

2015 – 2016 Teacher Negotiated Agreement
Modification Highlights

1. Sick leave may be used in **hour** increments; however, substitutes will only be available for teachers that take leave in half or full day increments (Article VI, Sec. 1)
2. Teachers will have access to **6 days** of family sick leave (Article VI, Sec. 8)
3. Parental leave will be available to a maximum of **fifteen (15)** days (Article VI, Sec. 9)
4. Emergency leave is **no longer available** for teachers (formerly Article VII, Sec 1)
5. Teachers shall be granted **three (3)** days of personal leave (Article VII, Sec 4)
6. Personal leave won't be granted prior/after **Labor Day**, Thanksgiving, Winter Break, Spring Break, **Memorial Day** or Martin Luther King, Jr. (Article VII, Sec 4)
7. No personal leave will be granted during the **first 10 contract days or last 7 contract days** of the year (Article VII, Sec 4)
8. Teachers **may** be granted leave to attend a professional conference of his/her choice. If a teacher would like to present at a conference, the teacher must request permission **prior** to submission of materials for consideration. (Article VII, Sec. 5)
9. Positions posted within 21 calendar days of the first day of school must remain open for **three (3)** days (Article IX, Sec 1)
10. Administrative transfers may occur for **any or all** of the following reasons: **staffing needs of home building and/or receiving building, program needs of building / district**, years of experience, type of licensure, degrees, and professional experience (Article IX, Sec. 3)
11. The work year for returning teachers is **184 days**. The work year for new teachers is **186 days** (Article XVIII, Sec 1)
12. Teachers are to report **as close to regular start time** as safety allows on inclement weather days (Article XVIII, Sec 4 – New Section in Agreement)
13. All elementary teachers have **243 prep minutes** a week, which occur during the normal student attendance time (Article XIX, Sec 5)
14. Teachers may be required to participate in **one PLC or data team meeting during the employee's preparation periods each week**. Employees may be required to attend up to **one Building-wide Staff Meeting** before or after school per week, excluding Thursday and Friday afternoons Article XIX, Sec 5)
15. Teachers will work an **8 hour work day every day** of the week. This is **450 minutes of on duty time each day / 2250 per week**. These can be used for non-teaching duties (if available) (Article XIX, Sec 5)