

BARGAINING SETTLEMENT REACHED 7/10/09

Due to the continuing less than optimistic economic climate in our state, and the known budget shortfalls in our district, **employees will not see a salary increase for the 2009-2010 school year.** Both the district and CTA bargaining teams have poured over budget figures for months looking for any possible way to generate money for level increases or bonuses or some other creative way of putting money into employees pockets.

When negotiations came to conclusion this afternoon, both teams walked away **less than satisfied, but confident** they had exhausted all avenues of possible compensation. **However, there is some really good news!**

1. **No furlough days** - no one will have to give up two or three days' pay
2. **No school or work days during Thanksgiving week.** Two instructional days will be moved to Oct. 30th (professional study day) and February 15 (Presidents Day). The Oct. 30th work day for teachers will be moved to the end of the year to create an additional day of post planning. (comp time may be used on this day). Twelve-month personnel will work extended days in three weeks that have a paid holiday in them, just as they do in the summer work week.
3. **5 extra early release days, up to an hour of which** is to be used for **PLC's** or other data gathering/planning to increase student achievement on the **extra days**. This brings the early release day **total to 14**. The one hour may be used for other reasons if a faculty, through a secret-ballot vote with 2/3 approval, agrees to do so. The months with 2 early release days will be **September, October, January, February, and May**. Specific dates will be announced soon. Nine (9) early release days will continue to be discretionary planning for teachers.
4. **No personal days may be used on the Friday prior to Thanksgiving week, winter break, or spring break. As a professional courtesy, teachers planning to use personal days in combination with other holidays must give 3 days advance notice to give administration and team members adequate time to make plans for the absence.**
5. **Available federal stimulus funds will be used to offer voluntary training opportunities for all employees on non-work days and Saturdays.** Employees will have the ability to increase their income and knowledge by participating in relevant staff development. The approved stipend rate is **\$23.25 per hour for teachers and \$11 per hour for ESP. Employees are encouraged to enroll in multiple training opportunities.**
6. **Any retired ESP** may be rehired after the required time has elapsed (for the purpose of FRS), and salary shall be determined by placement on the position's appropriate paygrade on the level equal to one-half the level number at the employee's time of retirement. Salary determination for placement in an area determined by the district to be a critical shortage area may be an exception. (Example: a DP on level 32 at retirement would be rehired on level 16)
7. **All employees hired after July 1, 2009, holding only a District Certificate,** will be hired on a temporary/restricted status. (Example: electrician, auto mechanics, other vocational)
8. **Both teams agree to meet as soon as practical after winter break** to re-examine the budget situation at that point. Budget balancing strategies or bonuses could be discussed depending on the economic realities.

Ballots will be prepared and mailed to the homes of all bargaining unit members. An envelope will be provided for returning the ballot, but members must place a stamp on the envelope and return through U.S. Mail.