

# 2007-2009 CCASAPE NEGOTIATIONS

## INDEX OF CHANGES

ARTICLE	ACTION	TA	<i>NOTE: TA means Tentative Agreement . Only those Articles which contain changes are listed. Editorial changes are not included.</i>
<b>ARTICLE 1</b>			
• 1-2	Add	TA 5-16-08	Defines a covered employee.
• 1-3	Amend	TA 5-16-08	Clarifies for the purposes of Articles 11 and 21 that the term "Trustees" shall mean the Trustees of the School Administrators' and Professional-technical Employees' Welfare Trust.
• 1-14	Add	TA 5-16-08	Defines the School Administrators' and Professional-technical Employees' Welfare Trust
<b>ARTICLE 5</b>			
• 5-2	Amend	TA 8-15-07	Increases the mileage stipend from \$1,500 to \$2,000 and subjects the stipend to rate changes in the IRS reimbursement rate for mileage.
<b>ARTICLE 9</b>			
• 9-1	Amend	TA 5-16-08	Allows disciplinary documents to be maintained in an electronic file.
• 9-1 ¶6	Amend	TA 6-20-07	Specifies the length of time in which an investigation must be completed.
• 9-3	Delete	TA 5-16-08	Removes the exemption for certain individuals to review personnel files without making a record of their review.
• 9-4	Add	TA 5-16-08	Clarifies the removal of disciplinary documents from central office electronic personnel file.
• 9-5	Add	TA 5-16-08	Clarifies the removal of an admonition from central office electronic personnel files.
<b>ARTICLE 11</b>			
	Amend	TA 5-16-08	Changes the title from "Association Leave" to "Association and Trust Leave."
• 11-1	Amend	TA 6-6-07	Changes the responsible person from the Associate Superintendent, Human Resources to the Director, Employee Management Relations.
• 11-4	Add	TA 5-16-08	Provides leave days for the Trustees of the School Administrators' and Professional-technical Employees' Welfare Trust.
<b>ARTICLE 12</b>			
• 12-7	Add	TA 5-30-07	Clarifies that administrators returning from leave under Article 12-7 will do so according to the provisions of Article 12-6.
<b>ARTICLE 13</b>			
• 13-6	Amend	TA 6-6-07	Transfers responsibility for sick leave reviews from the Associate Superintendent, Human Resources to the Director, Employee Management Relations
• 13-8	Add	TA 6-26-07  TA 6-26-07	Establishes an additional method for donating days to the CCASAPE Sick Leave Pool by allowing administrators to donate a day of vacation that would be lost in accordance with Article 18-5. Stipulates that days donated to the pool under this procedure will be capped at 50 days per school year.
<b>ARTICLE 15</b>			

• 15-6-7	Amend	TA 6-20-07	Stipulates that principals may receive 3 days of compensatory time or 3 days of pay based on the principal's daily rate of pay for required work done in July.
• 15-6-8	Relocates	TA 5-30-07	Relocates the provision currently in Article 16-1 to Article 15-6-8 which provides 16 hours of compensatory time for AP's assigned to two schools.
<b>ARTICLE 16</b>			
• 16-1 ¶2	Amend	TA 6-20-07	Increases the $\frac{3}{4}$ supplemental contract to a one-month supplemental contract for 11-month assistant principals working as summer site administrators.
• 16-1 ¶3	Delete	TA 5-30-07	Deletes the language which provides 16 hours of compensatory time to elementary AP's assigned to two schools and relocates the language to 15-6-8.
• 16-1 ¶5	Amend	TA 8-15-07	Increases the $\frac{3}{4}$ supplemental contracts to a two-month supplemental contract for 10-month deans working as summer site administrators.
• 16-1 ¶6	Delete	TA 6-6-07	Deletes the language regarding the work year for the administrative position specialist.
• 16-2	Amend  Delete Amend	TA 6-20-07  TA 6-26-07 TA 6-26-07	Specifies that assistant principals assigned to schools beginning a year round calendar shall receive a one month supplemental contract on July 1 prior to the opening of the year round school year. Deletes language regarding 10-month administrators. Revises regular and supplemental contract dates for 10-month deans in 2007-2008 and 2008-2009.
• 16-6	Amend	TA 6-13-07	Identifies at-will positions by correct title.
<b>ARTICLE 17</b>			
• 17-2	Add	TA 6-6-07	Memorializes existing practice that personal leave must be utilized during the contract year it is allocated and personal leave may not be used during a supplemental contract.
<b>ARTICLE 18</b>			
• 18-5	Add	TA 6-26-07	Stipulates that if vacation days are to be deducted from an administrator on September 1, one of the vacation days will be donated to the CCASAPE Sick Leave Pool. Days donated under this procedure will be capped at 50 days.
<b>ARTICLE 20</b>			
• 20-1-5	Proposed		Establishes a retention stipend of \$4,000 for administrators in their 30 <sup>th</sup> year and beyond.
• 20-3	Amend Delete	TA 5-16-08 TA 5-16-08	Adds Sandy Valley to \$2,000 principal stipend. Deletes the language related to Expanded Instructional Clinics.
• 20-5	Amend	TA 5-16-08	Increases the doctorate stipend from \$500 to \$1,000 in 2008-2009 and from \$1,000 to \$1,500 in 2009-2010.
• 20-7	Add	TA 5-16-08	Provides a \$3,000 stipend to principals with responsibilities for two sites, one of which is rural.
• 20-8	Amend	TA 5-16-08	Establishes 2007-2008 salary schedule and methodology for implementation.
• 20-9	Amend	TA 5-16-08	Establishes 2008-2009 salary schedule and methodology for implementation.
• Salary	Proposed		Modifies the methodology for moving from Step F to Step G.

Schedules	ed		
• 20-11-1 (B)	Amend	TA 5-16-08	Modifies the manner in which the Classification Committee members are replaced.
• 20-11-3 (7)	Add	TA 6-26-07	Memorializes the existing practice that an administrator who receives a salary increase under reclassification will receive a salary placement with a one step pay increase.
• 20-11-4 (3)	Add	TA 6-26-07	Memorializes the existing practice that an administrator who receives a salary increase under reclassification will receive a salary placement with a one step pay increase.
• 20-11-5 (B)	Add	TA 6-26-07	Memorializes the existing practice that an administrator who receives a salary increase under reclassification will receive a salary placement with a one pay step increase.
• 20-12	Delete	TA 5-16-08	Deletes language regarding performance pay.
<b>ARTICLE 21 - DELETED IN ITS ENTIRETY</b>			
• 21-1 thru 21-6-2 • 21-4-1	Add Amend	TA 5-16-08 TA 5-16-08	New language establishes the School Administrators' and Professional-technical Employees' Welfare Trust as a free standing Trust. Establishes health benefit contribution rate at \$608.36 for 2007-2008 and \$670.62 for 2008-2009.
<b>ARTICLE 22</b>			
• 22-1	Amend	TA 5-16-08	Establishes PERS contribution rate at 20.50%.
<b>ARTICLE 32</b>			
• 32-3	Amend	TA 5-16-08	Specifies how the contract provisions may be reopened.