

# BENEFITS DEA HAS NEGOTIATED FOR YOU!

## All Educators

- Recognition in the agreement of the importance of daily preparation time for all teachers
- Five professional development days retained during the work year despite reduced funding
- Extra-duty Teaching pay at educator's hourly rate
- Extra-duty Non-Teaching hourly pay increase
- Pay increase for playground and lunch supervision
- JSSC/teacher participation in site-based decisions
- Seniority-based protection for involuntary transfers
- When provisional educators are IT'd, every effort should be given to place them in the exact grade or subject area.
- Catastrophic Leave bank
- Health and Dental insurance options
- Mid-year lane changes
- Paid professional leave
- Personal Leave days including accumulation and carry over of up to 30 days
- Elimination of Staff Development class fees
- Annual stipend for National Board Certified teachers
- Full year step credit for half-time teachers
- Stipend for New Teacher Orientation attendees
- Created step 25 for veteran teachers
- Adoption Leave
- Teachers' children get first consideration for school and track placement
- Limit on number of required after school meetings
- Reimbursement of expenses due to on-the-job damage to personal property
- Evaluation system centered on assisting employees
- Review of Services procedure to resolve problems with other employees or programs.
- Teacher representation on district committees
- Procedure for review of the adequacy of educators' work space, including itinerants
- Early Retirement Incentives which include Social Security bridge payments
- Increase in mileage reimbursement for travel
- 30-minute duty free lunch policy
- Extended family leave (FMLA) to half-time teachers
- Guidelines and protections for teachers new to the profession added to the negotiated agreement
- Extended contracts for counselors, library media teachers, and special education teachers including related servers

## Elementary

- Elementary prep time - One of the first and best programs around
- Added compensation for elementary teachers with unusually large conferencing loads
- Year-round track change reimbursement
- No recess duty
- Job Sharing provisions

## Secondary

- Approval by JSSC of all junior high Friday early out and high school late start activities
- Pay increase for coaches and athletic directors

## Special Ed and Related Servers

- District Special Education Liaison to address special education issues