

**Tentative Agreement Between  
Scottsdale Education Association  
And  
Scottsdale Unified School District  
June 16, 2010**

**Compensation**

Horizontal Movement – Teachers who have applied for horizontal movement as delineated in the 2009-2010 Teacher Employment Agreement will receive Horizontal Movement if they have met the specified criteria. Horizontal Movement will not be budgeted for 2011-2012 movement.

Base Salary- Base salary shall be increased by the value equivalent to 1 day of salary for doing up to 8 hours of conferences within the existing calendar year (182 days). Teachers will be responsible for scheduling conferences (for example, traditional or email) with parents and students based upon parent request. \$620,000 is the estimated cost. The expectation and intent is that the teacher is responsible, and rewarded, for meeting the needs of the students. The additional day of salary for all teachers is in place of scheduled early release days for conferences. The District will not track this commitment but expects all teachers to meet the needs of students.

Pay for Performance- Teachers passed the revised pay for performance plan (see attached plan). Base teacher pay shall be supplemented by 2% to avoid a base salary reduction as a result of reduced revenue from the Classroom Site Fund, fund 012.

**Supplementals**

\$4,000          Bilingual SLP, OT

**COMMUNITY SCHOOLS**

\$30              Certified Teachers – ~~night school~~, Summer school

\$35              Summer School Supervisor

\$20 \$25          General hourly rate for certified employees

**TITLE VII**

\$30              After-School- Teachers providing direct academic services including tutoring or other academic interventions working for the Native American Education Program

**RIF/Recall**

The Joint Meet and Confer Team will create an ad hoc committee to develop a revised transfer process to address these changes in RIF and teacher placement criteria. This committee will include appropriate representation from the Transfer Committee as selected by SEA and the District. To be in compliance with state statute, this work must be completed by Dec. 15 and submitted to the Joint Meet and Confer Team for review.

The criteria for determining Reduction in Force and Recall are as follows:

- District experience in the content area, primary, intermediate, early childhood 15
  - Total teaching experience 10
  - Performance level/evaluation history 20
  - Professional Development 10
  - Education level 10
  - Leadership roles and responsibilities 10
  - HQT 5
  - Related certification/endorsements 10
  - Professional Contributions to the District/school 10
- Total: 100 points

Criteria: fair, objective, predictable, legal, with a reevaluation/appeal process on ranking

Additional considerations:

- Each of the categories listed will need to be subdivided into distinct measurements. As an example, for Total teaching experience – each year up to three years is worth 1 point per year, 4-7 years is worth 5 points, and 8+ years is worth 10 points.
- Teacher placement criteria (site adjustment) will need to be aligned with the RIF criteria for consistency in our assignment of teaching positions.
- The Ad Hoc Committee will need to consider the impact of District technology (Visions, MyLearningPlan, etc.) and how these impact procedures involving teacher placement.

**Class Size**

Class size changes are incorporated as an average increase of 3. Each section has been modified as delineated in the TEA, Article XI, Section C.

**Special Education**

- Case load: LRC contacts will increase by 2
- SLP contacts will increase by 2
- Bilingual SLP will increase by 3

#14 – “Administrators are urged to make decisions that are conducive to learning. Elementary special class sizes and student contacts will be monitored by Human Resources in conjunction with SEA during the fall to determine if any adjustments need to be made.”

We will work with our elementary performing arts teachers regarding supporting creative ways to balance workload and student performances and the desire for students and parents for performances. We need to be flexible with our teachers. We expect that teachers and administrators work collaboratively for ideas on how to meet this challenge.

**Teacher Assignment**

SEA and SUSD will begin to look at language for the TEA to address the impact on school working conditions due to state and federal mandates (i.e. not making AYP).

**Summer School – Community Schools**

Beginning June 2011, a new pay schedule will exist (See Supplementals, Community Schools).

We will continue to monitor the application and hiring procedures for summer school programs to make sure they are followed.

**Professional Responsibilities**

Add to Article XI A. “It is expected that teachers should post daily lesson objectives in the classroom. The principal/AP may require lesson plans based upon observed concerns.”

**Teacher Evaluation**

Article XII, Section E.

The District and SEA will revise the teacher evaluation system (XII, E) to comply with changes in Arizona Revised Statutes.

**Teacher Payout – Resignation**

Years of Service	Percentage of Payment
10-14	50%
15+	100%

Savings realized will be applied to the retirement program, the amount to be determined by the 2011-2012 Joint Meet and Confer Team.

**Teachers on Assignment**

Article XI., Section K.

“The District-Wide Teacher on Assignment has the same rights as classroom teachers.

- a. Work day and workload are commensurate with that of classroom teachers.

- b. District Wide Teachers on Assignment are on the teacher salary schedule.
- c. Additional responsibilities beyond the general contract will be compensated as delineated in the Teacher Employment Agreement.
- d. A job description exists for each teacher assigned to the position of District-Wide Teacher on Assignment and is on file with Human Resources.
- e. District-Wide Teachers on Assignment may work up to an additional ten (10) days in addition to the regular contract, and will receive a supplemental contract according to the schedule for those days *if the program budget permits. Said work must be approved by the supervisor.*

### **Department Chairs**

- Elementary and middle school lead teachers will get up to 45 hours for professional development credit.
- High school department chairs - \$800 base, \$400 per each teacher in the department
- Minimum number for departments is 4 people, with an exception for guidance department at the regular high schools.
- Can get up to 15 hours for recertification credit per semester.
- Departments are number of teachers, not FTE.
- Special Education Department Chairs – This will be looked at next year. They have a very different set of circumstances, requirements, etc., For next year, they can earn up to 30 hours of recertification credit.

### **Insurance Recommendations**

The Joint Meet and Confer Team reviewed and accepted the recommendations of the SUSD Insurance Committee.

### **Release Time**

The District will support .5 release time. This position would focus on developing a component of the teacher evaluation instrument that would connect pay-for-performance and student achievement in alignment with Race to the Top and other emerging state initiatives and participate in activities and meetings associated with the Superintendent's Learning Leadership Team. After designing the evaluation component during the first semester, the position will shift focus and support a pilot and preparation for implementation during the second semester for the 2011-2012 school year. SEA and SUSD are in agreement with this provision.

### **Teacher Workload**

SEA and SUSD believe a focused effort on addressing workload issues needs to continue. The Joint Meet and Confer Team will monitor efforts in the following areas:

- Streamlining and aligning reflection requirements for teacher evaluation and school improvement

- Making changes in benchmark testing - Eliminate posting of writing benchmark scores by teachers.
- Supporting review of Special Education requirements and procedures as they impact teacher workload through the standing LRC Task Force. For 2010-2011 the scope of this work will be expanded to all teachers under Special Education.

### **Teachers on Assignment and Counselors- Subbing**

This provision as a Memorandum of Understanding is to address budget reductions for the 2010-2011 year. Teachers on Assignment and Middle and High School Counselors are required to work as a substitute to capture savings associated with the reduced use of substitute teachers.

#### Teachers on Assignment

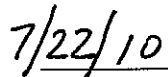
All District-Wide and school-based teachers on Assignment are required to substitute ten (10) days. This includes Special Education, Career Ladder, Language Acquisition, Teaching and Learning, Technology and school-based instructional coaches.

The targeted savings in substitute costs is \$47,000.

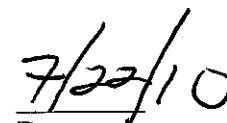
#### Counselors

All middle and high school counselors are responsible for an equivalent of 22 days of subbing to offset a cost of \$2,200 per counselor for the reduction of substitute costs. Counselors may substitute days for ECAPs and registration in order to obtain this budget savings. An agreed upon alternative provides for counselors working the ten days prior to the beginning of school, receiving compensation for three days. Counselors then may flex seven (7) days during the school year as compensation for the seven (7) days of service provided prior to the start of the school year.

  
Anne Hanson

  
Date

  
Jeff Thomas

  
Date