

Summary of IBB Outcomes for 2009-2010 School Year

The following is a summary of decisions made through IBB for Negotiated Agreement 2009-2010:

Issue #1: Wages & Benefits: Negotiations will be reopened when final financial information is available. *See Addendum*

Issue #2: Early Retirement Procedures: Due to funding, no action will be taken this year.

Issue #3: Leave Days: Addendum: Teachers will be compensated at a rate of \$25 per day for unused annual leave days. These unused leave days will accrue. Any days accumulated beyond 130 shall be compensated at the higher of the two rates (\$25 per day or the substitute rate).

Issue #4: Teacher Recruitment Incentives: No action

Issue #5: Professional Year and Professional Day: No action, better communication

Issue #6: Supplemental Duties and Extended Contracts Committee: No action

Discussion Items:

In-Service Structure

A committee was formed to write a Professional Statement. The statement will be placed in the Negotiated Agreement behind the Table of Contents.

STATEMENT OF COMMITMENT TO PROFESSIONALISM

USD 261 Haysville is committed to holding the highest standards of excellence. A major component of our achieving excellence is an emphasis on the recognition and development of professional behaviors that reflect a commitment to excellence in the profession.

We believe that all certified staff will demonstrate the following professional behaviors:

- consistent attendance,*
- active participation,*
- promptness in completion of all work assignments,*
- sensitivity to diversity and exceptionalism,*
- knowledge of education-related issues and research,*
- knowledge of community, state, national and international events and their impact on the field of education,*
- collegiality and contribution to group tasks, and*
- involvement in professional growth.*

Language Changes to Agreement

Change to agreement regarding Plan of Assistance:

Remove Article V, Section B, Paragraph 2

Remove Article V, Section C, Paragraph 5

Remove Article XI, Section E, Paragraph 1, last 2 sentences

Remove Article XVIII, Section F, Paragraph 1, last sentence

Changes to agreement regarding Mentoring:

Article III, Section A, Par. 3:

Mentors of new teachers will receive the specified state contribution; mentors for experienced teachers will receive \$500 from USD 261, if funds are available.

Changes to agreement regarding Addendums:

Remove Teacher Recruitment & Retention Committee
Remove Inservice Structure
Remove Non-Working Days
Change title of Opportunity to Reopen Negotiations
Change dates on Early Retirement Committee to 2010-2011

Changes to agreement regarding Reproduction of Agreement:

Article XXII: Reproduction of Agreement wording:

Paragraph 1: The negotiated agreement will be available online at www.usd261.com within thirty days after the negotiated agreement is signed. The Board will furnish a copy to any certified employee upon request, a copy for each building, and a copy for the Association office for its use.

Addendums to 2009-2010 Negotiated Agreement

Reopener

By mutual agreement of USD 261 and HEA, parties agreed to reopen negotiations for wages and benefits on June 30, 2009 and/or October 14, 2009.

Early Retirement Committee

Paragraph 1: A committee will be established at the direction of the Assistant Superintendent for Business and Finance to examine early retirement (Article XI, Section F) and recommend changes to the 2010-2011 IBB team. Committee shall consist of representatives from HEA and administration.

Unused Sick/Personal Leave Days:

Teachers will be compensated at a rate of \$25 per day for unused annual leave days. These unused leave days will accrue. Any days accumulated beyond 130 shall be compensated at the higher of the two rates (\$25 per day or the substitute rate).

Ratification Goal: HEA vote by May 18, 2009, BOE vote May 18, 2009.