

Negotiations for 2010-11

Minutes: May 17, 2010

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3:30 PM

Members Present: Teresa Anthony, Ryan Burrows, Janis Grover, Jill Hill, Stacey King, Rita Shogren, Steven Taton, Carl Wilson, Ardith Dunn, and John Doern (phone conference)

1. The ground rules were discussed, and dates were changed to reflect the current year. There was one change made to the ground rules, #1—only 4 STA members on the team for a total of 9 members. Ground rules and minutes will be posted on the USD 507 web page.
2. Mrs. Dunn handed out information packets to all members of the team that included exchange letters, 2009-10 Ground Rules, 2009-10 salary schedule, and a list of all articles to be discussed for possible revisions.
3. The following items were revised and ready for the ratification process of the board of education and STA:
 - Article 26 —Certified Comp Time
At the beginning of the year, a teacher who is willing to cover a class during his/her planning period will sign an agreement which allows the teacher to earn/utilize minutes toward certified comp time by covering classes for other certified teachers. Certified comp time will be earned/utilized in the following manner:
 1. Compensation is earned and utilized in ~~one (1) minute~~ **quarter-hour** increments.
 2. One workday will be equal to four hundred thirty-five (430)**(435)** minutes.
 3. Personal business that can be completed during a teacher's planning period will not be charged against comp time. Teachers must notify office when leaving the building.
 4. Compensation must be requested and approved by the principal prior to usage.
 5. Compensation may not be used the day before or the day following a scheduled vacation.
 6. The teacher will need special permission for using compensation time during the month of May.
 7. Unused compensation will be reimbursed to the teacher at the current substitute pay. Partial compensation of a teaching day will be prorated at the current substitute pay.
 8. A log will be kept to monitor time earned/used and the teacher(s) and administrator directly involved in this agreement will initial the log at the time the compensation is earned/used.
 - Article 8 (Section B) - College Hours
Section B Reimbursement
Teachers will be reimbursed ~~\$150~~ **\$200** per credit hour for college credit approved by the administration.

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Members
(2010-2011)

STA Representatives
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Rita Shogren, Co-Pres.
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When a teacher receives a stipend from a grant or through a program offered by the Southwest Plains Regional Service Center or the High Plains Educational Cooperative, the amount of the stipend will be deducted from the ~~\$150~~ \$200 per credit hour reimbursement. If the tuition costs are less than ~~\$150~~ \$200 per credit hour, the teacher will be reimbursed the actual tuition and textbooks costs plus any media or additional fees, not to exceed ~~\$150~~ \$200 per credit hour.

This course work must be completed with an accredited institution of higher learning, which offers degree programs. This course work does not necessarily have to be taken on campus. Credit is acceptable provided the teacher can demonstrate how this particular course might be of benefit to the teacher and USD No. 507.

The total combined expenditure for college credit reimbursement, excluding ESL certification hours, is to be no more than \$15,000 per school year plus the preceding summer semester. Reimbursements will be distributed on a first come first serve manner with regard to the date of submission of the request.

A teacher will become eligible for this reimbursement after he/she has been employed by USD No. 507 two consecutive semesters and has obtained prior administrative approval for all courses. The number of credit hours eligible for reimbursement will be twelve (12) per contract year, excluding ESL certification hours, unless sufficient funds remain from the allotted reimbursement amount at which times additional hours may be reimbursed. The contract year shall be defined as the school year plus the preceding summer semester.

- Article 7 (Section A3 & B1) - Leave Policies

Section A Emergency Sick Leave, Bereavement, Family and Medical Leave Act

3. Teachers will be allowed to use one-quarter-hour units of sick leave for doctor appointments with the approval of the building principal. The teacher desiring the quarter-hour units will request another teacher to cover his/her class if needed. Said arrangements must meet prior approval of the building principal. All units will be accumulated into 1/2 days of sick leave and deducted from sick leave.

Section B Personal Business Leave

1. Personal business leave will be three (3) days per year. Approval must be obtained in writing through the principal at least three (3) days before the absence occurs. This leave will be available in half day (1/2) quarter-hour units. Unused days may be transferred to an individual's sick leave as long as the maximum accumulation of sick leave days does not exceed 80 days or sold back to the District at a rate equal to current substitute pay. Teachers will notify the building secretary which option they chose on the end of the year checkout form.

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- Attachment A—Early Retirement List

1998-99 Staff

Grandfathered under Article 13, Section G

Sidra Alexander
 Joyce Apsley
 Helen Bunyan
 Ryan Burrows
 Mel Heddiesten
 Marceil Jones
 Rachel Lee
 Gala Liebelt
 Randy Liebelt
 Janie Lutz

Linda Nelson
 Marti Philippi
 Jeanne Robinson
 Jeanette Rooney
 Rita Shogren
 Steven Taton
 Debbie Weeks
 Cheri Williams
 Ron Williams

- Article 10 (Section A & B) - Contract

Section A Contract Non-Renewal

The Board must notify any professional employee of contract non-renewal **on or before the third Friday in May of the contract year, and any professional employee not returning must notify the Board on or before the 14th calendar day following the third Friday in May, according to Senate Bill 362.**

Section B Liquidated Damages

Teachers may be assessed liquidated damages for late resignations. A late resignation is defined as a resignation that takes place anytime after **the 14th calendar day after the third Friday in May of the contract year, according to Senate Bill 362.**

The liquidated damages will be based on the following schedule:

	Percentage of Base	Dollar Amount
June 5-30	2%	\$700
July 1-31	3%	\$1,050
After July 31	4%	\$1,400

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USD 507 Salary Schedule 2010-2011

YRS	STEP	Across				Down				
		INCREASE BS		450	425	INCREASE MS		450	475	
		BS	BS + 8	BS + 16	BS + 24	MS	MS + 8	MS + 16	MS + 24	MS + 32
		1	2	3	4	5	6	7	8	9
-	*1	35,000	35,450	35,900	36,350	37,153	37,603	38,053	38,503	38,953
1	2	35,000	35,450	35,900	36,350	37,153	37,603	38,053	38,503	38,953
2	3	35,425	35,875	36,325	36,775	37,628	38,078	38,528	38,978	39,428
3	4	35,850	36,300	36,750	37,200	38,103	38,553	39,003	39,453	39,903
4	5	36,275	36,725	37,175	37,625	38,578	39,028	39,478	39,928	40,378
5	6	36,700	37,150	37,600	38,050	39,053	39,503	39,953	40,403	40,853
6	7	37,125	37,575	38,025	38,475	39,528	39,978	40,428	40,878	41,328
7	8	37,550	38,000	38,450	38,900	40,003	40,453	40,903	41,353	41,803
8	9	37,975	38,425	38,875	39,325	40,478	40,928	41,378	41,828	42,278
9	10	38,400	38,850	39,300	39,750	40,953	41,403	41,853	42,303	42,753
10	11	38,825	39,275	39,725	40,175	41,428	41,878	42,328	42,778	43,228
11	12	39,250	39,700	40,150	40,600	41,903	42,353	42,803	43,253	43,703
12	13	39,675	40,125	40,575	41,025	42,378	42,828	43,278	43,728	44,178
13	14		40,550	41,000	41,450	42,853	43,303	43,753	44,203	44,653
14	15		40,975	41,425	41,875	43,328	43,778	44,228	44,678	45,128
15	16			41,850	42,300	43,803	44,253	44,703	45,153	45,603
16	17			42,275	42,725	44,278	44,728	45,178	45,628	46,078
17	18			42,700	43,150	44,753	45,203	45,653	46,103	46,553
18	19				43,575	45,228	45,678	46,128	46,578	47,028
19	20				44,000	45,703	46,153	46,603	47,053	47,503
20	21				44,425	46,178	46,628	47,078	47,528	47,978
21	22				44,850	46,653	47,103	47,553	48,003	48,453
22	23					47,128	47,578	48,028	48,478	48,928
23	24						48,053	48,503	48,953	49,403
24	25						48,528	48,978	49,428	49,878
25	26							49,453	49,903	50,353
26	27							49,928	50,378	50,828
27	28								50,853	51,303
28	29								51,328	51,778
29	30								51,803	52,253
30	31									52,728
31	32									53,203
32	33									53,678

*2010-2011 Vertical movement was frozen. Reference Attachment B for salary compensation.

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Appendix B

LETTER OF UNDERSTANDING

May 17, 2010

This letter of understanding is an agreement made between the Satanta Teachers' Association and USD 507's Board of Education in regards to salary for the 2010-2011 school year. This agreement will expire with the final pay period (August 15, 2011).

Certified staff for USD 507 **not** receiving horizontal movement for the 2010-11 school year will be entitled to **one** of the following:

1. The addition of \$400 to their annual contracted salary. This would be in addition to the amount stipulated in the negotiated agreement, Article 4 (Salary). The amount would be paid out over the 12-months of the teacher's contract.
2. The addition of \$400 to be applied towards the district sponsored health insurance program and then placed into their Section 125 plan. This would be in addition to the amount stipulated in the negotiated agreement, Article 6 (Fringe Benefits), Section F (Health Insurance).

Certified staff choosing one of the above options, must notify the central office on or before August 15, 2010.

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