

Bargaining 2016 Summary – Effective September 1, 2016-August 31, 2019

ARTICLE	SECTION	TITLE	NEW LANGUAGE	PREVIOUS LANGUAGE
I	A-K		No Change	
	L	New – Bargaining Costs	When bargaining and re-openers occurs, scheduling of dates will fall outside of contract time unless mutually agreed upon to meet during contract time. In which case, the district will agree to cover half of the substitute costs for the CVEA Bargaining Team of 5	No Previous Language
ARTICLE	SECTION	TITLE	NEW LANGUAGE	PREVIOUS LANGUAGE
II	A	Payroll Dedct.	Language clean-up and/or name changes	---
	B	Insurance Contributions	Language now reflects current state contribution	---
	C	VEBA	<ul style="list-style-type: none"> 2016-17 – Increase VEBA from \$55.00 to \$60.00 per month 2017-18– Increase VEBA from \$60.00 to \$65.00 per month 2016-17 – Increase VEBA from \$65.00 to \$70.00 per month 	Previously \$55.00 per month
	D-H		No Change	
ARTICLE	SECTION	TITLE	NEW LANGUAGE	PREVIOUS LANGUAGE
III	A-F		No Change	
	G	Certificated Employee Contract	<ul style="list-style-type: none"> 2016-17 – Addition of 1 Collaboration Daytime (time sheeted) 2017-18 – Addition of 1 Classroom/Worksite Preparation Day (time sheeted) 	This is in addition to 2 LID and Tech Pay
	H-I		No Change	
	J	Substitute Employees	With the need for high quality substitutes, a provision was added to have a higher rate of pay (\$125.00 per day) for eligible teacher retirees.	All Substitutes paid \$105 per day
	K	Assignment, Transfer, and Vacancies	<ul style="list-style-type: none"> Any certificated employee in the district may apply for a new or vacant position through the Human Resources online application system prior to August 10th. After August 10th, an employee may apply for a new or vacant position only if there is a special circumstance and if the request is mutually agreed upon by CVSD and CVEA. Special circumstances could be but not limited to: family situation, significant change in position that is vacant (TOSA, Dean, Learning Specialist, etc...) and /or matters relating to the working conditions within a school. Requests should be made to human resources and a meeting must be scheduled with the CVEA member making the request, Human Resources Administrator and CVEA representative. From August 10th – September 15th, the minimum number of days for a posting is 3 days) Any vacated or newly created position will be posted throughout the District unless mutually agreed upon between CVEA and the district as a result of a Leave of Absence, program change/addition, and /or need for transfer (voluntary or involuntary). 	<ul style="list-style-type: none"> Any certificated employee in the District may apply for a new or vacant position in the District by applying in writing to the Assistant Superintendent of Human Resources. Any vacated or newly created position will be posted throughout the District except that a vacancy created as a result of a transfer, need not be announced
	L-P		No Change	

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IV	A-C		No Change	
ARTICLE	SECTION	TITLE	NEW LANGUAGE	PREVIOUS LANGUAGE
V	A-Q	(LEAVES) Section E – Personal Leave	<ul style="list-style-type: none"> Because of the significant updates needed to FMLA, FLA and Military leave provisions to align with current laws, CVSD suggests these matters be addressed in a “straw man” with a small group to be worked on in July and August. Increase rate of pay for personal leave cash to \$175.00 per day. New provision limiting the number of staff in a building that can take a personal day before a break/holiday to 6%. 	<p>---</p> <ul style="list-style-type: none"> Substitute Rate per day (\$105.00) Previously 8%
ARTICLE	SECTION	TITLE	NEW LANGUAGE	PREVIOUS LANGUAGE
VI	A-C		No Change	
	D	Hourly Rates for Certificated Employees	Teacher Prep Time Coverage and/or Loss of Prep Time - \$36.00 per/hour	Teacher Prep Time Coverage - \$25.00 per/hour
	E-H		No Change	
	I	Class Size	<p>Special Education Matrix – See Attachment A</p> <p>Caseloads</p> <ul style="list-style-type: none"> School Psychologists – an additional provision was added stating that if at any time in the school year, a school psychologist exceeds a caseload of 160 special education students, they will be compensated at a onetime amount at the following rates of \$425 for 161 to 184 special education students or \$600 for 185 or more special education students. SLP/OT/PT – added provisions for these specialist to receive compensation for consult of students not referenced on their caseload and IEP <ul style="list-style-type: none"> 5 or Less (greater than 0) 504 and or Consult only- \$150.00 per year 6-10 504 and or Consult only - \$200.00 per year 11-15 504 and or Consult only - \$250.00 per year 16+ 504 and or Consult only - \$300.00 per year 	<p>Special Education Matrix – See Attachment B</p> <p>No previous language</p> <ul style="list-style-type: none"> No previous language addressing consult/504

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ARTICLE	SECTION	TITLE	NEW LANGUAGE	PREVIOUS LANGUAGE
VI <i>continued</i>	I <i>continued</i>		<ul style="list-style-type: none"> OT/PT – Caseload consistency and clarification <ul style="list-style-type: none"> 1-2 schools: 38 IEP students 3-4 schools: 36 IEP students 5+ schools: 34 IEP students Nurse Ratios CVSD will take a closer look at the health needs across our district. There will an in-depth study and strategic coordination of nursing services with a study group next year to take a comprehensive review of all nursing services (RN and LPN) across the district with regard to ratios, service models, and strategic coordination in alignment to the funding we receive from the state. The nursing ratio remains 1:1700. During this study year (2016-2017), CVSD will agree to an MOU for when a nurse exceeds a 1 to 1500 ratio, the nurse will receive a onetime stipend of \$2500.00. A representative group of nurses, CVEA and CVSD administration will work collaboratively on the study. 	<ul style="list-style-type: none"> 1 OT (Occupational Therapist) for every 38 students 1 PT for every 21 hours of direct contact clients 1 Nurse for every 1700 students
	J	Collaboration Time...	<ul style="list-style-type: none"> Preschool collaboration time of one hour is scheduled on Fridays. 	No previous language for preschool
	K	Special Education – Extra Time	<ul style="list-style-type: none"> This area was significantly improved and simplified from previous language: All Special Education teachers, OT’s, SLP’s and PT’s will be compensated at \$35.00 per caseload according to the maximum caseload limits per year. This will be paid as a stipend in June of each school year. At the Pre-school level, any IEP’s written for incoming 3-year-olds will be paid \$35 per IEP written. <i>These IEP’s are not reflected in caseload.</i> WAAS Portfolio/Alternative State Assessments Teachers preparing WAAS Portfolios/Alternative State Assessments will give sub time, upon request.... 	Resource room teachers and SLPs, OTs, PTs will have the option to be compensated at the hourly professional rate of pay or receive substitute coverage to write student IEPs as follows based on total number of students placed per year: 10+ students = 2 days of substitute coverage or 15 hours at the professional rate 20+ students = 3 days of substitute coverage or 22.5 hours at the professional rate 30+ students = 4 days of substitute coverage or 30 hours at the professional rate 40+ students = 5 days of substitute coverage or 37.5 hours at the professional rate WAAS Portfolio Teachers preparing WAAS Portfolios will be given sub time, upon request
	L-Q	No Change		
	R	SLP Licensure	<ul style="list-style-type: none"> Because CVSD requires SLP’s to claim Medicaid, language change was made to fully reimburse cost of State Health Department licensure that allows them to do such. 	Individuals employed in the position of SLP prior to February 19, 2013 shall have the cost of the renewal of the state license covered by the district up to \$110.00. Any new SLP hired from this date forward will be required to hold the CCC and state license in order to be employed.

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APPENDIX			
A	Salary Schedule	<ul style="list-style-type: none"> 2016-17 – Addition of 4 professional Responsibility Days 2018-19 – Addition of 1 Professional Responsibility Day Experience Stipends- an increase from \$680 at the 20th year to \$700 – the 24th and 28th year remain at \$850.00. 	<ul style="list-style-type: none"> 2015-16 – 14 days total 2015-16 - \$680 20th, \$850 for 24th and 28th year.
B	Professional Responsibility Verification Form	No Change	---
C	Included Supplemental Salary Formula/Schedule for Elementary, Middle School and Senior High	<ul style="list-style-type: none"> Add a district Green Team Coordinator at 7% Elementary Music <ul style="list-style-type: none"> Add a 5+ performances stipend at 7% Eliminate 2 and 3+ performances and change to 3-4 at current 5% Add Elementary Strings at 5% Increase Marching and Concert Band from 19%-20% Increase Middle School Vocal to 7% from 6% to align with middle school band/orchestra Debate <ul style="list-style-type: none"> Increase Debate Head from 19% to 20% Add a Debate Assistant at 11% Move Unified Sports from an MOU to contract at 9% Move Middle School CTSO Advisor from an MOU to contract at 7% Addition of one more step of longevity to Appendix C. Currently the schedule goes to 4 years at 100% of the base and the added step will be at 8 years at 105% of the base. Name change to Junior State of America Addition of a Mica Peak High School to the Chemical Hygiene Officer at \$900.00 in anticipation of program expansion at MPHS. 	<ul style="list-style-type: none"> No previous position Changes stated to the left
D	Supplemental Stipends/Extended Year	<ul style="list-style-type: none"> With the increase in on-line learning courses offered to students, language was added to clarify provisions for staff regarding how many on-line courses can be taught, class size stipulations and compensation. \$2000.00 will be set aside annually for SLP's, OT's, and PT's to access professional development through a mini-grant process. Summer School On-call Nurse – This has been past practice and now formalized into contract language: <ul style="list-style-type: none"> A nurse (s) who provides on-call coverage during summer school hours will be paid at the rate of \$50/day. If the nurse is called into work, the nurse will be paid at the per diem rate plus the on-call rate for the day (minimum 2 hour call out) 	<ul style="list-style-type: none"> No previous language No previous language Current practice but No Previous Language
E	Department Chairs/Building Curriculum Coordinators	<ul style="list-style-type: none"> Added a tiered stipend for Technology Integration Coaches based upon size of building. The base stipend remained the same. <ul style="list-style-type: none"> Buildings with up to 500 students - \$5260 Buildings with 501 – 750 students - \$5611 Buildings with 751 + students - \$5961 	<ul style="list-style-type: none"> All Tic's received \$5260.00 regardless of school size
F-N		No Change	---

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ATTACHMENT A-New Language

Grade Level	Program	Caseload Limits	Class Load Limits
Preschool	Integrated Preschool *see exceptions	24 students	6 students per session
	Comprehensive Instruction *see exceptions	16 students	8 students per session
	Alternative Instruction *see exceptions	16 students	8 students per session
Elementary	Resource Room *see exceptions	28 students	10 students
	Integrated Kindergarten *see exceptions	10 students	10 students
	Extended Resource *see exceptions	12 students	12 students
	Comprehensive Instruction *see exceptions	8 students	8 students
	Alternative Instruction *see exceptions	8 students	8 students
	STRIVE (Behavioral Intervention) *see exceptions	8 students	8 students
Middle School	Resource Room *see exceptions	33 students	13 students
	Extended Resource *see exceptions	12 students	12 students
	Comprehensive Instruction *see exceptions	8 students	8 students
	Alternative Instruction *see exceptions	8 students	8 students
	STRIVE (Behavioral Intervention) *see exceptions	8 students	8 students
High School and Transition Programs (18-21)	Resource Room *see exceptions	33 students	13 students
	Extended Resource *see exceptions	12 students	12 students
	Behavioral Intervention *see exceptions	10 students	10 students
	Comprehensive Instruction-Transition Room *see exceptions	8 students	8 students
	Alternative Instruction - Transition Room *see exceptions	8 students	8 students
	School-to-Life Workplace Program *see exceptions	15 students	15 students
	School-to-Life Community Access Program *see exceptions	15 students	15 students

EXCEPTIONS

Overload

Every effort will be made to maintain the caseload/class load limits above. When a caseload and/or class load exceeds the above limit, the teacher will be compensated \$200.00 per month regardless of the total number of days in which the teacher is in overload. Maximum overload is one student.

Secondary Exceptions

Secondary Resource and Extended Resource teachers will teach no more than one subject per class period excluding testing and/or smaller independent place for students to work out of the content area.

Special Education students who are mainstreamed in the regular program shall count as 1.0.

Every effort will be made for teachers to have access to 504 and IEP identification of students on class rosters no later than the 1st day of class (es).

There will be a best-faith effort to limit the number of resource room students in secondary general education classrooms to half of the resource room limits (per class.)

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ATTACHMENT B – Previous Language

SPECIAL EDUCATION CLASSLOADS		
Preschool/Integrated Kindergarten	All	<u>10-student limit per class</u> - Class load may increase to 12 with consultation and agreement between the director/designee and teacher. - With the start of the third trimester the count may go to 12 students, but only for the duration of the trimester.
Elementary School	Resource Room	<u>28-student limit per instructor</u> - Not to exceed 10 students at a time excluding transition times * - Should the building schedule necessitate more than 10 students, an educational assistant will be provided for that time period.
	Self – Contained (moderate to severe/profound needs)	<u>8-student limit per instructor</u> - With part-time students, student limit may increase to 10 with consultation and agreement between the director/designee and teacher. - With the start of the third trimester the count may go to 10 students, but only for the duration of the trimester.
	Self – Contained (behavior intervention rooms)	<u>8-student limit per instructor</u> - With part-time students, student limit may increase to 10 with consultation and agreement between the director/designee and teacher - With the start of the third trimester the count may go to 10 students, but only for the duration of the trimester.
	Self – Contained (mild to moderate needs)	<u>12-student limit per instructor</u> - With the start of the third trimester the count may go to 14 students, but only for the duration of the trimester.
Middle School	Resource Room	<u>34-student limit per instructor</u> - Not to exceed 13 students at a time excluding transition times *
	Self – Contained (moderate to severe/profound needs)	<u>8-student limit per instructor</u> - Class load may increase to 10 with consultation and agreement between the director/designee and teacher - At the start of the third trimester the count may go to 10 students, but only for the duration of the trimester.
	Self – Contained (behavior intervention rooms)	<u>8-student limit per instructor</u> - With part-time students, student limit may increase to 10 with consultation and agreement between the director/designee and teacher - With the start of the third trimester the count may go to 10 students, but only for the duration of the trimester.
	Self – Contained (mild to moderate needs)	12-student limit per instructor
High School	Resource Room	<u>34-student limit per instructor</u> - At the start of the school year, the count may go to 38, but only until October 15, after which time the limit will be as stated above. - Not to exceed 15 students at a time excluding transition times * - This does not apply to TAP/Advisory
	Self – Contained (moderate to severe/profound needs)	<u>8-student limit per instructor</u> - Class load may increase to 10 with consultation and agreement between the director/designee and teacher - At the conclusion of the 2nd trimester the count may go to 10 students, but only for the duration of the trimester.
	Self – Contained (behavior intervention rooms)	10-student limit per instructor
	Self – Contained (mild to moderate needs)	<u>12-student limit per instructor</u> At the conclusion of the 2nd trimester the count may go to 14 students, but only for the duration of the trimester.

EXCEPTIONS

The above stated maximums may be exceeded if approved by the Special Education teacher. If maximums have been exceeded, it is the responsibility of the Special Education teacher to notify the building principal and the Special Education supervisor for remediation.

In the event the maximums herein are too high to accommodate the composition of a particular class, it will be the teacher's responsibility to notify the building principal and the Special Education supervisor to evaluate a reduction in the maximum for that class.

Special Education students who are mainstreamed in the regular program shall count as 1.0.

Every effort will be made for teachers to have access to 504 and IEP identification of students on class rosters no later than the 1st day of class(es).

There will be a best-faith effort to limit the number of resource room students in secondary general education classrooms to half of the resource room limits (per class.)

EXTENDED RESOURCE students: General education class loads will be reduced by one for each para-educator that attends a general education class with an extended resource room student in order to free up space for the para-educator.