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Salt Lake City Board of Education and Salt Lake Teachers Association (1992)
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Keywords
collective labor agreements, collective bargaining agreements, labor contracts, labor unions, United States Department of Labor, Bureau of Labor Statistics

Comments
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1992 NEGOTIATIONS

The teacher's salary schedule will be increased by 3%

Employees will be offered the option to maintain their current medical insurance program by paying the difference in monthly premiums through a "125" plan. Employees who do not wish to pay the additional premium required will be offered the Health Choice or Select Care "alternative" (5% increase) plan.

30% of Teachers who attended the Insurance meeting voted to accept this plan.

ARTICLE 1
DEFINITIONS

1.11 Hours. Unless otherwise prescribed all references to hours in this Written Agreement shall be used exclusively for accounting purposes.

ARTICLE 2
CONTRACTUAL EFFECT

2.5 Binding Effect. This agreement shall be binding upon and enforced by both parties.

ARTICLE 10
STAFFING AND STAFF REDUCTION

10.4.2.1 Delete language

10.4.3 Assignment /Load Committee. Concerning class size the committee shall: (a) meet and make recommendations to correct inequities on class size and load, (b) meet monthly and more often if business dictates, (c) review reports from SIC on class size allotment and teacher loads, (d) develop guidelines on classroom student numbers, which can be used for by teachers and administrators to make an appeal for relief (See Article 14.3.4 for composition of committee.), and (e) will monitor elementary class size

Incorporates this committee into Class Size and Load Committee. Defines role of Class Size Committee more clearly.
and secondary teacher loads, and make suggestions to improve upon maximum and minimum class size/teacher loads recommendations.

10.4.5 Teaching Schedule and Curriculum. The School Improvement Council will evaluate the proposed next-year teaching schedule and curricular offerings of the school when it is first developed, and approve the tentative schedule (1) prior to the ending of the school year, (2) at the beginning of the school year, and (3) at the semester change. The School Improvement Council shall assist the administration in seeing that teaching loads as well as individual sections are equalized.

ARTICLE 11

11.2.1.2 The principal may suggest an alternate method of evaluation which may be accepted or rejected by the teacher(s) involved providing that the intent of Written Agreement section 11.1. Evaluation Process, is followed and that the alternative method is approved by the school supervisor. (Alternative evaluation might include but is not limited to evaluation based on appropriate measures of student growth).

Changes in article 11.3 TO 11.4.13 (Administrative Assistance, and Remediation) will be looked at through the continuing efforts of the committee set up in the 1991-92 negotiation agreement.

ARTICLE 14

All items pertaining to transfer especially as noted in article 14 will be turned over to an advisory consultant who will bring back recommendations for negotiation next year.

Makes sure schedule is approved by SIC before ending of school in the Spring. Also makes the Administration more accountable.

Gives more freedom in the evaluation process. Note: teacher may insist that the standard method of Evaluation be followed.

PRNF has been and will continue to meet with Dale Manning to revise this Article.

Removed mandatory rotation from table and allows for an outside consultant to study and make
15.4 SCHOOL IMPROVEMENT COUNCIL.

15.4.1.1 Elementary Schools. One representative from primary grades, one representative from the intermediate grades, the SLTA faculty representative, principal and secretary— or— custodian one representative from the classified employees.

15.4.1.2 Intermediate Schools. One representative from the non-academic following areas: business, computer literacy, vocational, fine arts, physical education; and one representative from the academic subject following areas: English, social studies, science, mathematics, foreign languages, computer programming, special education, alternative education, English as a second language and health; the SLTA faculty representative(s), principal, and one administrative assistant, one representative from the counseling staff, faculty advisor to student government (if other than administrator), community school coordinator and secretary— or— custodian one representative from the classified employees.

15.4.1.2 High Schools. One representative from the non-academic-subject-following areas: business, computer literacy, vocational, fine arts, physical education; and one representative from the academic-subject following areas: English, social studies, science, mathematics, foreign languages, computer programming, special education, alternative education, English as a second language and health; SLTA faculty representatives, one representative from the counseling staff, faculty advisor to student government (if other than administrator), community school director, principal and one

recommendations on the transfer problem.

Includes Food Service in the Classified listing.

Does away with academic and non-academic terms.

Includes food service in classified representation.

Same as Intermediate Schools.
assistant administrator and secretary or-equal to at least one representative from
the classified employees.

15.4.9 Referral (SIC) Items which cannot be
resolved by the School Improvement
Council may be referred to the
Administration Superintendent and
Association in writing by the
Chairman of the Council, or--the
chairman--may--go--directly--to--the
Superintendent. The Superintendent
will respond to all parties concerned
within ten (10) working days.

15.7.2.1 Planning Periods. Planning periods
for all teachers in the secondary
schools shall be equivalent--to no
less than one period per day based on
a seven-period day. Teachers who
accept a teaching assignment during
their planning time will be paid at
1/6th of their daily rate for actual
days worked. (This is not applicable
to teachers involved in innovative
practices.)

15.7.2.2 Use of Planning Time. Use of
planning time shall be at the
professional discretion of the
teacher. The principal or a designee
will be notified if such planning
requires the teacher to be out of the
building.

15.7.8 Budgets. Members of the School
Improvement Council shall provide
feedback into the structure of give
feedback to the principal on the use
of resources in individual school
budgets and--a--copy--of--each--budget
will be distributed quarterly to the
teachers--in--the--school. At the
beginning of the school year
(September), the principal will
provide information to the SIC on
expenditures from individual school
budgets during the previous year and
information on planned expenditures
for the current year. In the spring
of the year (April), the principal

Language clarification

Gives more freedom
to teachers.

Note: The principal
still has the final
say in these
budgets.
will provide information to the SIC on expenditures for the current school year and planned expenditures for the balance of the year and the succeeding year. This information will be available to each individual teacher and will be in such detail and form as is agreeable to the SIC. Individual school budgets are budgets such as the following: School Improvement Budgets, High School Site Based Budgets, Supply and Textbook Budgets, Library Book Budgets, A V Supplies, Periodicals, Field Trips, Discretionary Equipment Budgets, Elementary P.E., Career Ladder Budgets, Intermediate Intramural Budgets, High School E.B.C.E. Budgets, Advance Placement and I.B. Budgets, H.S. Girls Activities Budgets, High School Activities and Transportation Budgets.

15.7.9 Teacher compensation. When teachers are required to attend Back to School Night or Parent Teacher Conferences outside of the regular school day, compensatory time will be determined by the SIC following state and district guidelines on an hour for hour basis.

ARTICLE 16

16.1 Professional growth. (no additional change)

16.2 Salary Lane Adjustments.

16.2.1 Adjustments in salary lanes due to completion of additional training will be effective the first day of the teacher’s contract year providing the credits are appropriately documented in the Personnel Office between April 1 and September 15 (July 15 for year round schools).

16.2.2 Adjustments in salary lane requested between September 16 (July 16 for year round schools) and Teachers to receive fairer compensation for teacher conferences.

Makes lane change process fairer and easier.
March 31 shall be effective the first day of the month following Board approval. Such requests must be filed by the fifth day of the month in order to be processed for approval.

16.3 Lane Change Qualification.

A teacher desiring to qualify for a lane change must submit to Personnel Services (a) a listing of the credits justifying the lane change on forms provided by Personnel Services and (b) official transcripts of credits or other evidence of completion of the credits acceptable to the District Certification Review Committee. Official transcripts and/or documentation of completion and acceptance for credits of all courses requiring DCRC approval must be attached.

16.4 Salary Movement. (no additional change)

16.5 District Certification Review Committee. (no additional change)

16.6 Criteria for Credit.

Criteria for additional credit allowance shall be as follows:

16.6.1 University Credit. University credit either undergraduate or graduate must be approved for compliance with established criteria by the District Certification Review Committee and must be earned subsequent to completion of the most recent degree and qualification for certification and does not need to be approved by D.C.R.C.

16.6.2 In-Service Training. In-service training courses/workshops conducted by the District or any school shall receive credit upon approval of the In-service Education Committee. In-service credit shall be awarded for approved classes on a
ration of 1 credit quarter hour for each 10 hours of classes in class. In-service courses from outside the District must be submitted to the District Certification Review Committee.

16.5-2 16.6.3 Classes Acceptable Credit and Expectations. Classes in-service courses/workshops based on the following criteria will be granted—acceptance(of—credit acceptable for salary lane change:

a. Courses in the area of teaching major or minor.
b. Courses in the area of present teaching assignment.
c. Courses that meet the district goals.
d. Courses that meet the needs of the district including classes in multicultural awareness, mathematics and science.

16.5-4 16.6.4 Unacceptable Credit and Exceptions. (no additional change)

16.8 16.7 Verification of Credits. (no additional change)

16.6 16.8 Graduate Degrees. (no additional change)

16.7-—— University-Credit

University—credit—either undergraduate or graduate—must—be approved—for—compliance—with established criteria by the District Certification Review Committee—and must—be—earned—subsequent—to completion—of—the—degree—and qualification—for-certification—

16.8—— Verification of Credits

All—credit—must—be—verified—by official—transcripts—or—other evidence—of—the—completion—of—the credits, acceptable to the District Certification Review Committee.

16.9 Prior Approval. (no change)

16.10 Effective Date. (no change)
16.11 Schedule Footnotes.

16.11.3.1 Teachers who complete 15 hours of course work that is required by their teaching assignment for additional subject matter endorsement shall be automatically moved from the B+ 60 lane to the Masters lane upon application for large change and verification of the new endorsement.

16.12 Cooperating Teachers. (no change)

16.13 Preparation Compensation. (no change)

ARTICLE 19
INSURANCE

19.1 Basic Coverage. The Board shall continue to make available to teachers and their dependents, group insurance for hospital, surgical, extended medical, dental, and life insurance during the summer vacation period and until the beginning of the next official school year, provided the teacher shall have completed service for the full period of this contract. The insurance policy shall be reviewed annually by the Association and the Board and adjusted to current medical and hospital charges. If an insurance carrier change is being considered, the Association will be included in the district meeting(s) and/or discussions regarding this change. The district will maintain an insurance committee with representation on such committee from the Association and bargaining units for other classifications of employees. The insurance committee will evaluate the district's insurance benefits and develop plans to achieve the best possible efficiency for the district and its employees. These plans will be recommendations to the district and the Association. The district will change insurance benefits only through negotiation with the
Association, however the district retains the right to choose the provider of those benefits (insurance company, self insurance, etc.) The district will change the benefit provider only after discussion and input from the Association.

ARTICLE 21
RETIREMENT

21.4 Early Retirement

21.4.1 Eligibility. Any teacher employed by the Board for at least ten (10) years and who qualifies for State Retirement benefits may choose to receive District Retirement benefits until age 65 or for a maximum of five (5) years, whichever comes first. This shall apply to the eight (8) qualified applicants and for an additional two (2) qualified applicants who will receive the insurance benefits as described in Article 21.4.2.2 only. The SLTA shall determine and conduct the application and selection process for early retirement of the eight (8) qualified applicants and the additional two (2) qualified applicants. An additional three (3) qualified applicants shall be granted early retirement benefits provided it is determined by mutual agreement of the Association and the administration after an examination of service, seniority, and how such retirements serve the best interest of the district and the teacher(s).

Unnumbered Proposal

The association and the District shall study options and recommend ways to reduce the number of days that teachers are taken from the classroom for district meetings, inservice activities, and committee meetings.
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