

**LANGUAGE ON TENTATIVE AGREEMENT:**

The language shall be in effective for the 2008-2009 and the 2009-2010 contract years. If there is a change in the financial outlook for the District, we will return to the table to negotiate the re-openers.

There will be no Merit Award Program (MAP) for the 2008-2009 school year.

Tuition Reimbursement for instructional personnel has been agreed to for the 2008-2009 school year.

**Article VI, Section B - Calendar, 3. a-f.**

The following days shall be designated as paid teacher holidays during the Fiscal Year 2008-2009:

- a. September 1, 2008
- b. November 27, 2008
- c. November 28, 2008
- d. January 1, 2009
- e. January 19, 2009
- f. April 10, 2009

**Article VI, Section B - Calendar, 3. a-f.**

The following days shall be designated as paid teacher holidays during the Fiscal Year 2009-2010:

- a. September 7, 2009
- b. November 26, 2009
- c. November 27, 2009
- d. January 1, 2010
- e. January 18, 2010
- f. April 22, 2010

**Article VI, Section C, 2. new f.**

Classroom teachers assigned to teach in elementary schools shall have two (2) of their five (5) forty (40) minute weekly preparation times as “No meeting zones” for uninterrupted preparation time. Each school will determine which days each week will be so designated. Except in an emergency, the principal shall not adjust the schedule.

**Article VI, Section C, 5. g.**

During the 2008-2009 school year, the Board and BFT will form a sub-committee of the bargaining team of equal representation that will prepare language to be considered by the bargaining team for the accrual and utilization of compensatory time.

**Article VI, Section C, 9.**

The length of the normal teacher workweek shall be forty (40) hours. During the ten (10) days (totaling eighty (80) hours) reflected on the Board-adopted school calendar as student non-attendance days, the Superintendent and/or principal shall schedule four (4) hours of teacher work

~~assignments providing a thirty six (36) hour balance which shall be designated and four (4) hours as planning time used at the teacher's discretion. The September and February district in-service days shall be an eight (8) hour work day for teachers. The day between semesters and post-planning shall be designated as eight (8) hour teacher planning days. The principal shall give to teachers on the first day of pre-planning a written schedule of the year's non student days, specifying which hours are to be administratively designated and which hours are to be used at teacher discretion. Except in an emergency, the principal shall not adjust the schedule. In such case, the adjusted schedule shall be provided in writing with details of the emergency. Unless the teacher is planning at a school board facility or approved site, such thirty six (36) four (4) hours of planning are~~ is not subject to Workers' Compensation injury claims unless otherwise specified under State Statute.

**Article VI, Section C, 11.**

The parties agree that the provision for student supervision is primarily the responsibility of the professional employees in order to ensure a safe school environment. Supervisory duty assignments and supervisory duties for teacher restroom breaks shall be reviewed by the principal and a faculty committee to ensure adequate supervision and equitable distribution of assignments. Faculty volunteers to the committee will be sought. ~~and all volunteers will be able to serve on the committee.~~

**Article XVII – Salary and Article XVIII – Differentiated Pay Plan**

All compensation, salaries and differentiated pay will be frozen at the 2007-2008 schedules for the 2008-2009 and 2009-2010 school years.

**Appendix – Employee Hospitalization/Medical Plan, Prescription Drug Plan, Mental Health Plan and Continuation of Benefits**

Upon ratification of the contract, the benefits plan rates for 2007-2008 are effective through June 30, 2009. A committee of equal representation will meet to discuss a possible increase and/or change to benefits beyond June 30, 2009.