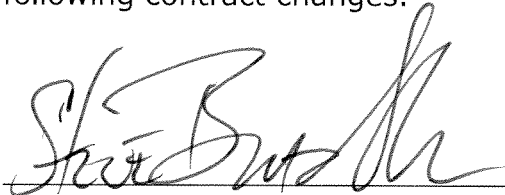


## TENTATIVE AGREEMENT

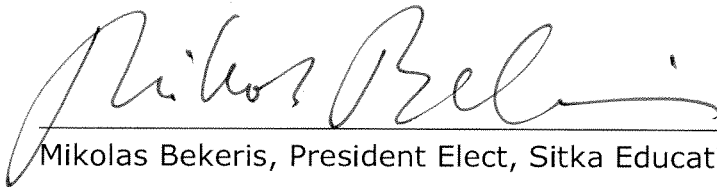
Sitka School District and Sitka Education Association tentatively agree to the following contract changes.



Steve Bradshaw, Superintendent, Sitka School District

03/15/2013

MM DD



Mikolas Bekeris, President Elect, Sitka Education Association

03/15/2013

MM DD

## **Section 15 – Teacher Work Week**

It is recognized that the teacher's work week includes responsibility to participate in required professional duties defined as IEP meetings, staffings, and in special or unusual circumstances which may extend beyond or occur outside the thirty-seven and a half (37 ½) hour work week. The special or unusual circumstances are to be determined by the superintendent or designee. Starting with eighth and for each subsequent required professional duty that extends or occurs beyond the 37 ½ hour work week the teacher shall be provided compensatory release time. **It is the sole responsibility of the teacher to document time involved in professional duties that extend or occur beyond the 37 ½ hour work week and to make any requests for compensatory release time to his/her supervisor. Documentation must include colleague or supervisor initials to certify time spent.**

## **Section 17 - TEACHER RETENTION**

Teachers shall be evaluated in accordance with the District evaluation procedure or policy in effect.

A committee consisting of two (2) Association members appointed by the SEA president, one (1) teacher appointed by the Superintendent, one (1) School Board member and two (2) Superintendent designees will be established and will determine any changes that may be necessary. This committee shall be additionally responsible for guiding the on-going process of changing teacher evaluations. Following an inclusive process, this committee will produce a list of necessary changes. Their findings will be binding on all parties.

The teacher under evaluation must be informed of the right to review each written evaluation prior to its deposit in the personnel file and of the right to comment in writing on any matter contained in it. The teacher must sign the evaluation, and the signature is only an indication that the teacher has seen the evaluation.

All observation and evaluation documents are confidential.

The District agrees to adhere to current Alaska State Statutes for retention, or non-retention, of tenured teachers.

In addition, non-tenured teachers will receive notice of renewal or non-renewal of contracts ten (10) days prior to the last day of the school year.

Tenured teachers are insured all rights granted by Alaska statutes.

The parties agree that matters related to the non-retention of non-tenured teachers, including the above procedures, shall not be subject to the grievance procedure contained herein. Rights of non-tenured teachers shall instead be solely those afforded in Alaska statutes.

## **Section 24 – Days in Session**

At least one (1) hour of any in-service day shall be available to teachers for classroom preparation. When the Superintendent deems it prudent to employ the services of an outside expert for a district-wide in-service, he/she may utilize the entire in-service day. Upon this occurrence, in compensation, the teachers shall receive at least one (1) hour of classroom preparation time to be taken at a date and time mutually agreed upon by each building.

## **Section 25 – PROFESSIONAL DEVELOPMENT**

District-wide Professional Development initiatives shall be established through a collaborative process. A committee will be established with one (1) teacher representative from each building, appointed by the SEA president, and three (3) administrative representatives who will guide Professional Development planning throughout the District. The committee will have at least \$15,000 \$30,000 to further Individual teacher, group and/ or District professional development initiatives. A minimum of 50% 40% of the monies allocated will be spent on individual or group professional development in the District.

The committee will also be tasked, in the areas of individual, District and technology professional development, with recommending the use of District time that will be needed to establish a professional development program that will foster an educational environment that increases student achievement across the District.

All committee recommendations must be approved by the Superintendent or designee prior to implementation.

Collaboration – Research has demonstrated that teacher collaboration is highly effective and desirable. To facilitate teachers' learning from peers, the district will provide weekly regularly scheduled early-release days with 50% of them allocated for teacher grade-level or departmental collaboration. ~~This provision of the contract will sunset at the end of the 2012-2013 school year.~~

Additionally, teachers shall receive one (1) 30 minute period per week, determined by each building, to be set aside for the evaluation, accumulation and input of along with training on student data.

## ARTICLE IV - SALARY AGREEMENT

### Section 1 - SALARY AGREEMENT

The salary agreement is for ~~two~~ **three** years, which will be the ~~2011-2012 and 2012-2013~~ **2013-2014, 2014-2015 and 2015-2016** school years.

For the ~~2011-2012~~ **2013-2014** school year, the salary schedule shall be **defined as the salary schedule 2013-2014 on page --- of this contract.** In addition, teachers with 16 or more years of experience, in columns 5 or 6, will receive \$500 per year of experience for years 16-20. Teachers with twenty-one (21) or more years' experience, in columns 5 or 6, will receive an additional one thousand two hundred fifty dollars (\$1,250). Eligible teachers will advance on the salary schedule for educational attainment and experience.

For the ~~2012-2013~~ **2014-2015** school year, the salary schedule shall be increased by ~~4.5%~~ **\$750** per cell. In addition, teachers with 16 or more years of experience, in columns 5 or 6, will receive \$500 per year of experience for years 16-20. Teachers with twenty-one (21) or more years' experience, in columns 5 or 6, will receive an additional one thousand two hundred fifty dollars (\$1,250.) Eligible teachers will advance on the salary schedule for educational attainment and experience.

For the **2015-2016** school year, the salary schedule shall be increased ~~by 3%~~ **\$900** per cell. In addition, teachers with 16 or more years of experience, in columns 5 or 6, will receive \$500 per year of experience for years 16-20. Teachers with twenty-one (21) or more years' experience, in columns 5 or 6, will receive an additional one thousand two hundred fifty dollars (\$1,250). Eligible teachers will advance on the salary schedule for educational attainment and experience.

#### 1.2 Early Notification Provision

For any teacher who is eligible to retire and who by ~~March 4~~ **February 15** provides a written notice of intent to retire at the end of the school year, the school district shall provide an extra- duty contract in the amount of two thousand ~~five hundred~~ **dollars (\$2,000) (\$2500)** for a mutually acceptable curriculum or other educational project, as approved by the Superintendent. Teachers whose notices of retirement are received after ~~March 4~~ **February 15** shall not be eligible for such extra-duty agreements. ~~Any teacher who provides by February 1 written notice of intent to retire at the end of the school year will have an additional five hundred dollars (\$500) added to their extra-duty contract.~~

ARTICLE V - INSURANCE

Section 1 - PROVISIONS

The District will provide health insurance for each full-time teacher. Placement for coverage will be according to the lowest applicable dependent family status. However, nothing shall be construed as prohibiting the movement of teachers to a higher or to a lower classification as family status changes. Teachers whose family status increases will be allowed to move to a higher cost classification without penalty, and teachers whose family status decreases must move to coverage commensurate with their family status.

Coverage under this section is that level of benefits comparable to those provided during the 1996-1997 school year. Before the District makes any significant change in benefits, including the designation of a preferred provider, the proposed change will be submitted for review by a seven (7) member committee, comprised of two (2) Association members, two (2) SESPAs members, two (2) District administrators, and one (1) person mutually agreed upon by the six other members. The committee's review will occur in a timely manner. Its recommendation, if any, will be considered by the District when a decision is made regarding the proposed change. The committee may also periodically meet to make recommendations concerning health insurance issues.

~~For the 2013-2014 school year the District shall pay 83% of the premium and the employee will pay 17% of the premium. 100% of baseline premium costs. The baseline is defined as the premium as of October 1, 2005. The premiums are:~~

- ~~• Employee \$324.25~~
- ~~• Employee/Spouse \$720.81~~
- ~~• Employee/Child \$578.26~~
- ~~• Employee/Family \$974.82~~

~~For the duration of this agreement, increases and/or decreases shall be shared between the District and the teacher at a ratio of 60% District/40% teacher. The District reserves the right to use the insurance reserve fund to pay its portion of the~~

~~For the 2014-2015 school year the District shall pay 86.5% of the premium and the employee will pay 13.5% of the premium.~~

~~For the 2015-2016 school year and beyond the District shall pay 90% of the premium and the employee will pay 10% of the premium.~~

## **ARTICLE VII - DURATION**

The duration of the total Agreement will be ~~two~~ three years, encompassing the time period from July 1, ~~2014~~ 2013, through June 30, ~~2013~~ 2016.