

FHEA Negotiations - Spring 2008
Closure Agreement for 2008-2009

FHEA Team Members

Julie Scholl
Shelley Hoffman
Angie Farrell
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Mike VanBeers
Linda Hess
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FHSD/Board Team

Kevin Supple
Steve Griggs
Ray Eernisse

Negotiation Items and Resolutions

Recognition

- The Board and the professional teaching staff recognize that the Board is the legally constituted body responsible for the determination of policies covering all aspects of the District. The Board recognizes its obligation to operate in accordance with all statutory provisions of the state, and such other rules and regulations as are promulgated by the Department of Education in accordance with such statutes. The Board will not reduce, negotiate, or delegate its legal responsibilities
- The Superintendent of Schools is delegated the responsibility and authority to implement the established policies, and the professional teaching staff has the responsibility to carry out established policies and administrative regulations.
- Board policy will not be changed during the 2008-2009 school year without prior notice to and input from the Francis Howell Education Association (FHEA).
- FHEA is recognized as the exclusive representative of all certified personnel, except administrators.
- The District will participate in good faith discussions with FHEA regarding salary, working conditions, benefits, and other matters of concern.
- Tentative recommendations will be set down in writing, dated and signed by the chairpersons of the negotiating teams, and submitted to the Board for vote and the Association for ratification. If the Board votes to approve and the Association ratifies the Closure Document, it will be signed and dated by the president of the Board and the president of FHEA.

Term of Agreement

- This agreement shall be effective for the period July 1, 2008 through June 30, 2009.

2008-09 Teacher Salary Schedule

- The attached Teacher Salary Schedule for 2008-2009 represents the compensation plan for teachers agreed upon by the Administration and the FHEA. A copy of the schedule is attached to and made a part of this closure agreement.

2008-2009 Coordinator Salary Schedule

- The attached Coordinator Salary Schedule for 2008-2009 represents the compensation plan for coordinators agreed upon by the Administration and the FHEA. A copy of the schedule is attached to and made a part of this closure agreement.

Group Insurance Coverage

- Certificated employees, working in a contracted position, who regularly work thirty (30) hours or more per week, are eligible to receive District paid employee coverage for medical, dental and vision insurance.
- Certificated employees, working in a contracted position, who regularly work at least seventeen (17) hours per week, are eligible to receive one-half District paid employee coverage for medical, dental and vision insurance. To receive coverage, certificated employees working between seventeen (17) and thirty (30) hours a week must pay the rest of the premium themselves.

Stipend for Speech Language Pathologists

- Speech Language Pathologists who hold their Certificate of Clinical Competence from the American Speech and Hearing Association will receive a \$3,000 yearly stipend. To be eligible for the stipend, the Speech Language Pathologist must:
 - be working as a Speech Language Pathologist;
 - maintain a current Certificate of Clinical Competence; and
 - provide documentation of the renewal of the Certificate of Clinical Competence to the Human Resources Department by May 15 annually.

Sick Leave

- Sick Leave accumulation cap in Board policy will be raised to 100 days.
- Sick Leave day payout in Board policy will be raised to \$75 per day up to a maximum of 75 days upon retirement.

Additional Personal Days

- There may be special circumstances where an employee desires to use more than two days of personal leave in a year. The employee may make a request to the Superintendent of Schools to approve a request for additional paid personal leave. The Superintendent of Schools has sole discretion to approve said request.

Retiree Discount Insurance Program

- Teachers who retire from the District with at least fifteen (15) years of experience in the Francis Howell School District are eligible to participate in the District's Teacher Retiree Discount Insurance Program (RDIP). In order to earn a discount toward purchase of District group health insurance, the teacher must substitute teach in the District. The number of days that a teacher must substitute teach to earn this benefit is calculated by dividing the District group health insurance contribution by the daily amount that a retiree is paid for substitute teaching, then multiplying that amount by the "Employee Contribution Percentage" from the table below, rounded to the nearest whole number.

Years of Experience	Employee Contribution Percentage	Employee Discount Percentage
26+	55%	45%
20-25	65%	35%
15-19	75%	25%

- The percentages of employee contribution and employee discount will remain the same each year. The number of days worked to earn the discount will change based on the District group health plan contribution amount and the retiree substitute teaching compensation amount, as calculated by the formula described above.
- Beginning with the 2008-2009 school year, substitute teaching will be the only method by which retirees may be involved in RDIP and earn a discount toward participation in the District group health plan.
- Retirees are eligible for the RDIP for the five years immediately following retirement. Retirees do not have to participate in the RDIP for all five years in order to retain eligibility. However, retirees must participate in the District group health plan for all five years of eligibility in order to participate in the RDIP in any one of the five years of RDIP eligibility.
- Retirees may choose to provide half of the required days of substitute teaching and receive one-half of the applicable discount, based on years of service.

Teacher Plan Time

- Dr. Schuster and the Executive Cabinet will draft and distribute to all certified staff (including administrators) a statement reinforcing implementation of current Board policy regarding teacher plan time. A copy of the statement is attached to and made a part of this closure agreement.

PLC Leader Compensation

- Will be addressed by the Extra-Duty Committee who will report back to the Negotiations Teams in written form.

Elementary Department Chairperson Clarification

- Will be addressed by the Extra-Duty Committee who will report back to the Negotiations Teams in written form.

The above represents the agreements reached by the Administration and FHEA.

Kevin Supple, CFO, Board Team

Date

Julie Scholl, FHEA Vice-president, FHEA Team

Date

The following signatures reflect that the Board of Education has voted to approve and the FHEA has ratified this Closure Agreement.

Mark Lafata, BOE President

Date

Linda Hess, FHEA President

Date

2008-09 Teacher Salary Schedule

STEP	BS	BS +15	MA	MA +15	MA +30	MA +45	Ph D
1	\$35,009	\$36,759	\$40,260	\$43,761	\$47,262	N/A	\$50,763
2	\$35,709	\$37,494	\$41,065	\$44,636	\$48,207	N/A	\$51,778
3	\$36,423	\$38,244	\$41,886	\$45,529	\$49,171	N/A	\$52,814
4	\$37,151	\$39,009	\$42,724	\$46,440	\$50,154	\$50,763	\$53,870
5	\$37,894	\$39,789	\$43,578	\$47,369	\$51,157	\$51,778	\$54,947
6	\$38,652	\$40,585	\$44,450	\$48,316	\$52,180	\$52,814	\$56,046
7	\$39,425	\$41,397	\$45,339	\$49,282	\$53,224	\$53,870	\$57,167
8	\$40,214	\$42,225	\$46,246	\$50,268	\$54,288	\$54,947	\$58,310
9	\$41,018	\$43,070	\$47,171	\$51,273	\$55,374	\$56,046	\$59,476
10	\$41,838	\$43,931	\$48,114	\$52,298	\$56,481	\$57,167	\$60,666
11	\$42,675	\$44,810	\$49,076	\$53,344	\$57,611	\$58,310	\$61,879
12	\$43,529	\$45,706	\$50,058	\$54,411	\$58,763	\$59,476	\$63,117
13	\$44,400	\$46,620	\$51,059	\$55,499	\$59,938	\$60,666	\$64,379
14	\$45,288	\$47,552	\$52,080	\$56,609	\$61,137	\$61,879	\$65,667
15	\$46,194	\$48,503	\$53,122	\$57,741	\$62,360	\$63,117	\$66,980
16	\$47,118	\$49,473	\$54,184	\$58,896	\$63,607	\$64,379	\$68,320
17	\$48,060	\$50,462	\$55,268	\$60,074	\$64,879	\$65,667	\$69,686
18		\$51,471	\$56,373	\$61,275	\$66,177	\$66,980	\$71,080
19		\$52,500	\$57,500	\$62,501	\$67,501	\$68,320	\$72,502
20		\$53,550	\$58,650	\$63,751	\$68,851	\$69,686	\$73,952
21		\$54,621	\$59,823	\$65,026	\$70,228	\$71,080	\$75,431
22		\$55,713	\$61,019	\$66,327	\$71,633	\$72,502	\$76,940
23		\$58,827	\$62,239	\$67,654	\$73,066	\$73,952	\$78,479
24			\$65,484	\$70,007	\$74,527	\$75,431	\$80,049
25			\$67,794	\$72,407	\$76,018	\$76,940	\$81,650

Please Note:

- A. No additional teachers will be added to the MA+ 45 column after October 15, 2005. All current teachers in the MA+ 45 column will remain on the MA+ 45 column until they earn a doctorate for advancement to the Ph D column.
- B. An additional \$5,000 will be added annually to the individual teacher's salary contract for any teacher who maintains National Board Certification.
- C. An additional \$3,000 will be added annually to the salary contract of any Speech Language Pathologist who maintains a Certificate of Clinical Competency.
- D. In any year where no increase is made to the base salary, the teachers at the top step of their respective lanes will receive a 2% increase.

2008-09 Coordinator Salary Schedule

<u>Step</u>	<u>Bachelor</u>	<u>Masters</u>
1	58,250	67,050
2	59,415	68,391
3	60,603	69,759
4	61,815	71,154
5	63,052	72,577
6	64,313	74,029
7	65,599	75,509
8	66,911	77,019
9	68,249	78,560
10	69,614	80,131
11	71,006	81,734
12	72,427	83,368
13	73,875	85,036
14	75,353	86,736
15	76,860	88,471
16	78,397	90,240
17	79,965	92,045
18	81,564	93,886
19	83,195	95,764
20	84,859	97,679

225 Contract Days

1/5 credit for prior teaching experience

1/1 credit for prior administrative experience

Maximum 10 years credit for prior non-FHSD admin experience

10% differential between Bachelor and Masters columns



MEMORANDUM

Dr. Renée Schuster
Superintendent

Date: March 12, 2008
To: All Principals
From: Dr. Renée Schuster
Re: Plan Time

District and site administrators fully support Board policy and regulation 4220 (see excerpt below) which states that teachers will be provided with preparation time for the purposes of activities such as lesson planning, grading, and parent communication.

Teachers may work collaboratively with other teachers during individual plan time; however, teachers will not be required to do so.

If trainings or meetings are offered during a teacher's plan time, the teacher may attend; however, the teacher shall not be required to attend during plan time. Meetings involving special education for a specific student or other meetings related to a specific student could be scheduled during plan time. Evaluation meetings could also be scheduled during plan time.

Administrators reserve the right to call a meeting or speak to a particular teacher(s) during the teacher's plan time if the situation is of an emergency nature.

PERSONNEL SERVICES

Regulation 4220 CR

Personnel Assignments and Transfers

Instructional Day

Planning Time

During the instructional day, teachers shall be provided with preparation time for the purpose of lesson planning, grading and communicating with parents/guardians and students. In the secondary schools the length of preparation time shall be equivalent to one class period or a minimum of sixty (60) minutes a day, including passing period. In the elementary schools the length of preparation time shall be fifty-five (55) to sixty-five (65) minutes per day, with an expectation to provide a total of 300 minutes planning time per week for all teachers, grades K-5. Elementary teachers will be compensated if their total planning time is less than 275 minutes per week. Teachers whose planning time exceeds 325 minutes per week will have additional academic duties.

It is understood there may be occasions on which the schedule is shortened or rearranged which will cause for a variance in the minimum planning time.

Teachers will be compensated for plan time that cannot be scheduled. Elementary teachers will be compensated for unscheduled plan time minutes below the minimum 275 minutes per week. Calculation of plan time compensation is based on a maximum of 174 student contact days. Secondary teachers will be compensated for plan time when an additional section of instruction is added to their teaching load. A plan period will be calculated as sixty (60) minutes and paid for actual student contact days; i.e. 174 days in middle school and high school.

Analysis of Costs of Agreements Reached with FHEA for 2008-09

Teacher Salary Schedule

3% increase to base	\$ 2,144,787
0.5% increase to base for Salary Compliance	\$ 356,371
Step Increases - all steps = 2% increments	\$ 1,540,795
	<u>\$ 4,041,953</u>

Average 5.76% increase

Coordinator Salary Schedule

Revision to Schedule	\$ 63,112
Average 10.5% increase	

Other Agreements

Stipends for Speech Language Pathologists	\$ 120,000
Benefits for Part-Time Teachers *	\$ 120,000
* Range of costs could be from \$80K to \$160K, depending upon options selected	
	<u><u>\$ 4,345,065</u></u>