

Article IV ASSOCIATION RIGHTS A 3 Payroll Deduction

Change **dues deduction to 20 pays**

Article VI LEAVES

VI B Sick Leave Bank

The Sick Leave Bank shall be a source of additional leave days when a Bargaining Unit Member's leave time is exhausted and they are unable to perform their normal duties **due to a medically certified event or illness.**

5. Add **SLB Members will not be asked to donate additional days until SLB reaches a balance of 30 days.** ~~Strike: In the event the bank drops to 30 days, all participants will be assessed an additional day.~~

VI I Substitutes

Change free personal day to an additional PTO day

VI **Add M Assault Leave**

**In the event a teacher is absent due to an injury sustained on the school campus as result of an unprovoked assault, which is determined to be compensable under Worker's Compensation laws, absences shall not be charged against the teacher's accumulated sick leave. The Board shall continue the teacher's wages in full and shall pay the difference between Workmen's Compensation payments and the contractual salary of the teacher for a period not to exceed one hundred eighty (180) days.**

VIII. Compensation and Expenses

A. Add A after Appendix.

Appendix A edits- Strike impactful.

B. Extra-Curricular Salaries/Appendix B

~~Strike Assessment Grant Coordinator~~

~~Science Technology Coordinator~~

~~Strike Language Club.~~ Add **World Languages Club.**

E. Training outside of 184 days **stipend for half day to \$50 and whole day to \$100** ~~\$40 half day/\$80 full day~~

**Add H. Payment for Additional Certifications/Licensure**

**1. Current Members of the Bargaining Unit asked by Board to apply for Emergency Certification shall be reimbursed for the cost of Emergency Certification.**

**Add I Beyond a full day of class coverage**

**A teacher who teaches beyond a normal course load daily for a semester or an entire school year shall receive additional compensation in an amount equal to the teacher's base salary multiplied by 0.10 and a financial allowance to obtain materials as agreed to by the Association and Administration. If a teacher teaches an additional instructional assignment in an amount that varies for one additional instructional assignment (period) daily for an entire school year the additional compensation the teacher will receive shall be prorated. If a teacher is assigned additional responsibilities other than teaching additional instructional assignments, the Board and the Association will mutually agree as to the appropriate additional compensation.**

**An elementary teacher who teaches a split class daily for an entire school year shall receive additional compensation in an amount equal to the teacher's base salary multiplied by 0.20. If a teacher teaches a split class for a period less than an entire school year, the additional compensation shall be prorated.**

**IX Retirement/Severance Benefits**

B. Strike Retirement Incentive

**Add B: Retirement Incentive**

**Payment for Unused PTO beyond 157 accumulated days-- (Teachers accrue personal leave at the rate of fourteen days/year, accumulating to 157 day maximum) Days beyond 157 will be purchased by the Board for \$80/day. Employee will receive check for unused leave days the second pay in June.**

**Appendix A Compensation Model**

**Base Salary increase \$275**

**One Time Stipend \$1500**