

Proposed Contract Changes for 2008-2009

Proposed contract language for the 2008-2009 re-opener negotiations will be posted on the JCEA website by **May 12**. Highlights of the Tentative Agreement are as follows:

Compensation:

- **2.7% COLA** on the schedule, plus step and level movement.
- The District will pay the additional state-mandated PERA contribution that increases from 12.05% in 2007-08 to 12.95% in 2008-09.
- An additional .5% will be added to the salary schedule in January of 2009 if the proposed mill levy passes.
- The \$515 health insurance allocation remains the same.

Workload Relief:

- **Added two (2)**—for a total of four (4)—**modified contact days** (usually used for assessment purposes), as per Article 9-5-2.
- Provides **\$1.4 million for school-based workload relief**. Each building will have \$10,000 to use for teacher workload relief. A plan needs to be submitted—by next September—by every school's LAT or entire faculty. The \$10K may be spent on additional para support, sub time, or any other plan the LAT comes up with to reduce workload.
- DLEA has stated that **no new district-mandated programs are planned for 08-09**. Current programs like I2A and the Curriculum Alignment Project will continue to roll out as previously planned.
- We also have a commitment to continue talks in the fall to provide additional plan time so that we can move towards equity for elementary plan time.

Article 6—Task Forces: We have agreed to the creation of a Task Force for **Special Education** issues, including transfer, reassignment and caseload.

Article 16—Teacher Evaluation: The **new evaluation process for first year teachers** will begin in August. We signed an MOU on the details.

Article 35—Leaves of Absence has been edited to reflect changes added in the new Article 46.

Article 36—Association President has been changed to reflect our new term limits. A new president's position may be posted immediately and will not be held, but JCEA and the District will work together to find a mutually agreeable position at the end of the President's term(s).

Article 41—Job Sharing has been edited to reflect the changes in Article 46.

Article 46—Job Protection is a new article to clearly state when and for how long a job is protected. Positions will be held for two years for job shares, leaves, or taking a TOSA, Instructional Coach, or (tier two or three) librarian position. If someone returns for two years full time, s/he may have a position protected for another two years. Taking leave or job sharing longer than two years will mean a person will return to a job in the District, but not necessarily to the former position or school.

If the JCEA office or negotiation team can answer any questions about the contract settlement, **please call us: 303-232-6405**.