes procedures and protections for employees with regard to the information that can be kept in personnel files, how to access employee personnel files, and that no written discipline can be added to a personnel file without a copy being given to the employee.

Paragraph Q No Change

Paragraph R—Progressive Discipline

Establishes progressive discipline for employees.

## **Article VII- Transfer of Classified Unit Employees**

Section A.

1. No change.

2. -3. Establishes that employees who transfer within the district will be given work experience credit for non-commensurate job experience when that experience is earned in the district in accordance with the LOU of March 27, 2017.

Sections B-F Unchanged

**Article VIII Leaves of Absence**

- J.** Allows all employees to use six days of personal leave charged to sick leave.

**Article XI Reduction in Force, Reassignment, Recall, and Continuing Status**

**F.**

1. removes 120 days as probationary period for promoted employees.

**Article XIII Compensation and Benefits**

**A. Salary**

1. Change in effective date for compensation agreement to 2017-2018 school year.
2. Provides a step increase for each employee retroactive to July 1, 2017
3. Incorporates the salary percentage increases for Bus Paraprofessionals from 2015-16, 2016-2017, and the current year (a total of 1.54%) into the actual salary schedule instead of as salary add-ons.
4. Increases all other CU salary schedules (except Bus Paraprofessionals) by \$70 per step.
5. Adds additional step 23 to all CU salary schedules equal to 2%.
6. Agreement to return to bargaining of salary in November following FTE finalization for additional compensation as a possible bonus.

**B. Fringe Benefits/Health Insurance**

changes effective date to January 1, 2018

1. Unchanged
2. a. – g. Adds a third optional insurance plan to the current offerings, referred to as “Alternative 1” and provides that if 99% of the premium for this plan is less than the district’s current per employee contribution of \$6010, the difference will be

contributed to the employee's H.S.A. as an employer contribution. Establishes that negotiations will begin in 2017-2018 in order to convert to a self-insured plan.

**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.**