7-1-1979

Phoenix Union High School District No. 210 and Classroom Teachers Association (1979)
Phoenix Union High School District No. 210 and Classroom Teachers Association (1979)

**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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Teachers' Handbook

Phoenix Union High School District No 210

1979 1980
PHOENIX UNION HIGH SCHOOL DISTRICT

TEACHERS' HANDBOOK

1979 – 80
INTRODUCTION

This handbook is designed as a resource book for teachers in which a teacher can find answers to the more routine questions that may come up in day-to-day operation.

This handbook is also designed to provide every teacher with a copy of the current educational policies, administrative regulations, and procedures approved by the Board of Education after teacher and administrative representatives met and conferred on them.

This handbook is intended to clarify and simplify for you the rights and responsibilities that are yours as a teacher in the Phoenix Union High School District.

Policies are board declarations of philosophic intent subscribed to by the Board and the representative group.

Regulations are guidelines laid down by the Administration in seeking to carry out these policies.

Procedures are the specific operational steps in enacting regulations.

In some chapters, a given topic may be included in both policies and regulations, or regulations and procedures. To assist the reader, topics covered in both the policies section and the regulations section of a chapter are identified by a single asterisk (*) opposite the topic in the policies section. Likewise, a double asterisk (**) will appear opposite the topic in the policies and/or regulations sections if it also appears in the procedures section.

Obviously, no handbook can contain the answers to all questions. It is hoped that it will contain enough to be of help.

The department chairperson, the principal, the campus administrative staff, the Superintendent, and other members of the central staff are all available to you and are quite willing to provide assistance.

The staff in the Personnel Office is, of course, always willing to answer any problems of a personnel nature which arise.

All of our administrative staff are here to assist whenever possible.
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PREAMBLE

It is understood that the attainment of the District goals and objectives requires mutual understanding and cooperation between the Board, Administration, and Teachers.

Accordingly, the Board, through the Superintendent, will designate administrative personnel to meet with teacher representatives and confer on matters that are pertinent to the development of District Educational Policies. Mutual understanding and acceptance of these Educational Policies will be sought prior to implementation or revision by the Board.
GLOSSARY OF TERMS

(a) "Academic credit" shall mean any credit earned as outlined in Chapter 7-b-2-b in this Handbook.

(b) "Board" shall mean the Phoenix Union High School District Board of Education.

(c) "Campus" shall mean the school unit; e.g., Alhambra High School, Phoenix Union High School, etc.

(d) "Campus supervision" includes, but is not limited to the following: study hall supervision, resource center supervision, campus ground supervision.

(e) "Consensus" shall mean unanimous agreement or no voiced dissent.

(f) "Day" shall mean any day Monday through Friday, exclusive of legal holidays and Board-declared recess days as identified by the official school calendar.

(g) "Department chairperson" shall include the house chairperson, the curriculum coordinators, and the instructional materials center chairperson at Trevor G. Browne High School.

(h) The term "Educational Policies" refers to those items of mutual concern to the study teams for their annual review and which are incorporated into Board policy.

(i) "Emergency" is a situation that could not have been prepared for in advance.

(j) An "interim teacher" is a teacher hired on a regular contract for a period of less than a full year.

(k) A major teaching or service area is defined as that area in which the teacher has a minimum of thirty (30) semester hours, or forty-five (45) quarter units of college preparation.

(l) A minor teaching or service area is defined as that area in which the teacher has met the minimum requirements as outlined in the Policies and Procedures Manual of the North Central Association.

(m) The term "preparation" shall mean the preparation required for teaching a semester course at the same grade level in the same instructional track in the same subject area with comparable instructional materials.

(n) The term "professional compensation" shall mean all salaries and fringe benefits.
(o) A qualified teacher is a teacher possessing a valid Arizona secondary certificate qualifying him/her to teach a subject in his/her major or minor field(s).

(p) "Reassignment" is a change of teaching assignment from one department/program to another department/program on the same campus or the relocation of a teacher from one campus to another campus.

(q) The term "representative group" shall apply to any group of certificated staff members, other than administrative/supervisory personnel, which has requested and received recognition as such by the Board. The request for recognition as a representative group by the Board shall be accompanied by preference cards signed by eligible certificated staff members identifying that group as their choice as a representative group. The number of such preference cards required for such recognition shall be determined by the Board.

(r) "Reprimand" shall mean any written report of disciplinary action taken by administrative personnel against the teacher for infraction of rules or delinquency in professional performance that is included in the teacher's personnel file.

(s) "School District" shall mean the Phoenix Union High School District.

(t) "School year" shall mean the school year as defined by the official school calendar.

(u) "Superintendent" shall mean the Superintendent of Schools of the Phoenix Union High School District.

(v) A "teacher" is defined as a person holding a valid Arizona teaching certificate and who is employed by the Board for service as any of the following:

- Classroom Teacher
- Counselor
- Special Resource Teacher (Interdisciplinary teachers; teachers for hard-of-hearing, visually handicapped, speech therapist, and other exceptional student programs)
- Librarian
- Audio-Visual Coordinator
- Teachers on Assignment
- School-Community Worker
- Social Worker
- Homebound Teachers
- Opportunity Class Teachers

(w) A "teacher on assignment" is a teacher who has taken an assignment other than the regular assignment, for which an additional amount is paid above the normal salary.
(x) The term "Team(s)" refers to the study teams (STEP), appointed by the Board and recognized representative groups respectively, which meet annually to review the Board's Educational Policies and recommend to the Board revisions, additions, and deletions.

(y) "Transfer" shall mean a transfer of a teacher from one campus to another campus.

(z) "Week" shall mean a calendar week.
CHAPTER 1

TEACHER RIGHTS: COLLECTIVE

A. Policies

1. Meeting and Conferring

The Board, through the Superintendent, will designate administrative personnel to meet with teacher representatives and confer on matters that are pertinent to the development of a Teachers' Handbook. Mutual understanding and acceptance of these Handbook provisions will be sought prior to implementation or revision by the Board.

2. Regulations Defining Terms

The Board authorized the administration and representatives of the "representative group" to develop Administrative Regulations that will define the terms used in the Teachers' Handbook.

3. Representation

The Board recognizes the representative group as the primary representative of all members of the certificated staff during their period of employment by the District.

In addition, the Board authorizes the administration and designees of the representative group to list those personnel in Administrative regulations who are members of the representative group.

4. Mutuality of Concern in Fiscal Emergency

The Board and the representative groups recognize that there are external factors which could create a fiscal emergency. Therefore, any serious reduction or significant increase in instructional services occurring as a result of the foregoing will not take place until the groups have been fully informed and have had an opportunity for input into the resolution of the emergency.

5. Review of Handbook

The contents of the Teachers' Handbook will be reviewed annually by the Study Team for Educational Policies to recommend revision, deletions, or additions.
B. Regulations

1. Categories within Representative Group

Those who are identified under the definition of "teacher" or "interim teacher" above, as well as school nurses employed by the District, shall be represented by the representative group. Representation for any new position, the classification of which is not specifically included in the definition of "teacher" or "interim teacher," or is not included in the definition of administrator or supervisor in the Administrative-Supervisory Handbook, shall be determined at the next succeeding "meet and confer" sessions.


A "Teachers' Handbook" shall be printed at the District's expense and made available to each teacher within 105 days of the conclusion of the meet and confer process.

3. Notification of Representative Group Leaders

Each representative group shall provide the principal of each school with a list of the names of teachers from that faculty selected for any position of leadership on that campus or in the District as soon as possible. This list shall include the Unit Representative of each representative group, the Professional Rights and Responsibilities Representative, and the Chairperson and members of campus and District committees. The Assistant Superintendent for Educational Services and the Superintendent shall each receive a copy of each list.

4. Use of School Buildings

Any recognized representative group and its representatives shall have the right to use school buildings at all reasonable hours for meetings, scheduling such use with the Principal (or designee) at the school, provided that this shall not interfere with or interrupt normal school operations. Direct expenses incident to the meeting, other than those normally a part of the school operation, shall be borne by the group.

5. Discussion with Personnel

Duly authorized representatives of the representative groups and the organizations with which the group is affiliated shall be permitted to discuss matters pertaining to group business with District personnel on campus at all reasonable times, provided that this shall not interfere with or interrupt normal operations. Direct expenses of any meeting resulting from such discussions, other than those normally a part of the school operation, shall be borne by the group.
6. Distribution of Material

The recognized representative groups shall have the right to place appropriately identified notices, circulars, and other materials on designated school bulletin boards and in the teachers' mail boxes. At least one bulletin board on each campus shall be reserved exclusively for group material. The group representative on campus (or designee) will assume responsibility for the posting and distribution of the materials for the group. An information copy of the distributed material shall be sent to the Principal (or designee) at the time of the posting or distribution. Material endorsing or opposing a candidate for public office may not be so distributed or posted. The District Courier Service may be used for the distribution of the above material.

7. Review of Administrative Regulations

Prior to the review and revision of the Administrative Regulations at the beginning of each calendar year by the Board, the recognized representative group, through its President, shall present any recommendations for revision to the Superintendent.

8. Joint Committees

Joint committees may be established which are made up of equal numbers of teachers and administrators. A continuing joint committee shall be established for Professional Growth. Additional ad hoc or continuing joint committees may be established by mutual agreement among the Superintendent and the Presidents of the Classroom Teachers Association (herein referred to as CTA) and the Administrative-Supervisory Association. They shall determine the purpose and size of the committee and to whom the committee shall submit its report. These joint committees are advisory committees.

9. Appointment to Joint Committees

The CTA shall appoint the teacher members of all joint committees.

10. Other Committees

The CTA may appoint such other committees as necessary, including committees to allocate credit bank hours, CTA travel funds, and professional leave days. These committees shall report to the Assistant Superintendent for Instruction and to the CTA President.
11. Recommendations of Committees

Except for the Professional Growth Committee, all continuing committees shall report to the Executive Council. The CTA may also make recommendations on areas not covered in the Teachers' Handbook to the Executive Council. The Executive Council Chairperson shall send the CTA President a copy of the Council report to the Superintendent on all such joint committee and CTA recommendations.

C. Procedures on Meetings with CTA Leadership

1. Meetings with Executive Board

The Superintendent and such administrative personnel as s/he shall designate may meet at least once each month with the Executive Board of the representative group. The President of the representative group and the Superintendent (or designee) shall prepare the agenda for the meeting sufficiently ahead of time to permit distribution to the participants at least 48 hours prior to the meeting.

The primary purpose of such meeting is to assist in assessing the progress of the District toward predetermined objectives, to help review the changes in the education process which have been, or are being, or should be made for the improvement of instruction.

2. Resource Personnel

Resource people may be invited to attend the meeting with the prior approval of the Superintendent and the President of the representative group.

3. Minutes

Minutes of the meeting will be prepared and the distribution will be determined by the Superintendent and the President of the representative group (or their designees).

4. Absences for Meeting

The meeting shall be scheduled in such a way as to create the least interference with the school program and so as to require as few absences from the classroom on the part of the teachers as possible.

5. Released Time

If a meeting is held during the school day, the representative group members involved shall be released without loss of pay.
A. Policies

1. Right to Organize

The Board agrees that every certificated employee of the Board shall have the right freely to organize, join, and support any educational organization for the purpose of engaging in concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under law of the State of Arizona, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by the Statutes, applications, regulations, and Constitutions of Arizona and the United States; that it will not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of his/her membership in any representative group, participation in any activities of the group, participation in any grievance, or complaint or proceedings with respect to any terms or conditions of employment.

2. Citizenship Rights

Teachers shall be entitled to full rights of citizenship and no religious or political activities of any teacher or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher.

3. Discipline without Just Cause Prohibited

Teachers shall not be disciplined, reprimanded, reduced in rank or compensation, or deprived of any professional rights and privileges without just cause established through due process.

4. Suspension by Superintendent

A teacher may be suspended from duty without loss of pay by the Superintendent for a period of five (5) days when two or more reprimands are given to the teacher during the same school year for just cause as established through due process.

5.
5. Academic Freedom

The Board, administration, and representative group agree that academic freedom shall be guaranteed to teachers in order to create in the classroom an atmosphere of freedom, which permits students to raise questions dealing with critical issues of the time and maintains an atmosphere conducive to study, investigation, presentation, and interpretation of facts which stress the interplay of ideas. The teacher has the right to express his/her point of view provided the students understand that it is his/her opinion and not to be accepted by them as an authoritative statement. The teacher is responsible for exercising judgment in selecting for objective analysis those relevant issues which contribute to the maturity and understanding of the students involved.

Therefore, each teacher:

Has the freedom to select materials which are supportive of stated instructional objectives; and

Has the responsibility of meeting the needs of students within prevailing district, community, and state standards.

6. Teacher Files

The Board is pledged to a policy of maintaining "open files" for District employees, other than materials noted as exceptions in the appropriate Administrative Regulations. In addition, copies of the assessment and evaluation of a certificated teacher are confidential and shall not be released or shown to any person except as permitted by Statute or as required by court order.

7. Teacher Assistance

In the case of an assault upon a teacher, or a complaint or suit by third parties as a result of action taken by the teacher while performing his/her duties, the District shall render all reasonable assistance to the teacher in connection with the handling of the incident by law enforcement and judicial authorities.

B. Regulations

1. Reprimands

A teacher to be charged with an infraction of Board policy, Board procedures, handbook language, and/or administrative regulations will be so informed by the appropriate administrator and given at least two days' written notice of a meeting to investigate the charges. This notice shall include the
specific actions or infractions which allegedly occurred. The teacher shall have the right to have her/his representative notified of the meeting. Unless the teacher requests otherwise in writing, a copy of the notice shall be sent to the campus PR&R representative. Acknowledgement by the representative shall be made of the receipt of the notice if one is sent. Either party shall have the right at the original hearing to request that the hearing be reconvened within 72 hours.

All written information on which the charge is based shall be made available to the teacher with a copy to his/her representative, unless the teacher requests otherwise in writing.

If, as a result of the meeting, a reprimand is to be issued, it shall be issued to the teacher in writing seventy-two (72) hours after the meeting, with a copy to the representative, unless the teacher requests otherwise in writing.

Only an administrator authorized to issue a reprimand shall hold such a meeting.

Certificated employees in the following categories of supervision and administration are authorized to issue reprimands in areas of their assigned responsibilities:

- Superintendent
- Assistant Superintendents
- Principals
- Supervisors of Educational Units

2. Teacher Files

a. A master file of all materials relating to a teacher shall exist at the District Personnel Office. Copies of the materials may be available in the Principal's office.

b. All material placed in the teacher's file and originating within the District shall be available to the teacher at his/her request for inspection, except as provided in "e" below, in the presence of the person(s) responsible for keeping the files.

c. Material originating within the District and which is derogatory to a teacher's conduct, service, character or personality shall not be placed in a teacher's file unless the teacher has had an opportunity to read the material. The teacher shall acknowledge that s/he has read such material by affixing his/her signature on the actual copy to be filed. The signature does not necessarily indicate agreement with the content of the material.
d. The teacher shall have the right to answer any materials filed. His/her answer shall be submitted to the Principal and forwarded to the Personnel Office where it will be filed.

e. All references and information originating outside the District on the basis of confidentiality, and references and information obtained within the District in the process of recommending the teacher for employment or change in position shall not be subject to these Educational Policies and therefore shall not be available for inspection by the teacher.

f. The teacher shall have the right to submit material for his/her file. This material shall be submitted to the Principal, forwarded to the Personnel Office where relevant material will be placed in the teacher's file. Submitted material not placed in his/her file shall be returned to the teacher.

**3. Student Discipline**

a. A teacher shall be informed when a student is assigned to his/her class whose history of serious behavior deviation, psychological or physical problems indicate that s/he should be given special attention.

b. A teacher may exclude a pupil from class for one class period or less when the grossness of the offense, the persistence of the misbehavior, or the disruptive effect of the violation makes the continued presence of the pupil unacceptable.

c. Whenever it appears that a particular student is continuing disruptive influence in a class, and the student requires professional attention, other than that provided by his/her classroom teachers and counselor, the Principal or his/her designee will take reasonable steps to relieve the teachers of responsibilities for such students.

d. A teacher shall be provided with the opportunity to be included in conferences between parents and the Administration when the conferences pertain to the teacher's relationship with one of his/her students.

4. Teacher Resignation

Teachers who wish to terminate employment will notify the District Personnel Office in writing, but only after such action has been reported to and discussed with the Principal concerned.
5. Acceptance of Contract

A teacher shall indicate acceptance of contract for the ensuing year by signing and returning the contract or by an acceptance in writing which is delivered to the Personnel Office within thirty (30) days after the receipt of the contract. A teacher who fails to return his/her contract within the thirty (30) days shall be deemed to have resigned.

6. Reduction in Force

a. "Reduction-in-force" is defined as that situation in which, after all possible transfers have been effected, it is still necessary for the District to reduce the number of certificated teacher/service personnel.

b. Valid circumstances for reduction-in-force:

(1) Decrease in student enrollment.
(2) Decrease in revenues over which the District has no control.
(3) Curriculum revision resulting in a reduction of educational programs.
(4) Consolidation of school districts.

c. If budget adjustments are necessary, the percentage of the reduction in the instructional salary code will not exceed that in the noninstructional salary codes.

d. Procedure for determining which personnel are affected by a specific reduction-in-force --

(1) The Personnel Office shall identify, prior to April 15, insofar as possible, the number of personnel who are planning to retire, resign, go on leave, or return from leave for the following year, and campus, subject, and/or programs so affected.

(2) The Assistant Superintendent for Instruction and the Personnel Office shall determine the campus(es), subject(s), and/or program(s) that will lose staff positions for the ensuing year. Any proposed reduction must have the prior approval of the Superintendent.

(3) If such reduction is to exceed 1% of the certificated teacher/service personnel of the District, the representative group will be notified in writing and its authorized representatives will be consulted before the reduction is effected.
(4) Seniority shall be the basis for determining which specific personnel will remain.

(5) A list of personnel who are to be laid off shall be presented to the Board of Education for its approval prior to April 15.

(6) Any personnel affected by such reduction-in-force will receive written notice prior to April 15, and a list of personnel to be laid off will be sent to the office of the representative group at the same time.

(7) Nontenured personnel shall be laid off before qualified personnel holding continuing teacher status.

e. How seniority is measured

(1) Initially, seniority shall be determined by the first date of current full-time continuous employment of a teacher for which the teacher was paid. Approved leaves of absence do not break continuity of service. For the purposes of this section, full-time shall mean an assignment of .5 or more.

(2) If ties are evident, location on the seniority list shall be determined by the date of approval for hire by the Board of Education. Remaining ties shall be broken by determining the date that the employee signed her/his first contract. Any persisting ties will be broken by referring to the date of the recommendation for hire as it appears on the original personnel action request.

(3) District-wide seniority lists shall be compiled and updated each year by February 1.

(4) Seniority lists shall list each teacher by subject or service area or special program area in which s/he is currently serving in order of length of service within the district. If a teacher wishes to have her/his name placed on a seniority list in another area in which s/he has met the minimum North Central Association requirements for teaching, s/he will send a request in writing to the Personnel Office prior to January 15 for such inclusion. Otherwise, the teacher's length of service will be determined only in the subject, service, or special program area in which s/he is currently serving.

(5) Copies of the list will be available in the Personnel Office, in each Principal's Office, and by subject area in the departmental offices. A copy of the list will be sent to the office of the Association.
f. Protection for "personnel on lay-off awaiting recall"

(1) District-wide lists of "personnel on lay-off awaiting recall" shall have a preferred right of reappointment in the order of seniority in the event of an increase in the number of teachers or the reestablishment of services within a period of three years.

(2) A teacher dismissed for reasons of economy or lack of pupils shall have a preferred right of reappointment in the order of seniority in the event of an increase in the number of teachers or the reestablishment of services within a period of three years.

(3) No new personnel, including part-time, interim, or open-end contract personnel, shall be employed for a subject or service area or program until all personnel on lay-off awaiting recall have been provided an opportunity to fill the open position for which they are qualified.

(4) When no position is available for which a person is qualified, s/he shall be given first consideration for any new position or program for which s/he can become qualified prior to the inception of the position or program.

(5) Upon reemployment, all rights related to salary and fringe benefits shall be restored. Seniority shall accrue while their names are on the recall list.

g. A joint advisory committee will be appointed prior to July 1, 1979, to analyze the effect of the implementation of this reduction-in-force procedure on instructional or education programs in the district, both curricular and co-curricular, and make such recommendations as it deems appropriate. The committee may use such resource personnel as are necessary to assist in the study, making the request for such resource people through the Assistant Superintendent for Instruction.

The final report of this committee shall be completed by January 1, 1980; and the report, including any specific recommendations for revision, shall be submitted to the Superintendent's Management Team.

h. This policy will be implemented during the 1978-79 school year as written with the following conditions:

(1) The CTA membership must ratify this agreement in order to implement it as of July 1, 1979.

(2) April 5, 1979 will be the deadline for inclusion on various seniority lists in 1978-79. (See e. (4).)
C. Procedures

1. Payroll Deductions

a. Teachers may, prior to October 15, sign and deliver to the Personnel Office an assignment authorizing deduction of membership dues and assessments of his/her representative group. Such authorization shall continue in effect unless subsequent to June 1 and prior to September 15 of any year such authorization is formally revoked by the teacher in writing and copies thereof are delivered to the group representative and the Personnel Office. The deduction of membership dues upon member's request shall be made in equal amounts from the first ten (10) regular pay checks following the receipt and processing of the request, and the Board agrees to remit promptly to the respective group all monies deducted accompanied by a list of teachers from whom the deductions have been made.

b. Teachers may sign and deliver to the Personnel Office authorization for the following payroll deductions and with the deadlines indicated:

- Desert School Employees Federal Credit Union - No deadline.
- United Fund - December 1.
- Health and Major Medical Insurance - dependent coverage - Thirty (30) calendar days after first day of employment of the current year.
- Tax-Sheltered Annuities - No deadline.
- U.S. Savings Bonds - No deadline.

Authorization for payroll deduction for other purposes may be mutually agreed upon, subject to the limitations imposed on the District Payroll Office by the Office of the County Superintendent of Schools.

c. An amendment of employment contract for the tax-sheltered annuity provision shall automatically apply to the employment contract for each succeeding school year, except

1. The amount of salary reduction in this amendment may be changed during the year by giving written notice of at least thirty (30) days prior to the effective date of the change. A new amendment is required to increase or decrease the amount of salary deduction.

2. Termination of this amendment may be made at any time by giving written notice of at least thirty (30) days prior to the effective date of the termination.
2. Student Discipline

a. At the beginning of each school year, the Principal shall insure that each teacher is given a copy of the jointly developed criteria used for determining case histories. These criteria shall be reviewed with the teachers. In addition, the notification procedure shall be outlined and given to each teacher.

b. If the continued presence of a student in class is unacceptable, the student shall be excluded from the class for the remainder of the period with the appropriate transmittal slip to the Assistant Principal. The teacher shall furnish the Assistant Principal with the full particulars of the incident as promptly as his/her teaching obligations will permit.

Each referral to the Assistant Principal shall be in writing. This information shall be furnished on a District form with a copy to be retained by the teacher and a copy to be returned to the teacher indicating the action taken. The Assistant Principal may request a conference with the teacher.

If the teacher has not received a response within three workdays after the submission of the referral, the teacher shall contact the appropriate Assistant Principal concerning the status of the referral.

If, after another three workdays following this contact, the teacher has not received a response to his/her referral and/or inquiry, the teacher may file a complaint with the Campus Committee.

c. After a first referral, a conference with the teacher, the parent, and the Assistant Principal may be held.

After a second referral by the same teacher during a semester, a conference involving the teacher, the parent, and the Assistant Principal is required.

After a third or any subsequent referral by the same teacher during a semester, the class from which the referral came shall be closed. A conference involving the teacher, the parent, and the Assistant Principal must be held immediately. A decision shall be made as to the action to be taken promptly after the conference and all parties shall be notified.

If circumstances warrant, the Assistant Principal may close the class from which the referral came to the student prior to the third referral.
d. If a parent requests the teacher to be present at a conference, the teacher must attend, but may request the Department Chairperson be present. The conferences shall be arranged at a mutually convenient time. Once a teacher has fulfilled his/her responsibility by appearing to give direct testimony at a conference requested by a parent, his/her written deposition may suffice in lieu of his/her presence at subsequent conferences relating to the same subject at the option of the Principal.

e. Any case of assault upon a teacher shall be promptly reported to the Board or its designee. The Board shall promptly render all reasonable assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities. Time lost by a teacher in connection with a student disciplinary incident shall not be charged against the sick leave of the teacher.

f. Procedure for suspension of students from school shall be distributed to students and teachers each year.

3. Notice of Resignation

Notice of resignation will be made prior to the close of the school year to become effective at the end of the school year. Only in extreme emergency should a teacher resign less than thirty (30) days prior to the beginning of a new school year. A teacher may be allowed to resign during the school year provided a qualified replacement is available and the teacher gives the Personnel Office at least thirty (30) days' prior notice.

D. General Information

In the absence of District coverage for comprehensive loss of personal property, teachers are advised to acquire adequate coverage on any personal property which may be brought to a campus.
CHAPTER 3
EMPLOYMENT CONDITIONS

A. Policies

*1. Requirements for Employment

The selection of teachers for the District is based primarily on (1) evaluation of the written application, transcripts, and recommendations; and (2) personal interviews. The administration will develop a list of basic qualifications subject to Board approval that all teacher applicants must meet.

**2. Assignment

The administration and designees of the representative group are authorized to establish procedures for the assignment of District teaching personnel.

*3. Assessment and Evaluation

The Board authorizes the administration and designees of the representative group to develop regulations and procedures that will assist teachers in the improvement of instruction; to meet their individual responsibilities; and to approve periodic evaluations of all District personnel through a continuing process.

The assessment and evaluation of the performance of District teachers shall be accomplished by the development and adoption of objective assessment and evaluation guidelines and procedures for both probationary and tenure teachers.

4. Equal Employment Opportunity

Employees of the Phoenix Union High School District and applicants for employment within the District will not be discriminated against on the basis of race, creed, religion, sex, national origin, ethnic identity, age, marital status, or handicap.

*5. Fair Dismissal

The Board of Education will follow the procedures outlined in the Statutes with regard to dismissal of probationary and tenure teachers.

B. Regulations

1. Employment Requirements

Applicants for teaching positions in the District shall be required to meet the following qualifications.
a. Health Requirements.

All applicants must meet the basic health requirements as specified in the policies of the Board and the State Statutes.

b. Professional Requirements.

Anyone to be accepted for any teaching position in the District, with the exceptions of the Trade and Industry Section and the Health Occupations Section of the Vocational Education Program, and ROTC instructors, must meet the following professional requirements:

(1) A valid Arizona Certificate for teaching in the secondary schools of the State, as well as any special certification requirements in a particular area, which must be registered and validated with the County Superintendent of Schools prior to the first day of work each school year,

(2) Thirty (30) semester hours in the major subject area field, and

(3) A Bachelor's degree or a Master's degree.

c. Specialized Requirements.

(1) Trade and Industry and Health Occupations. A teacher in the Trade and Industry or Health Occupations sections of the District Vocational Education Program may be employed with either a Provisional, a Basic, or a Standard Vocational Certificate.

(2) Business Education. A teacher employed in the Office Education section of the District Vocational Education Program must have not only a valid Arizona teaching certificate, but also a valid Arizona Vocational Certificate in Office Education.

(3) Cooperative Work Experience Education. The minimum requirements for employment in the District as a teacher-coordinator in Distributive Education, Cooperative Office Education, Industrial Cooperative Education, and Home Economics Related Occupations are a valid Arizona teaching certificate and a valid Vocational Certificate with a Cooperative Education endorsement. The required endorsement also would be needed for any other teacher-coordinator including those positions which are state or federally funded.

(4) Instructional Materials Personnel (Librarians and Audio-Visual Coordinators). The minimum requirement for employment of a Librarian is twenty-four (24) semester hours in Library Science, six (6) of which
shall be in Audio-Visual education. The minimum requirement of employment of an Audio-Visual Coordinator is a minimum of eighteen (18) semester hours in Audio-Visual Education, with an additional six (6) semester hours in Library Science.

**2. Vacancies and Transfers**

A team consisting of the Department Chairperson, the appropriate Educational Supervisor or Director, and the Principal serving as Chairperson shall be involved in the selection process for processing vacancies or transfers. The number of open-end contract teachers shall be held to a minimum.

3. Fair Dismissal

a. Any probationary teacher must receive notice from the Board of Education, a member thereof acting on behalf of the Board of Education, or the Superintendent on or before April 15 of the current year stating the Board's intention not to offer a teaching contract or renewal thereof. The notice must incorporate a statement of reasons for not reemploying the teacher. A tenure teacher must be dismissed pursuant to the process outlined in the Arizona Revised Statutes.

4. Certification

Teachers in the Phoenix Union High School District must hold valid Arizona Certificates commensurate with the positions they hold in the District. These certificates must be registered at the Maricopa County School Superintendent's Office, 111 South 3rd Avenue, before the teacher may receive a salary payment.

5. Assessment and Evaluation

a. The system of assessment and evaluation of the performance of certificated teachers shall involve the development and adoption of objective assessment and evaluation guidelines for the improvement of instruction.

The following elements shall be included:

(1) The establishment of criteria of expected teaching performance in each area of teaching and of techniques for the assessment and evaluation of that performance.

(2) Assessment and evaluation of competence of certificated teachers as it relates to the established criteria.
b. Each assessment and evaluation shall include recommendations as to areas of improvement and/or statements of commendation relative to the performance of the teacher. After transmittal of an assessment, the Principal or Administrative Head of a non-campus unit, or designee, shall confer with the teacher.

6. Probation and Tenure

Under Arizona State School laws, teachers employed in the public school serve in probationary status during the first three years. Probationary teachers who have successfully completed three full years of continuous employment and begin a fourth consecutive contract become tenure or continuing teachers.

The contract of employment of a probationary or tenure teacher for a school year shall be deemed automatically renewed for the next ensuing year unless, on or before April 15 immediately preceding the ensuing school year, the District gives notice to the teacher of the termination of his/her contract.

7. Substitute Assignments

a. When the regularly assigned teacher cannot meet his/her classes, it is essential to the educational welfare of the students that the vacancy be filled in the most expeditious manner possible.

b. Teachers who are ill, or are otherwise unable to report for work, must either notify the Substitute Service Section of the Personnel Office by phone, indicating the reasons for the absence, or notify the Principal or Supervisor of Educational Unit prior to the absence.

c. In the absence of a classroom teacher, every reasonable effort shall be made to fill the vacancy with a qualified substitute teacher.

d. The regular teachers shall have available lesson plans, seating chart where permanent seats are assigned, grade book, and other records and materials in such condition that the substitute teacher will have every possible aid in his/her work.

e. Teachers who arrange for another teacher to cover a class for one period or more during a school day must report this action to the Principal's office or other designee, prior to leaving his/her assignment.
f. Should the teacher fail to notify the Principal's office prior to the end of his/her last teaching period that s/he will return to work the following day, the substitute will be retained. If such notification is not made and the substitute and the teacher both appear for work the following day, both teacher and the substitute will work that day. In such case, unless the substitute is needed as a substitute in another class, the regular teacher will forfeit an amount of his/her daily pay equal to the substitute's pay. The substitute will then be used in some appropriate manner.

C. Procedures

1. Assignments

a. Teachers shall not be assigned outside the scope of their teaching certificates or major or minor field of study. When a teacher is involuntarily assigned a position in his/her minor teaching or service area, s/he will be given the first opportunity to return to his/her major teaching area as soon as a vacancy occurs for which s/he is qualified.

b. Teachers shall be consulted by the Department Chairperson regarding the subjects they would prefer to teach for the following school year. This consultation shall take place prior to March 30. The department chair, the principal, and another administrator selected by the Principal shall develop a departmental schedule based upon consideration of the teachers' stated preference, professional preparation, teaching experiences, and staffing needs.

This department schedule shall be presented at a departmental meeting where the staff as a group reviews it. Within five days after the departmental meeting, any teacher who does not agree to his/her assignment shall meet with the department chair and the principal and appeal for a change in assignment. Within seventy-two (72) hours after the meeting is concluded, the principal shall send all participating parties his/her decision which will include the rationale.

(1) If the teacher is still not satisfied with the assignment, the teacher shall have the right of appeal directly to the Assistant Superintendent for Instruction who will call a meeting involving the teacher, a representative from the representative group (if the teacher chooses), and the Principal. S/he will render a written decision with copies to all participating parties within 72 hours. This decision will be final and no further appeal or grievance shall be filed.
c. All teachers shall be given written notice of their assignments for the forthcoming year as soon as the master schedule is completed, and in no event later than the first day of the next to last week of school. When changes in schedule must be made after that date, an attempt shall be made to contact the teacher by telephone. If contact is not made by phone, a follow-up letter shall be sent immediately to the teacher, using the summer address left by the teacher in the school office, with a copy to the representative group.

d. Teachers shall normally be scheduled with two preparations per semester. There may be situations in some departments where they will be assigned three preparations. The nature of the Exceptional Student Program classes is such that these limitations will not apply, although the number of preparations will be limited as much as the program permits.

Any teacher may request to have more than three preparations. The request shall be made IN WRITING to the Department Chair who (after reviewing the matter with the department members) will make a recommendation to the principal, who will make the decision. All such requests shall be reviewed by the Campus Committee.

A teacher may choose to have more than three preparations if the only other option is a reduction in teaching periods for the teacher.

e. Any assignments in addition to the normal teaching schedule during the regular school year, including Adult Education courses, Driver Education, extra duties enumerated in Schedule B other than those enumerated in the teachers' contracts, and summer school courses, shall not be obligatory but shall be with the consent of the teacher. Preference in making such assignment shall be given to the teacher regularly employed in the District. Any person who is qualified shall have an equal opportunity for consideration for such assignment.

f. Husband and wife may be assigned to the same campus. In case either spouse accepts an administrative position in the school or a department chair in the department in which the other spouse teaches, the other spouse will be assigned to another campus.

g. A teacher with continuing status may elect to have his/her assignment reduced an .8 or .6 assignment with a commensurate reduction in salary but will retain all other benefits and privileges of a continuing teacher, as well as proportionate professional responsibilities. Such reduction in assignment shall be for a period of no less than one semester and may be renewed annually at the teacher's option.
2. Filling Vacancies

a. General Requirements

(1) The following factors are among those to be considered in filling any teacher vacancy:
   
   (a) Teaching or service area needs
   
   (b) Special qualifications for coaching or co-curricular activities
   
   (c) Ethnic awareness
   
   (d) Sensitivity to learning styles of students
   
   (e) Teaching skills
   
   (f) Prior experience

(2) A team consisting of the Department Chair and the Principal (or Educational Unit Supervisor), serving as Chairperson, shall be involved in the recommendation process.

(3) When a full-time vacancy is identified, a Personnel Action sheet listing the essential information concerning the vacancy will be prepared by the Personnel Office and sent to each unit and to the Association office. The Personnel Action sheet will be posted immediately on the designated bulletin board at each unit. The next Daily Bulletin distributed within each school after the receipt of the notice will include a digest of the openings available. In addition, a complete list of all of the vacancies so identified during the week will be detailed on the Personnel Action sheet included with each week's District Newsletter. The distribution of the Personnel Action sheet and the posting on the bulletin board will also occur during the summer months when school is not in session.

Employees interested in being notified of vacancies occurring during the summer will inform the Personnel Office and be placed on a summer mailing list.

(4) It is essential that the Affirmative Action file, which contains the applications of women or ethnic minorities who have not been employed, be consulted to determine if qualified applicants are available in this file. The team will give every consideration to the hiring of applicants from this file.
(a) All members of the selection team are encouraged to consult the Affirmative Action file.

(b) A record must be made indicating that the Affirmative file was consulted by at least one member of the recommending team before a vacancy is filled.

(5) To be assigned to a certificated position in this District, an applicant must have a valid Arizona certificate for the vacant position and meet any specialized certification requirements in a particular area.

(6) No certificated personnel will be assigned to teach outside the scope of his or her teaching certificate or major or minor field of study.

(7) The chief administrator at the unit (i.e., Principal or Educational Unit Supervisor) will have the primary voice in the selection.

b. Identification of Surplus Teachers

(1) Surplus is a situation which exists when there are more teachers under contract and assigned to a school than are needed at the school according to registration/membership, in subjects of teachers' competencies, and the needs of the school.

(2) After determining that a surplus situation exists:

(a) The Principal or Educational Unit Supervisor will call a meeting of all teachers in the department to seek a volunteer who will declare him/herself surplus.

(b) If there are no volunteers, a committee shall be formed consisting of the Principal or Educational Unit Supervisor, the department chair, and the unit chairperson (or designee). This committee shall reach a consensus regarding the exemption of individual teachers from surplus declaration and shall be guided by the following criteria:

1) Department needs, except that department chairs shall not be exempt from consideration as surplus teachers.

2) Critical school programs.

The reasons for any exemptions shall be given to the department members by the Principal.
(c) After the exemptions have been determined, then the department member with the shortest period of service in the District will be declared surplus.

(d) Teachers identified as surplus shall have their names placed on the master list of teachers available for a new assignment as described in the following section. Their reassignment or transfer will be in accordance with the provisions in Chapter 3, Section C-2-c.

(e) A maximum of two Schedule B exemptions shall be allowed. The principal shall transmit to the unit chair by March 15 the name(s) of persons so exempted as well as the rationale behind such exemption(s).

(3) All teachers who receive leaves will be considered as part of the staff of the school from which the leave was granted and such leave will be considered as continuous service for the purposes of this transfer procedure. A teacher employed or transferred as a replacement for a teacher on leave will be employed or transferred for one year only.

(4) Prior to the end of the semester, or as soon as possible thereafter, the transferee will be alerted to a possible transfer and to the probable assignment. If at all possible, her/his schedule should be tentatively established.

(5) The teacher chosen for such transfer shall have the right to appeal first to the Principal and, if not satisfied, then to the Assistant Superintendent for Instruction, whose decision is final.

c. Initiation of Reassignment

(1) A reassignment may be requested by a teacher or by the Assistant Superintendent for Educational Services.

(a) Reassignment requests by teachers must be made prior to January 1 and March 15 of each year or within two (2) days of the departmental meeting at which a teacher surplus situation is announced or discussed.

(b) Reassignment requests by the Superintendent or his/her designee regarding involuntary Surplus Teachers shall be made within two (2) days after compliance with Chapter 3, Section C-2-c-1(a).
There will be four types of Reassignment Status:

1) Teacher Initiated Reassignment (TIR)
2) Teacher Initiated Reassignment Surplus (TIRS)
3) Superintendent Initiated Reassignment Surplus (SIRS)
4) Superintendent Initiated Reassignment (SIR)

d. Post

(1) No later than April 1 and again, not later than May 30, the Assistant Superintendent for Educational Services or his/her designee will have posted in the office of each school or department a list of all known open teacher positions in all programs. A copy of this list will be provided the CTA on the dates indicated.

(2) Each open position posted will show: work location, credential required, subject(s) to be taught.

(3) Not later than April 1 and again no later than May 30, the Assistant Superintendent for Educational Services or his/her designee will have posted in the office of each school or department a seniority list for each department/program which includes all teachers on the reassignment list. A copy of this list will be provided the CTA on the dates indicated.

(4) Each department/program reassignment seniority list will list: teacher name, type of reassignment status, and date of hire.

e. Assignment

(1) Teachers on the reassignment seniority list shall have first priority for teaching positions on their campus. Those positions shall be posted no later than March 21. Each teacher shall indicate in writing to the Principal of his/her campus his/her desire to apply for reassignment on campus. In the event more than one teacher applies for the same position, the teacher with the most seniority shall be placed in the vacancy. If a teacher is reassigned on an intraschool basis s/he must remain in that position for one school year.
(2) When all intra-school reassignments have been made, the Assistant Superintendent for Educational Services or his/her designee shall contact the most senior teacher on the appropriate reassignment list, indicate to the teacher the District positions available and request that the teacher select one of the positions or decline reassignment within two (2) school days.

A TIR teacher may decline but a TIRS or SIRS teacher must select one of the positions. A SIR teacher must accept the position selected by the Superintendent. If a TIR teacher selects a position his/her current campus assignment will be listed as a vacancy and the request process shall begin again starting with the most senior teacher remaining on the appropriate reassignment seniority list. The process will continue until all teachers are assigned.

(3) If a position (which had previously been declared a surplus position) opens at a campus within 30 days from the opening of school, or the beginning of a semester, the TIRS or SIRS teacher reassigned from that campus shall have first priority to return.

f. Reassignment - Voluntary

A teacher may apply for consideration for reassignment to any vacant position for which s/he is qualified by submitting a written memo or letter to that effect to the Principal or Educational Unit Supervisor with a copy to the Director of Personnel Services - Certificated.

g. Hiring

(1) A completed application form must be on file in the Personnel Office before any prospective employee may be considered for employment. Every person interviewed must be given an application form.

(2) The selection of certificated personnel is based primarily on:

(a) an evaluation of the written application, transcripts, recommendations, and references, and

(b) personnel interviews.

The District interview card must be completed and the original filed in the Personnel Office.
(3) When a position is to be filled, all qualified applicants must be considered for the vacant position. Before a new teacher is hired, any qualified teacher identified as surplus must have been assigned, as well as consideration given to teachers requesting reassignment as previously specified.

(4) Recommended applicants for certificated positions may be required to take a medical examination and have a medical report acceptable to the school district on file in the Personnel Office. The report must be filed before the recommendation is presented to the Board of Education for approval.

(5) No employee will be employed until the required medical report is received in the Personnel Office.

(6) No official commitment exists until the Personnel Action Request has been prepared, submitted to, and approved by the Personnel Office. The Personnel Office will not approve the Personnel Action Request until the applicant has provided the Personnel Office with a valid certificate.

(7) Newly hired personnel must have the appropriate certificate(s) recorded with the County Superintendent of Schools prior to the first day of work. The employee cannot be paid for any time worked prior to this recording with the County Superintendent of Schools.

(8) All certificated personnel are employees of the District, not a particular school, and may be initially assigned to any unit in the District to positions for which they are qualified.

(9) Professional staff may be hired with either a Bachelor's or a Master's degree. The District requirements must be met for any given position, which include thirty (30) semester hours of credit in the major subject area in most cases.

h. Administrative and Supervisory Position Vacancies

(1) When a full-time vacancy is identified, a Personnel Action sheet listing the essential information concerning the vacancy will be prepared by the Personnel Office and sent to each unit and to the Association Office. The Personnel Action sheet will be posted immediately on the designated bulletin board at each unit. The next Daily Bulletin distributed within
each school after the receipt of the notice will include a digest of the openings available. The distribution of the Personnel Action sheet and the posting on the bulletin board will also occur during the summer months when school is not in session.

Employees interested in being notified of vacancies occurring during the summer will inform the Personnel Office and be placed on a summer mailing list.

(2) Except in cases of emergency, those vacancies created during the summer will not be filled during the summer. They will be advertised at the opening of school in the fall.

(3) Vacancies shall be filled on the basis of professional experience which includes length of service in the District, competency and qualifications of the applicant, as well as other criteria identified in the job description.

(4) Interested applicants shall apply to the Personnel Office in writing stating the position desired within the five (5) workdays after the posting of the vacancy. The Personnel Office may request that an applicant form be completed.

(5) A copy of the job description will be sent to all applicants, both within and without the District.

(6) The Administration reserves the right to encourage additional applicants to apply when such action is to the advantage of the District.

(7) Positions will be filled only from the complete list of applicants provided by the Personnel Office, which will include any applicants from outside the District.

(8) The Personnel Office will send this complete list of applicants to the appropriate administrator and to the C.T.A. as soon as the list is complete.

(9) Any teacher who shall be transferred to a supervisory or administrative position and shall later return to a teacher status shall be entitled to retain such rights as s/he may have had under these educational policies prior to such transfer to supervisory or administrative status and to full credit for total experience in the District.
When a certificated or noncertificated person is to be hired as an addition to an existing teaching team, the team leader may be involved in the selection process in addition to the Department Chair.

3. Assessment and Evaluation

a. A complete evaluation shall include at least these components:

   (1) A Pre-assessment Conference.

   (2) A minimum of one thirty-minute observation for each assessment.

   (3) A Post-assessment Conference.

   (4) Follow-up procedures as deemed necessary by the unit administrative head.

b. Any assessment and evaluation made shall be in writing and a copy transmitted to the teacher. The teacher may initiate a written reaction or response to the assessment and evaluation.

c. Assessment and evaluation of the performance of each certificated teacher shall be a continuous process, at least three (3) each year for probationary teachers, and at least every other year for personnel with continuing status. During the second or third year of the probationary period, a teacher will have the option of choosing an evaluator for one of the formal evaluations. A continuing teacher shall have this option once each four (4) years. In both of the above options the evaluator shall be chosen from the following: principal or designee, department chairperson, or subject area coordinator/director.

d. An observation of the teacher in the classroom by the evaluator shall normally continue for a minimum of thirty consecutive minutes. It must precede the preparation of the written evaluation report. All monitoring or observation of the teacher shall be conducted openly and with the full knowledge of the teacher.

e. After transmittal of an evaluation, the evaluator shall confer with the teacher within ten (10) days.

f. The teacher will have ten (10) days after the evaluation conference to submit comments and responses to be attached and filed with the written evaluation.
g. Copies of the assessment and evaluation report of a certificated teacher retained are confidential, do not constitute a public record, and shall not be released or shown to any person except:

(1) To the certificated teacher who may make any use of it.

(2) To authorized district officers and employees for all personnel matters and for any hearing which relates to personnel matters.

(3) Introduction in evidence or discovery in any court action between the Board and the certificated teacher in which either:

(a) The competency of the teacher is at issue.

(b) The assessment and evaluation was an exhibit at a hearing, the result of which is challenged.

The uses of assessment and evaluation records as stated in g-3 above have a time limitation of four (4) years.

h. Within ten (10) days after the post-assessment conference is held, a copy of each confidential evaluation report shall be given to the teacher, one to the principal, and one forwarded to the Personnel Office for inclusion in the teacher's master file.

i. In addition to the formal assessment and evaluation which results in a written report, any teacher may be observed as the principal deems advisable for the purpose of improvement of instruction by the department chairperson, the principal, or his/her designee. Teachers are encouraged to make use of the video-tape recorder for the purpose of self-evaluation. These video-tapes may be reviewed by the department chairperson and/or the principal, if the teacher wishes.

j. The process of assessment and evaluation shall follow the guidelines as submitted to the State Department of Education as of July 1, 1977.

4. Medical Standards

The following medical guidelines make up but one of the many criteria which may determine acceptance or rejection of certificated applicants or District employees.
a. Guidelines. Certificated District employees may be disqualified because of a physical, mental or an emotional condition that in the opinion of the Administration may:

(1) Endanger the health or safety of the pupils.

(2) Interfere with the applicant's or certificated employee's ability to render effectively the service normally required of the position.

On the basis of guidelines (1) and (2), an employee may be requested to submit evidence of good health. Such evidence may include a skin test or X-ray report which may be required upon initial employment by the District. Health examinations requested by the Administration shall be given by the District Medical Advisor and at District expense.

5. Hiring Teachers on Open-End Contracts.

a. An open-end contract may be issued to a teacher at the beginning of his/her temporary assignment if it is known that the regular teacher is going to be absent more than 20 workdays. Otherwise, no open-end contract is issued to a teacher until that teacher has substituted twenty (20) consecutive days in the same classroom situation. This applies if the substitute is employed in a "no teacher" situation, or if the period of absence of the regular teacher is expected to be less than twenty (20) days.

b. During those first twenty (20) days, the substitute teacher is paid at the regular daily substitute rate.

(1) The teacher must have at least a Substitute Certificate and be registered on the substitute list.

(2) Each school must submit to Payroll the weekly substitute pay request form.

(3) Under State Statute, a teacher with only a substitute certificate cannot substitute more than ninety (90) days on any one school year.

c. When the substitute teacher is needed in the same classroom situation for more than twenty (20) consecutive days, the substitute teacher will be placed on an open-end contract, but only under the following conditions:

(1) That teacher must possess at least a provisional or basic Arizona teaching certificate qualifying the teacher to teach a subject of his/her major or minor field for which he/she is being hired.
(2) A Personnel Action Report must be sent to the Personnel Office requesting that the substitute teacher be placed on open-end contract.

(3) A teacher who has become eligible for or been given an open-end contract during a semester at one school, and then is assigned within five (5) school days to another class or school where an extended absence is expected, or where there is a no-teacher situation, shall be issued an open-end or interim contract.

(4) The substitute teacher's work must have been rated satisfactory.

A list of open-end contract teachers shall be sent to the office of the representative group on the first work day of each month.

d. Teachers on open-end contract, as well as substitute teachers, are temporary employees and, therefore, receive none of the fringe benefits accorded regular teachers.

e. The first open-end contract for any teacher in a two-semester school shall be for a period of thirty (30) work days, or until one of the following occurs: (1) the return of the teacher for whom the open-end contract teacher is substituting or (2) the discontinuance of the class or classes in the case of a "no teacher" situation.

f. The open-end contract teacher must be evaluated at least once before a second open-end contract or a regular contract may be offered that teacher. A copy of the evaluation must be on file in the Personnel Office.

g. If an open-end contract teacher is needed beyond the end of the first open-end contract period in a two-semester school, the teacher will receive a regular contract for the remainder of the semester, unless s/he is replacing a teacher who is expected to return from an extended absence before the end of the semester, in which case a second open-end contract will be issued until the return of the teacher. A teacher on a regular contract under these provisions is eligible for fringe benefits retroactive to the first day of employment. A new Personnel Action Report must be submitted.

h. If an open-end or interim teacher is needed beyond the end of a semester, the teacher will be made a regular employee and eligible for fringe benefits for the full semester.
EXCEPTIONS

(1) The situation where a regular teacher for whom the open-end teacher is substituting will probably return from extended absence sometime during that period.

(2) In cases where uncertainty exists concerning the need for a teacher, a teacher may substitute for up to 20 days, after which time the teacher will be given a regular contract or will be terminated.


i. When a teacher returns from an extended absence, a Personnel Action Report must be sent immediately to the Personnel Office terminating the employment of the teacher on open-end contract.

j. No fringe benefits will be allowed any teacher until s/he becomes a regular employee teaching three periods or more.

k. Any teacher who has taught full-time for more than one-half of the number of school days per the official school calendars - whether under regular contract, open-end contract, or any combination of the two - receives a full year of teaching credit.

(1) His/her first year of probation will have been completed and the three (3) required evaluations must have been completed.

(2) If s/he is not rehired, a letter must be sent and reasons for discontinuance given, since he has the rights of a probationary teacher.

(3) S/he receives a year of service credit on his/her next year's salary, if s/he is rehired.
A. Policies

**1. Student Teachers**

The Board approves a program whereby opportunity is given to teacher trainees to do practice teaching within the District.

The Board encourages the classroom teachers to acknowledge their professional responsibility to participate in and give leadership to student teacher practicum.

2. Holidays and Board-Declared Employee Recess Days

The annual school calendar as approved by the Board of Education shall identify the holidays and board-declared recess days (including summer recess days) to be observed in the District.

a. Work on Holidays and Board-Declared Employee Recess Days

Employees shall not be required to work on any holiday or on an approved leave of absence with pay) either the last workday immediately preceding or the first workday immediately following a holiday or Board-declared employee recess period as identified in the Board-approved school calendar for the year, the employee's compensation will not be diminished because of the holiday or Board-declared recess period.

b. Employee on District Payroll

If an employee is on the district payroll (i.e., either at work or on an approved leave of absence with pay) either the last workday immediately preceding or the first workday immediately following a holiday or Board-declared employee recess period as identified in the Board-approved school calendar for the year, the employee's compensation will not be diminished because of the holiday or Board-declared recess period.

c. Employee Not on District Payroll

If an employee is not on the district payroll on the last day prior to and the first day immediately following a holiday or a Board-declared employee recess period as identified in the Board-approved school calendar for the year, that employee shall receive no compensation for the holiday or the Board-declared employee recess period.
3. Unexcused Absence from Duty

If an employee is not on duty on any workday(s) and her/his absence is not a result of any approved leave of absence, including sick leave for which the employee is eligible, that employee shall not be paid for such workday(s).

B. Regulations

1. Work Assignments

a. Professional workday and workweek. The professional workday and workweek includes many professional activities in which the teacher is involved other than direct student contact in a classroom. However, the main focus of this professional assignment is the classroom and represents the portion of his/her assignment where the greatest amount of time is spent. The teacher must be in the classroom during the periods which are assigned as teaching periods, unless other arrangements have been specifically made with the campus administration.

(1) The usual workday for teachers shall be from 8:00 a.m. to 4:00 p.m., or an equivalent period of time depending on the particular campus schedule and the beginning of the teacher's workday. A teacher may find it necessary to fulfill professional responsibility off campus. When a teacher finds it necessary to leave campus during the school day, the central office on campus shall be informed.

(2) The professional workweek for classroom teachers shall include a maximum of twenty-five (25) teaching periods. For classroom teachers in the Trades and Industry program in the Area Vocational Center, the professional workweek shall consist of a maximum of ten 2-1/2-hour class periods and five preparation periods. Normally, work experience coordinators may have a weekly schedule which includes fifteen (15) teaching periods and ten (10) periods of student supervision on the job.

(3) The teacher is to be present during those hours when the teacher has an assigned responsibility with pupils while school is in session, unless provision for a substitute has been made.

(4) In addition, five (5) preparation periods per week shall be included. The preparation periods are to provide some time daily for preparation by the classroom teacher to carry out his/her responsibility to pupils and for the necessary administrative work related to his/her assignment. It is assumed that the preparation period will be spent on the campus.
(5) At least an additional five (5) hours per week, or one (1) hour per day, shall be set aside as office hours, at which time the classroom teacher shall be available for conferences with students, their parents, other teachers, counselors, members of the administrative staff, and others. It is imperative that the office hours be posted prominently, not only in the classroom, but also in the departmental offices and/or workrooms. These hours may well be varied during the school week so as to provide for the needs of students. The regularly scheduled office hours shall not interfere with the teacher's identified preparation period.

(6) The professional workweek for certificated personnel, other than classroom teachers, shall consist first of the presence of these persons during those times when school is in session, especially when they have a student-related responsibility. The professional workweek includes that time scheduled before and/or after the regular school day, including evening hours. The Principal shall work out an appropriate assignment schedule with the service personnel concerned.

b. Participation in Staff Meetings. Each teacher will attend all scheduled faculty and department meetings as well as Open House unless other arrangements have been specifically made with the campus administration.

c. North Central Association Evaluation. Each teacher will carry out his/her responsibilities as assigned by the campus administration in preparation for and during North Central Association evaluations.

d. Teachers are expected to assume the responsibility for membership on a committee other than an ad hoc committee or the sponsorship of at least one student club, or class. If the number of teachers available to such sponsorship exceeds the number of needed assignments, then such assignments may be rotated through the faculty from year to year.

e. As professionals who set examples for their students, teachers are expected to conform to the commonly accepted standards of the community.

f. In emergency situations, teachers may be requested by the Principal to assist in campus supervision activities without additional pay during periods when the teacher has no teaching assignment. These requests may be reviewed later by a Campus Committee.
g. A teacher who may have occasion, as part of his/her working assignment, to visit the home of a student shall enter the home only if during the entire visit there is present in the home at least one other adult to whom the student is responsible. Moreover, if the teacher none the less judges that his/her safety is threatened, the teacher shall not enter the home, but shall upon returning to the home campus of office report the situation to his/her supervisor.

2. Student Schedule Changes

a. All necessary changes (to correct errors, etc.) will normally be completed by the end of the first week of classes and no later than the end of the second week of classes.

b. After the second week, changes of a discretionary nature (on the part of the student) will be completed only under unusual circumstances and only with the involvement of each teacher concerned.

3. Class Loads

a. The maximum number of student/teacher contacts per day will be 157, with the following exceptions:

(1) The departmental average in Physical Education shall be no more than 165 student/teacher contacts per day. Individual teachers, however, shall have no more than 175 contacts per day.

(2) The departmental average in Music shall be no more than 175 student/teacher contacts per day.

(3) By a majority vote at a meeting before registration is conducted, a department other than Physical Education or Music may recommend to the Principal a department average of not more than 155 student/teacher contacts per day. Limit for an individual teacher in the department shall be 165 students.

(4) Membership in individual classes will be limited to the number of student stations plus three (3). This is applicable by the end of the fourth week of classes. Student stations for basic skills shall be 25.

b. Class loads shall conform to limits set by Statutes, regulations, and/or external requirements applied by state and federal agencies. When external requirements do not exist, District-adopted staffing ratios will apply. Among them are the following programs:
Exceptional Student Programs:

LD/EH/EMH (Resource)  16:1 (Allow for Program averaging)
LD/EH (Self-Contained)  50:1 (or 60 with a full-time aide)
CRC                      100:2 (with co-teacher)
CRC                      75:1
EMH (Self-Contained)     75:1

Basic Skills:

Reading   125:1
Math      125:1
Writing   125:1
Cooperative Work Experience  135:1

c. For initial enrollment, however, the maximum number of student/teacher contracts shall not be more than eight (8) over the specified limits. Class loads must conform to the limits specified by the end of the sixth week of classes.

d. For each period of released time or nonteaching assignment for a teacher given as part of the five (5) teaching periods, the maximum number of student/teacher contacts shall be reduced by 31 for those teachers with classes on the 157:1 ratio, and proportionately for teachers with classes with a lesser ratio.

4. Study Hall Assignments

Study Hall proctors specifically hired for study hall supervision shall be assigned a maximum of five (5) periods of duty. No more than two periods may be assigned as teaching periods if they are needed to complete the staffing in the subject area in which the study hall proctor is qualified. He/she will be paid from the regular teacher salary schedule for the teaching period(s). If the study hall proctor is needed for a third teaching period, he/she will be paid as a full-time teacher with an assignment of three (3) teaching periods and two study hall periods.

A full-time regular teacher shall be assigned no more than one (1) period of campus supervision if there is no teaching assignment available for that teacher. There will be no change in salary as a result of the campus supervision assignment.

A teacher hired as a regular teacher who does not have a full-time assignment (i.e., less than five (5) periods) shall be assigned no more than two study hall supervision periods, and payment will be made on a pro-rata basis at the appropriate pay rate for each assignment.
5. Work Year

The work year of teachers (other than teachers new to the District who will be required to attend one pre-session orientation day) shall be determined by the official school calendar. Teachers shall be paid additional compensation for employment prior to or after the date scheduled of the official school calendar, except as otherwise provided in the educational policies or their contracts.

6. Released Time for Study Team Members

When a teacher is engaged during the school day as a representative group member of the Study Team on Educational Policies meeting with the administrative member(s) of the Study Team, s/he shall be released from regular duties with no loss of salary.

7. Absence for Grievance Procedure

A teacher participating during the school day in any grievance procedures which are scheduled by the Board and a recognized representative group shall be released from regular duties without loss of salary, with the cost of the substitute to be shared equally between the Board and the group.

8. Absence before and/or after Recess or Holiday

Employees must work the last scheduled workday before and the first scheduled workday after any holiday or recess identified in the official school calendar(s), unless they are ill. The District reserves the right to require from the employee a certificate signed by a duly licensed physician or Christian Science practitioner to authenticate this type of absence. Only in very unusual circumstances will any other type of absence be excused.

9. Staffing for Student Government

If academic credit is offered for student government, staffing shall be provided according to the District's current school staffing ratio.

10. Nonteaching duties:

The Board will make every effort to reduce nonteaching duties through the use of all available school resources.

11. Funds for In-service Education

The Professional Growth Committee will be encouraged to allocate funds for workshops and other in-service educational opportunities for these purposes.
C. Procedures

1. Planning for Instruction
   a. Each department must review all three segments biennially and submit the results, including any revisions, to the principal (or other administrative head) with a copy to the Assistant Superintendent for Instruction:
      (1) Goals for the department.
      (2) Objectives for programs or courses.
      (3) Performance objectives stated in behavioral terms for each course.

2. Noninstructional Responsibilities
   Each teacher will assume reasonable responsibilities in the following:
   a. Security and care of equipment and materials assigned to him/her. When the room and/or equipment must have shared use, the responsibility must be shared accordingly. District procedures for inventory shall be followed.
   b. Security of any keys issued to him/her as an employee of the District.
   c. Neat, accurate, and complete records kept in accordance with State laws and Board policies.
   d. Submission of timely, neat, accurate, and complete records and/or reports to the campus administrators as required by the campus administrators.

3. Service to Students
   a. Each teacher will post daily office hours during which he will be available for student and parent conferences.
   b. Each teacher shall complete a progress report form for all students failing or in danger of failing the semester. This form shall be submitted to the appropriate administrator at least four weeks prior to the end of the semester. This progress does not preclude the possibility of failure if during the last four weeks of the semester, the student's level of performance justifies a failing grade.
c. Each teacher of a senior failing or in danger of failing the final academic term shall make a minimum of two attempts to contact the parent(s) either in a conference or by telephone during the sixth (6th) week prior to the end of the term. The teacher is encouraged to make at least one attempt to contact the parent(s) outside the normal school day. All such attempts will be documented. If no contact can be made, the appropriate administrator will be notified immediately.

d. Each teacher will make home visits as appropriate for the welfare of his/her students.

4. Materials for Substitutes

When a regular teacher is absent, it is his/her responsibility to have available to the substitute those materials necessary to conduct the activities of the day.

5. Class Loads

a. The Principal (or his/her designee) the Department Chair, and a teacher from the department shall complete a listing of maximum student stations for each classroom. If a question arises concerning the listing, it will be reviewed by the Campus Committee.

b. As budget funds are available, every attempt will be made to recognize the need for additional staffing on the basis of one (1) teacher for each 75 students who are at or below stanine 3 on standard reading tests.

6. Use of Preparation Period

During their preparation period, teachers shall have no other assignment except in an emergency situation. The preparation period shall not be used for office hours except in unusual cases.

7. Homeroom Period

A homeroom period may be scheduled one or more times a week. The Campus Committee shall be involved in the planning of the program. The length of the period may be recommended to the Principal, although it shall not be considered one of the teaching periods of the teacher.

8. Faculty Meeting Agenda

The determination of the frequency and the development of the agenda for all faculty meetings shall be structured by the Principal and campus representative of the recognized representative group(s). An agenda for the meetings covering all known items shall be furnished to the faculty at least 24 hours in advance.
9. Emergencies

Emergencies may arise making it necessary for the Principal or his/her designee to assign a teacher to cover a class during his/her preparation period. The teacher shall be relieved from such duty at the earliest possible time. Each emergency may be reported to the C.T.A. campus representative and the Principal by the teacher who was assigned to cover the class.

10. School Calendar Recommendation

The recognized representative group(s) shall submit its recommended calendar(s) to the Superintendent not later than February 15. Each teacher shall be provided a copy of the succeeding year's calendar(s) as soon as possible after approval by the Board.

11. Loss of Keys

Keys shall be duplicated only by District locksmiths. If an employee loses his/her key(s) through negligence for a second time during a school year, s/he shall be subject to reprimand and may be required to share the cost resulting from such loss.

12. In-service Education

a. Recommendations may be suggested to the Professional Growth Committee for topics for workshops, conferences, and programs for teachers during and after school hours, designed to improve the quality of instruction.

b. Teachers may be required to attend scheduled District-wide meetings as needed. These will include any work days or portions thereof set aside for in-service workshops, conferences, and programs for all or part of the instructional staff. The purpose for such District-wide meetings will be presented at a meeting of the CTA Executive Board by the Superintendent. Prior to the scheduling of the District-wide meetings, an agenda shall be developed jointly by teacher and administrator representatives and disseminated to the staff.

c. Campus committees are encouraged to have a standing committee for curriculum development on every campus.

d. Teachers accepting new positions in experimental or innovative programs during the school year may be requested to attend additional in-service orientation sessions.

e. First-year probationary teachers may be required to attend orientation and in-service training programs during the school day.
13. Student Teachers

A teacher requesting a student teacher shall make application through his/her department chair. A teacher must have at least three years of classroom teaching experience before being assigned a student teacher, two years of which must have been completed in the District. The responsibility for coordinating the student teacher program shall be delegated to the Assistant Superintendent for Instruction. In general, teachers should have only one student teacher per year; any exceptions to this practice must be approved by the teacher, his/her department chairperson, his/her Principal, and the Assistant Superintendent for Instruction.

14. Permitting Students to Leave Campus

Permission shall not be granted by a teacher for a student or students to leave campus during the time when school is in session without the prior approval of the Principal or his/her designee.

15. Teachers Assigned to Two Campuses

Teachers who are assigned to two campuses are not required to accept responsibility for class or club sponsorship on either campus and will attend department and faculty meetings only at the school where they have their last assignment of the day. They may arrange for student conferences by appointment rather than have regular office hours.
CHAPTER 5

GRIEVANCES

A. Policies

**1. Definition of a Grievance

A "grievance" shall mean a complaint by a teacher, or teachers, that there has been a violation, a misinterpretation, or inequitable application of any of the provisions of the Teachers' Handbook.

2. Purpose

The purpose of a grievance policy is to obtain, at the nearest administrative level, equitable solutions to the problems which may from time to time arise. The Board, administration, and representative group agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

**3. Informal Discussion

Nothing contained herein will be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the Administration and having the grievance adjusted, provided the adjustment is consistent with the educational policies.

4. Reprisals Prohibited

Reprisals shall not be taken against any teacher, any party in interest, any group representative or any other participant in the grievance procedure by reason of such participation.

B. Regulations

1. Definitions

   a. An "aggrieved person" is a teacher or group of teachers asserting a grievance.

   b. A "party of interest" is an employee who might be required to take action or against whom action might be taken in order to resolve a grievance.

2. Acting Superintendent

   In the absence of the Superintendent, the Administrator designated as Acting Superintendent may act in place of the Superintendent.
3. Time Limits

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum. If, at Level One, the time limits are not met by the administration, the grievance will automatically move on to the next level. The time limits specified may be extended by mutual agreement.

If a grievance is filed which might not be finally resolved at Level Three under the time limits set forth herein prior to the end of the school year, and which if left unresolved until the beginning of the following school year could result in irreparable harm to a party or parties of interest, the time limits set forth herein shall be reduced so that the grievance procedure may be concluded prior to the end of the school year.

C. Procedures

1. Informal Procedure

If a teacher feels that s/he has a grievance, s/he shall first make an effort to resolve the problem informally by discussing the matter with the Principal or Supervisor of the Educational Unit.

In this informal procedure, the teacher may 1) discuss the alleged grievance personally, or 2) request a group representative to accompany him/her and request that the group representative act on the teacher's behalf.

2. Formal Procedure

a. Level One - School Principal

(1) If an aggrieved person is not satisfied with the outcome of the informal procedure and if s/he wishes to continue processing the grievance, s/he shall present his/her alleged grievance formally in writing to the Principal or Educational Unit Supervisor.

(2) The aggrieved person or the Principal (or Educational Unit Supervisor) may request a conference prior to the rendering of the written decision. The teacher may 1) discuss the alleged grievance personally, or 2) request that a group representative accompany him/her and request that the group representative act on the teachers' behalf.
(3) The Principal or Educational Unit Supervisor, within five (5) days after receipt of the alleged grievance or after the personal conference, shall render a written decision to the aggrieved person with a copy to the appropriate representative of the representative group, unless the teacher submits a personally written request to the Principal or Supervisor and the Unit PR&R representative that the decision not be sent to the group representative.

b. Level Two - Superintendent of Schools (or designee)

(1) If an aggrieved person is not satisfied with the decision concerning the alleged grievance at Level One, s/he may, within five (5) days after the decision is rendered by the Principal or Supervisor, file the alleged grievance with the representative group.

(2) The representative group shall make a judgment on the merits of the alleged grievance. If the representative group decides either that the alleged grievance lacks merit or that the decision at Level One is in the best interest of the District, it shall send written notification to the teacher and the appropriate representative of the group. If the group decides that the alleged grievance has merit and the decision at Level One is not acceptable, it shall, within ten (10) days after receipt, refer such grievance in writing to the Superintendent of Schools.

(3) The Superintendent of Schools (or designee) within ten (10) days from the receipt of the written grievance shall meet with the aggrieved person and the representatives of the group for the purpose of resolving the grievance. The Principal or Supervisor who was involved at Level One shall be notified and shall attend the meeting. Arguments and documentation of all parties shall be made in writing at Level Two hearing and copies thereof shall be given to the Superintendent (or designee) and all interested parties.

The Superintendent (or designee) shall, within five (5) days after this meeting, render a decision in writing to the aggrieved person, the Principal or Supervisor, and the representative group. If the Superintendent chooses not to act within the five (5) days, the grievance shall be considered adjudicated in favor of the aggrieved person.
c. Level Three - Impartial Advisory Arbitration

(1) If the aggrieved person is not satisfied with the disposition of his/her grievance at Level Two, s/he may, within five (5) days after the receipt of the Superintendent's (or designee's) decision, request in writing to the appropriate representative of the representative group that the grievance be submitted to arbitration.

(2) The representative group shall make judgment on the merits of the alleged grievance. If the group decides either that the alleged grievance has merit or that the decision at Level Two is not acceptable it shall, within ten (10) days after receipt of the request, submit the grievance to arbitration by so notifying the President of the Board and the Superintendent in writing.

(3) The Superintendent (or designee) and the President of the representative group (or designee) shall, within five (5) days after the written notice is received, select jointly an arbitrator who is an experienced and impartial person of recognized competence.

If the parties are unable to agree upon an arbitrator within five (5) days, the Superintendent (or designee) and the President of the representative group (or designee) shall agree to call upon either the American Arbitration Association or the Federal Mediation and Conciliation Service for assistance.

(4) The arbitrator shall confer promptly with representatives of the Board and the representative group, shall review the record of prior meetings, and shall hold such further hearings as s/he deems necessary.

(5) The arbitrator will have authority to hold hearings and make procedural rules. The recommendations will be issued within a reasonable time after the date of the close of the hearings or, if oral hearings have been waived, from the date the final statements and evidence are submitted to him/her.

(6) The arbitrator's recommendations shall be submitted in writing as soon as possible to the Board, with a copy to the representative group only, and shall set forth the findings of fact, reasoning and conclusions on the issues submitted. The arbitrator's recommendations shall be consistent with existing Statutes.
(7) The Board shall take official action on the report of the arbitrator within fifteen (15) days after its receipt and shall render its decision in writing to all parties concerned.

(8) All costs for the services of the arbitrator shall be shared equally by the Board and the representative group.

d. All sessions held in connection with the processing of grievances, including arbitration, shall be closed sessions and no news releases shall be made concerning the progress of the hearings.

e. Any party of interest may be represented at any level of the formal grievance procedure by a person, or persons, of his/her own choosing. When a teacher is not represented by the representative group, the group shall have the right to be present and to state its views at any level of the formal grievance procedure.

f. If a grievance affects a group of teachers from more than one school, the representative group may submit such grievance in writing directly to the Superintendent, and the processing of such grievances may be commenced at Level Two. The representative group may process such a grievance even though the aggrieved persons do not wish to do so.

g. All written and printed matter dealing with the processing of a grievance will be filed in the Personnel Office separately from the central office personnel files of the participants.

h. The Board agrees to make available to the aggrieved person and representatives, all pertinent information not privileged under law in its possession or control and which is relevant to the issues raised by the grievance.

i. When it is necessary at Level Two or Level Three for a representative designated by the representative group to attend a meeting or hearing called by the Superintendent (or designee) during the school day, the Superintendent's (or designee's) office shall so notify the Principal or such group representatives, and they shall be released without loss of pay for such times as their attendance is required at such meeting or hearing. The cost of substitutes shall be shared equally by the Board and the representative group.
j. No grievance shall be recognized by the Board of the representative group unless it shall have been presented at the appropriate level within thirty (30) school days after the occurrence of the act or condition on which the grievance is based, and if not so presented, the grievance shall be considered as waived.

k. A grievance may be withdrawn at any level without prejudice or record and cannot be reopened.

m. Failure by the aggrieved person at any level to appeal a grievance to the next level within the specified time limits herein shall be deemed to be acceptance of the decision rendered at that level.
A. Policy on Innovative Programs

The Board and the representative group recognize the need for changes and improvements in educational programs. New techniques in staffing and scheduling may involve changes in the length and number of class periods taught, the number of students assigned to a given class, and the length of the school year. The representative group shall have the opportunity to cooperate in the development and implementation of such innovative programs.
CHAPTER 7

PROFESSIONAL COMPENSATION

A. Regulations

1. Annual Contract

The pertinent salary schedules for all positions will be approved annually by the Board and included in the Teachers' Handbook.

2. Mileage Allowance

The use of personal cars for school business should be limited as much as possible through the use of district-owned vehicles. The first priority for district-owned vehicles is use for student oriented activities, and in no case shall they be assigned for personal use. The assignment of district-owned vehicles will be processed by the administration on each campus.

A teacher, however, may be required in the course of her/his employment to drive a personal car on a regular basis. The teacher will be authorized to receive a mileage reimbursement as permitted by state statute if her/his name has been placed on the eligibility list to receive such reimbursement. Such identification is the responsibility of the campus administration. A teacher required to use a personal car on school business must carry at her/his own expense the minimum insurance requirements of liability coverage of $15,000 per person or $30,000 per accident. Coverage above these minimum requirements is provided through the district liability insurance policy.

3. Maximum Prior Experience Allowance

The maximum prior experience allowance shall be five (5) steps on the salary schedule except as otherwise approved by the Board. Requests for retroactive prior service credit shall not be considered after the end of the first year of teaching in the District. No prior service credit shall be granted for teaching or trade experience obtained more than ten years before employment by the District.

Upon employment by the District, a teacher shall be given credit for each year of prior professional teaching experience in full-time and regular employment in a recognized educational institution or other institution with comparable training, meeting criteria established by the Professional Growth Committee, within the limitations listed in the preceding paragraph. In addition, trade and industry teachers shall be
given one step on the salary schedule for each year of trade experience above the minimum requirements and for each 25 semester hours of approved college or university credit earned in trade and industry subjects at a recognized institution, within the limitations listed in the preceding paragraph. These hours must be in addition to those required for the standard or regular vocational certificate. Appeals for retroactive prior service adjustment must be initiated within one year after employment with the District. The Professional Growth Committee shall investigate all appeals for prior service credit and shall make a recommendation to the Personnel Office.

4. Specialized Vocational Program Teachers

Trade and Industry, Health Occupations, and other special vocational program teachers shall be hired as follows:

1) Provisional Vocational Certificate Teacher will enter on the appropriate step of the Bachelor's Degree salary schedule.

2) Basic or Standard Vocational Certificate Teacher will enter on the appropriate step of the Master's Degree salary schedule.

3) Teachers with provisional certificates must take a minimum of five (5) hours per year towards basic or standard certificate as specified in State certification requirements.

5. Advancement Through Salary Schedule

A teacher shall be advanced through the steps of the salary schedule at the rate of one step per year of service in the District, provided s/he has shown competence in the performance of his/her assigned duties as determined by the Superintendent, except as otherwise provided herein.

6. Requirement for Academic Work

A teacher shall be advanced through the steps of the salary schedule provided s/he has completed the equivalent of four semester hours of academic work in the past five years, except that one hour of equivalent credit may be substituted for one of the four hours of academic credit. Academic credit may be earned in any recognized college or university or a District inservice program approved by the Professional Growth Committee. Credit earned to meet this requirement must be in the areas as provided in the Appendix. The four hours of credit must have been earned prior to September 1 and proof of the completion of the work must be submitted according to established procedures prior to November 1. Teachers new to the District, who have not received four hours of acceptable credit in the preceding five years shall have until September 1 following their second year of employment to have the four hours completed.

51.
7. Less Than Full-Time Employment

A teacher who has worked full-time in this District for more than one-half of the total days on duty for teachers per the official school calendar(s) shall be advanced one step on the salary schedule for the following year. If full-time employment has been for one-half or less of the total days on duty for teachers per the official school calendar(s), the teacher shall remain on the same step of the salary schedule for the following year.

8. Fractional Workday Assignment

A teacher whose teaching load is more than two periods per day and who is employed by this District for more than half of the total days on duty for teachers per the official school calendar(s) and who has not been terminated before the end of the school year shall be advanced one step on the salary schedule the following year. A teacher whose teaching load has been two periods per day or less shall remain on the same step of the salary schedule for the following year. In either case, the teacher shall receive the fractional part of that salary proportioned to the amount of time he is teaching.

**9. Additional Salary Credit**

One additional step on the salary schedule shall be given for completion of 24 semester hours, one step for completion of 48 semester hours, and one step for completion of 72 semester hours (the earned Doctorate and MA+72 are considered equivalent for salary purposes) of approved credit beyond the Master's Degree.

a. Staff members earn a maximum of nine credit hours per college semester during the school year. If more credit hours are desired, approval must be received from department chairperson, supervisor, and Principal.

b. The Professional Growth Committee shall serve as an appeal board on credit approval, making its recommendation to the Assistant Superintendent for Instruction for final approval. Formal request for appeal must be made in writing by the applicant.

10. Curriculum Workshops

For teachers involved in District curriculum workshops between the end of one regular contract year and the beginning of the new contract year, the daily rate of pay for 8:00 a.m. to 4:00 p.m. workshops shall be the daily contract rate for the contract year of 204 days. Pay shall be prorated for less than a full day.
11. Pupil Supervision Work

Teachers shall be paid for pupil supervision work required for activities. For activities outside of the District requiring student supervision, the appropriate amount per activity shall be paid per the Other Payment Schedule.

12. Vacation for Teachers on Twelve-Month Assignment

All teachers working under a twelve-month contract will receive a total number of vacation days equal to 23 days' paid vacation plus one-half of the Christmas and Spring recess days.

In those cases where a twelve-month contract is not issued, but rather a series of continuing contracts for continuation of a district job assignment (which will exclude summer school, short-term extended assignments into the summer, and summer workshops) which is the equivalent of a twelve-month contract, the teacher will accrue vacation from the date of the first such contract on the basis of 1.9 days per month, to a total of 23 days for a twelve-month assignment. If a teacher continues under contract in a district job assignment beyond a twelve-month period, s/he will continue to accrue vacation until such contracts expire.

The other half of the Christmas and Spring employee recess periods will be counted as vacation days unless the principal or supervisor specifically requests the teacher to work during the recess period.

Vacation may be taken only after it has been earned (1.9 days per month of service) and only with the prior approval of the principal or supervisor.

For employees in some twelve-month positions which are funded from nonlocal funding from one year to the next, it is mandatory that the earned vacation be taken during the nonlocal funded grant's fiscal year.

B. Procedures

1. Certification - Vocational Education Teachers

   a. Specialized Vocational Program teachers in the areas of Trades and Industry, Health Occupations, and other specialized vocational certificate areas.

      (1) A Provisional Arizona Vocational Certificate is acceptable for initial employment.

      (2) Must meet State certification requirements of earning a minimum of five (5) hours per year towards basic or standard vocational certificate.
(3) An Arizona Secondary Teacher Certificate is not a specific requirement.

(4) A Master's Degree is not required after the third year of employment.

b. Other Vocational Education Teachers

(1) A valid Arizona secondary teaching certificate is required.

(2) The appropriate valid vocational certificate is required in any of the following subject areas:
   
   (a) Distributive Education
   (b) Home Economics - Consumer and Homemaking
   (c) Home Economics - Related Occupations
   (d) Office Education

c. Teacher-Coordinator Positions

(1) A valid Arizona secondary teaching certificate or vocational certificate is required.

(2) A valid Arizona vocational education certificate with a cooperative education endorsement is required in the following subject areas:
   
   (a) Distributive Education
   (b) Health Occupation Education
   (c) Home Economics - Related Occupations
   (d) Office Education
   (e) Trade and Technical Education

d. Advancement on Salary Schedule

(1) Specialized Vocational Program teachers in the areas of Trade and Industry, Health Occupations, and other Specialized Vocational Programs.

   (a) Those teachers who hold a Basic Vocational Certificate shall be given one additional step on the salary schedule upon the completion of an additional 24 semester hours, one step for the completion of 48 hours, and one step for the completion of 72 hours beyond the hours required for the Basic Vocational Certificate.

   (b) Academic credit used to secure a Standard Vocational Certificate after the teacher secures the Basic Vocational Certificate may be used toward the first 24-hour increment.
(c) There is a maximum of three (3) additional steps permitted for acceptable academic or equivalent credit.

(d) Teachers who have not earned the Basic or Standard Certificate will not advance beyond Step 8 on the salary schedule.

2. Additional Salary Credit

Credit for advancement on the salary schedule requires prior approval. All preliminary requests for salary credit shall be submitted through the department chairperson, principal, and appropriate supervisor to the Professional Growth Committee. The Professional Growth Committee shall make final determination of preliminary approval of academic and equivalent credit and verification of equivalent credit. In the event that there is disapproval on a request for preliminary approval or verification, the rationale for such action shall be transmitted to the teacher. If the teacher submits a request in writing, the Professional Growth Committee shall grant a hearing at which the request for approval or verification shall be reconsidered.

In the event the initiator is not in agreement with the Professional Growth decision, he/she may then appeal to the Assistant Superintendent for Instruction.

a. Credit for advancement on the salary schedule applies only after completion of the Master's Degree, with the following exceptions:

(1) Academic credit on the schedule shall be given for acceptable study completed after the individual could have received the Master's Degree, but before he actually qualified by applying for the degree if the teacher provided written evidence from the college or university, satisfying all three of the following conditions:

(a) The individual was registered in and was acknowledged to be pursuing a doctoral program.

(b) After completing more hours of credit than would have been necessary for the awarding of the Master's Degree, this individual decided to apply for the degree.

(c) The course requirements for the Master's Degree have been met in effect by a special date. This can be shown from official transcripts.
(2) Teachers who have not received their Master's Degree may accumulate District academic credit which can be applied toward a salary increment after the requirements for the Master's Degree have been met.

b. Academic Credit. Academic Credit is acceptable study done after the receipt of the Master's Degree (except as provided in 2-(a)-(2) above), although it is not granted for work at nonaccredited institutions or for courses needed to qualify for a teaching certificate in Arizona (e.g., Arizona Constitution). Request for preliminary approval should be made prior to the commencement of the learning activity. Verification is made to the Personnel Office through official transcript or certificate of completion. Academic credit shall be granted for the following:

(1) Study done at the request of the officials of the District.

(2) Study accepted for credit toward an advanced degree by an accredited or recognized institution of higher learning.

(3) In-service educational programs approved by the Professional Growth Committee.

(4) College courses, graduate and undergraduate, at the college/university level, which relate to the participant's major or minor field. Credit for a new teaching minor will be given only when the teacher has met the requirements outlined by the North Central Association and the State Board of Education for that minor teaching field. Courses must have been completed after July 1, 1972.

(5) Study done in the area of the participant's current cocurricular responsibility. The course or approved study must have been completed after July 1, 1972.

(6) Independent Study approved by the Professional Growth Committee. Independent study may be utilized in lieu of participants having to register formally (pay tuition) at a university or college.

(7) Attendance at Conferences, Institutes, Seminars, Clinics, etc. after a written proposal has been approved by the Professional Growth Committee. ALL PROPOSALS MUST COMPLY WITH PROFESSIONAL GROWTH REGULATIONS.

c. Equivalent Credit. Equivalent credit in lieu of academic units may be accepted up to and including 12 semester hours in each 24-hour increment. Equivalent credit under this program shall not be granted for time spent prior to the date a teacher enters the District.
Equivalent credit shall be granted for the following:

(1) Travel. Maximum credit - 6 hours.
Ratio - 14 days consecutive travel = 1 hour.
Non-college sponsored travel is allowed at the rate of one hour credit for each fourteen consecutive days of approved travel.

Each preliminary request for travel/study must be accompanied with a tentative travel/study plan. Travel/study plan formats are available from the Principal or Professional Growth Office. Final approval by the Professional Growth Committee will be based on the accomplishments of the travel/study plan's stated goals and objectives. Verification of accomplishments must be submitted to the Professional Growth Committee within three months after the completion of the activity.

(2) Work Experience - Maximum Credit - 6 hours.

Unpaid Ratio  = 35:1
Paid Ratio  = 70:1

Such work experience must be directly related to the teacher's areas of responsibility and must be of an educational nature.

The teacher shall submit a request in writing to the Principal for approval prior to the commencement of the work experience. The request must include a justification of the work experience; i.e., how it relates to the teaching assignment and/or contributes to the teacher's professional development.

The Principal shall forward the request, with his/her recommendation, according to established procedure for final prior approval.

A written report of the work experience and a statement of satisfactory completion of the work and the number of hours worked, from the teacher's supervisor or employer, must be filed with the Principal within three months after completion of the work experience. These statements then must be forwarded according to established procedures for final approval before the hours will be applied toward a salary increment.

Any teacher who has fulfilled a 1,000-hour work experience requirement as a qualification for the issuance of a vocational certificate will be granted six (6) hours toward any earned increment(s). Such teachers shall be exempt from prior approval and verification in any application for credit under this section.

57.
(3) District Professional or Community Service and/or Committees.

Maximum credit - 6 hours
Ratio - 35:1

Credit may be earned on the basis of one unit for 35 unpaid clock hours of work on District-wide, city, county, state, or national committees, or community service.

Committee work must consist of at least three or more people who are active on the committee. Credit is not granted for committee work on the local campus level. If the local campus establishes a committee that is of a unique nature, it can petition approval for credit through the Professional Growth Committee.

Any community activity that is of a religious or political nature is not eligible for credit.

Verification of accomplishments must be submitted to the Professional Growth Committee within three months after completion of the activity.

(4) Professional Activities.

Maximum credit - 6 hours.
Ratio - 35:1

Credit shall be granted on the basis of one unit for thirty-five (35) unpaid clock hours of other professional activities such as published writing (e.g., departmental, District, professional journal), professional speaking, professional workshops, leadership in professional organizations, development of instructional materials for use on a District-wide basis. Verification of the activity must be submitted in writing to the Professional Growth Committee for final approval within three months of the completion of the activity.

(5) Conferences and Institutes.

Maximum credit - 1 hour per year.
Ratio - 35:1

Credit is granted for attendance at one or several Conferences, Institutes, Seminars, Clinics, etc. which total a minimum of 35 hours of participation. ALL REQUESTS MUST COMPLY WITH PROFESSIONAL GROWTH REGULATIONS.

d. Courses of study as listed in the Appendix are arranged in teaching areas.

e. Counselors, ESP Personnel, and Opportunity Hall teachers' requests for course approval shall be evaluated on the basis that the courses and equivalent work give them a broadened background in a number of areas which will assist them in their duties with high school students.
**f. Procedure for Final Approval.** Final approval for the 24-, 48-, and 72-hour increments shall be made on academic credit during a personal interview with a representative from the Personnel Office. At this time, the teacher requesting the additional increment must supply official transcripts covering those courses which have had prior approval and have been completed. Verification of District academic courses must be made by an official certificate of completion.

Those courses which have had prior approval and are in progress, or courses that will be taken after the interview and before the termination date of completion (completed prior to September 1) must also be verified with the Personnel Office by official transcript. This may be done in person or by mail after the course work has been completed and transcripts received.

**g. Teachers completing requirements for an advanced degree before September 1 will have their contracts rewritten to reflect the earned increment provided proof of the completion of the requirements for the degree is submitted to Personnel Office prior to November 1.**

**h. Teachers who qualify for advancement on the salary schedule beyond the Master's Degree during the summer shall receive an increment for their advancement during the school year immediately following the summer during which the requirements were completed. Work must be completed prior to September 1. Verification forms, transcripts, and certificates of completion must be submitted to the Personnel Office prior to November 1.**

**i. Other than provided in g and h, any apparent errors in the contractual amounts must be brought to the attention of the Personnel Office prior to October 1 of any school year, or within 90 days after receipt if the contract is received after September 1 of the school year.**
SCHEDULE A
Salary Schedule for Teachers
1979-80 School Year

<table>
<thead>
<tr>
<th>Step</th>
<th>Index</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginning B.A., No experience</td>
<td>1</td>
<td>0.9375</td>
</tr>
<tr>
<td>Beginning M.A., No experience</td>
<td>2</td>
<td>1.0000</td>
</tr>
<tr>
<td>Beginning M.A. + 24, No experience</td>
<td>3</td>
<td>1.0625</td>
</tr>
<tr>
<td>Beginning M.A. + 48, No experience</td>
<td>4</td>
<td>1.1250</td>
</tr>
<tr>
<td>Beginning M.A. + 72, or Earned Doctorate, No Experience</td>
<td>5</td>
<td>1.1875</td>
</tr>
<tr>
<td></td>
<td>6</td>
<td>1.2500</td>
</tr>
<tr>
<td></td>
<td>7</td>
<td>1.3125</td>
</tr>
<tr>
<td>Top B.A.</td>
<td>8</td>
<td>1.3750</td>
</tr>
<tr>
<td></td>
<td>9</td>
<td>1.4375</td>
</tr>
<tr>
<td></td>
<td>10</td>
<td>1.5000</td>
</tr>
<tr>
<td></td>
<td>11</td>
<td>1.5625</td>
</tr>
<tr>
<td></td>
<td>12</td>
<td>1.6250</td>
</tr>
<tr>
<td></td>
<td>13</td>
<td>1.6875</td>
</tr>
<tr>
<td></td>
<td>14</td>
<td>1.7500</td>
</tr>
<tr>
<td>Top M.A. without extra credit</td>
<td>15</td>
<td>1.8125</td>
</tr>
<tr>
<td>Top M.A. + 24</td>
<td>16</td>
<td>1.8750</td>
</tr>
<tr>
<td>Top M.A. + 48</td>
<td>17</td>
<td>1.9375</td>
</tr>
<tr>
<td>Top M.A. + 72 or Doctorate</td>
<td>18</td>
<td>2.0000+$430</td>
</tr>
</tbody>
</table>

Increment - 6-1/4%

Increment - $675 or $676

Prior service credit will be granted on the basis of one step on the salary schedule for each full year of prior teaching service, with a three-year maximum for those hired with a Bachelor's Degree, and a five-year maximum for those with a Master's Degree. No prior service credit will be granted for teaching experience obtained more than ten years ago.

No teacher with a Bachelor's Degree only may progress beyond the eighth step on the salary except AVC and T&I.

A teacher employed with a Bachelor's Degree only must earn at least 18 academic credits (i.e., semester hours) in a Master's Degree program by April 15 of the third year of employment. If s/he fails to do so, the teacher will be terminated.

If a teacher with a Bachelor's Degree only is hired by the Phoenix Union High School District and fails within four additional years after her/his first year of employment to secure a Master's Degree, that teacher will receive no further salary increments until s/he earns the Master's Degree.

During the 10th year of service on the top step of M.A.+72, a teacher is entitled to a career increment of $550. Likewise, during the 15th year of service and during the 20th year of service on this top step, a teacher is entitled to an additional career increment of $550 at each of those levels of service.
## SALARY SCHEDULE

### TEACHERS-ON-ASSIGNMENT

#### 1979-80

<table>
<thead>
<tr>
<th>Step</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$11,037</td>
</tr>
<tr>
<td>2</td>
<td>$11,713</td>
</tr>
<tr>
<td>3</td>
<td>$12,389</td>
</tr>
<tr>
<td>4</td>
<td>$13,065</td>
</tr>
<tr>
<td>5</td>
<td>$13,740</td>
</tr>
<tr>
<td>6</td>
<td>$14,416</td>
</tr>
<tr>
<td>7</td>
<td>$15,092</td>
</tr>
<tr>
<td>8</td>
<td>$15,768</td>
</tr>
<tr>
<td>9</td>
<td>$16,444</td>
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<tr>
<td>10</td>
<td>$17,120</td>
</tr>
<tr>
<td>11</td>
<td>$17,795</td>
</tr>
<tr>
<td>12</td>
<td>$18,471</td>
</tr>
<tr>
<td>13</td>
<td>$19,147</td>
</tr>
<tr>
<td>14</td>
<td>$19,823</td>
</tr>
<tr>
<td>15</td>
<td>$20,499</td>
</tr>
<tr>
<td>16</td>
<td>$21,174</td>
</tr>
<tr>
<td>17</td>
<td>$21,850</td>
</tr>
<tr>
<td>18</td>
<td>$22,566</td>
</tr>
</tbody>
</table>

Increment - $675 or $676

Prior service credit will be granted on the basis of one step on the salary schedule for each full year of prior teaching service, with a three-year maximum for those hired with a Bachelor's Degree, and a five-year maximum for teaching experience obtained more than ten years ago.

No prior service credit will be granted for teaching experience obtained more than ten years ago.

A teacher is moved to the same step of this schedule as s/he occupied on the teachers' salary schedule. If and when a teacher returns to the teachers' salary schedule during the school year, s/he will return to the same step and educational level as occupied on this schedule. If the transfer occurs at the end of the school year, the individual moves up on the schedule in the same manner as one who remained on the teachers' schedule.

During the 10th year of service on the top step of M.A. +72 a teacher is entitled to a career increment of $550. Likewise, during the 15th year of service and during the 20th year of service on this top step, a teacher is entitled to an additional career increment of $550 at each of those levels of service.
This schedule is based on a nine-month assignment. For a position which is designated for a longer period than nine months, the salary is computed by dividing the salary on the appropriate step of the Teachers' Salary Schedule A for the teacher-on-assignment by 204 days and multiplying as follows:

9-1/2 months - multiply by 214 days  
10 months - multiply by 224 days  
12 months - multiply by 261 days

The $100 per month, or portion thereof, would then be added to this result in order to determine the annual salary of the teacher-on-assignments.

5. 1979 - 80

a. SCHEDULE B

EXTRA PAY INCREMENTS

(Rounded to closest dollar)

<table>
<thead>
<tr>
<th>INDEX</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>$12,165</td>
<td>$12,840</td>
<td>$13,516</td>
<td>$14,192</td>
<td>$14,868</td>
<td>$15,544</td>
</tr>
<tr>
<td>9</td>
<td>1,217</td>
<td>1,284</td>
<td>1,352</td>
<td>1,419</td>
<td>1,487</td>
<td>1,554</td>
</tr>
<tr>
<td>8</td>
<td>1,095</td>
<td>1,156</td>
<td>1,216</td>
<td>1,277</td>
<td>1,338</td>
<td>1,399</td>
</tr>
<tr>
<td>7</td>
<td>973</td>
<td>1,027</td>
<td>1,081</td>
<td>1,135</td>
<td>1,189</td>
<td>1,244</td>
</tr>
<tr>
<td>6</td>
<td>852</td>
<td>899</td>
<td>964</td>
<td>993</td>
<td>1,041</td>
<td>1,088</td>
</tr>
<tr>
<td>5</td>
<td>730</td>
<td>770</td>
<td>811</td>
<td>852</td>
<td>892</td>
<td>933</td>
</tr>
<tr>
<td>4</td>
<td>608</td>
<td>642</td>
<td>676</td>
<td>710</td>
<td>743</td>
<td>777</td>
</tr>
</tbody>
</table>

The Index is multiplied by Steps 3 through 8 of the Teachers' Salary Schedule A.

Original placement on Schedule B shall be on Step 1. Advancement through Schedule B shall be on the basis of one step per year of service in the assignment in the Phoenix Union High School District.
1979 - 80

SCHEDULE B

INDEX SCHEDULE

- Archery - Varsity and J.V. .06
- Badminton - Varsity and J.V. .06
- Band .08
- Baseball:
  - Varsity .08
  - J.V. .06
  - Frosh .06
- Basketball:
  - Varsity .09
  - J.V. & Varsity Asst. (Combined) .07
  - Frosh .06
- Cheer .05
- Cheer & Pom Together .07
- Cross Country - Varsity, J.V., Frosh (Boys & Girls Combined) .08
- Drama .08
- Forensics .08
- Football:
  - Varsity .10
  - J.V. and Other Assistants, including Frosh .07
- Golf - Varsity and J.V. .05
- Gymnastics .08
- Newspaper .06
- Orchestra .05
- Pom .04
- Softball
  - Varsity .08
  - J.V. .06
  - Frosh .06
- Swimming .06
- Tennis:
  - Varsity and J.V. .07
  - Frosh .05
- Track:
  - Varsity .08
  - J.V. and Frosh .06
- Vocal Music .05
- Volleyball:
  - Varsity .08
  - J.V. .08
  - Frosh .06
- Wrestling:
  - Varsity .08
  - J.V. .06
  - Frosh .06
- Yearbook .08
- Yearbook and Newspaper Combined .12

63.
### INDEX SCHEDULE

**DEPARTMENT CHAIRPERSON**

<table>
<thead>
<tr>
<th>Number* of Full-Time Equivalent Teachers</th>
<th>Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 to 4</td>
<td>.04</td>
</tr>
<tr>
<td>5 to 9</td>
<td>.05</td>
</tr>
<tr>
<td>10 to 14</td>
<td>.06</td>
</tr>
<tr>
<td>15 to 19</td>
<td>.08</td>
</tr>
<tr>
<td>20 to 30</td>
<td>.09</td>
</tr>
<tr>
<td>Over 30</td>
<td>.10</td>
</tr>
</tbody>
</table>

(*Total rounded to nearest whole number, including the department chairperson.)

### SCHEDULE B

d. **Conditions Applicable to Additional Assignments**

1. Any teacher with a Schedule B assignment who changes from one assignment to a similar one or who is asked to change assignments by the administration shall not lose an index step. Teachers receiving Schedule B increments who are given additional assignment(s) shall begin on Step 1 of Schedule B for the additional assignment, unless they have prior experience in the assignment in the past five (5) years in the Phoenix Union High School District.

2. Similar fields shall be the following:
   - (a) Forensics/Drama
   - (b) Yearbook/Newspaper
   - (c) Band/Orchestra/Vocal Music
   - (d) Pom/Cheer
   - (e) Athletics

3. Payment for Schedule B assignments shall commence not later than two weeks after the teacher begins the assignment, although the first payment must coincide with a regular pay day.

4. Those assigned after August 15 shall be paid no later than four weeks after the teacher begins the assignment.
(5) In any case, payments shall be made in equal amounts, and shall continue on regularly-scheduled pay days ending not later than two weeks after completion of the assignment.

(6) Supervisory pay shall not be paid any of the above-listed personnel for performing services for which extra pay is allocated.

(7) The additional pay for coaches shall be for the season of practice as defined by the Phoenix Union High School District Athletic Manual, and their contracts shall be drawn accordingly. The extra responsibilities for coaches and pom and cheer sponsors shall not begin prior to the completion of campus responsibilities, including five teaching periods, to the satisfaction of the Principal.

(8) Coaches shall not be penalized for refusing additional coaching duties assigned by the Administration.

(9) Coaches shall normally be limited to two coaching assignments.

(10) One coach shall not coach boys' and girls' teams in the same sport concurrently unless it is a combined coaching assignment.

(11) The only permissible addition to the staffing standards for coaching assignments is the use of school-assigned student teachers as assistant coaches under the direct supervision of a certificated employee for part of their student teaching experience on a non-paid basis.

(12) Except for the school-assigned student teacher, no team or members thereof shall be coached by anyone except the Board-approved coach(es) for that sport and any certificated staff members who volunteer.

(13) One person may coach two sports which have an overlapping practice season not to exceed approximately three weeks. No person may coach two sports which have an overlapping competitive season, excluding the play-off season for either sport. The coach shall make every effort to schedule practices in both sports.

(14) Normally, Schedule B assignments other than coaching will be made only to certificated staff at a school. If it has been determined that there is no candidate available from among the certificated personnel at that school, it is possible to utilize other District employees who are qualified.
(15) If no certificated employees of the Phoenix Union High School District are available for coaching assignments, qualified coaches from outside the District may be employed by the District with Schedule B contracts for only one year.

(16) If no qualified district employees are available, the Principal must submit, with the request for issuance of a Schedule B contract to a coach outside the district, a statement which (1) verifies the lack of available certificated personnel within the district, and (2) identifies the candidate as the best one available.

(17) Any coach hired who is not an employee of the District may be hired as an assistant coach only and must have the prior approval of the Arizona Interscholastic Association.

(18) A coach from within the district who has been chosen to coach on another campus should be given an unassigned seventh period, if possible, to enable him or her to report to the second campus as early as possible.

(19) Nondistrict coaches with no prior District coaching experience will start at Step 1 of the appropriate index, and will move up one step with each year of District experience in the given statement.

(20) If a sport program begins, but is cancelled for good and sufficient reason during the season, the Principal shall submit a cancellation of the Schedule B contract as soon as possible.

(21) Mileage one way will be paid any District coach with a coaching assignment on another campus. A nondistrict coach will also be paid mileage one way to the coaching assignment. The maximum mileage shall not exceed $150.00 per coaching season.

(22) All Schedule B assignments are one-year appointments with the option by the Principal of recommending reappointment or of written notification to the employee of non-reappointment with reasons prior to the end of the school year.

(23) Interns for whom the Department Chairperson are responsible shall be included in the department total. The department total in Physical Education, either Boys or Girls or a combined department, shall be increased by one if ten or more coaching assignments
are given to teachers in teaching areas other than Physical Education. The department total for Physical Education shall be increased by one in a combined department for the Physical Education Equipment Repair Man or by 5/10 each for a Boys Physical Education Department and a Girls Physical Education Department.

(24) Candidates for varsity coaching positions shall be screened by a committee composed of the Principal and CTA unit chair.

Step 1 - First consideration shall be given to faculty members on the campus. The committee members shall reach consensus on the candidate(s) to be recommended.

Step 2 - If no candidate is recommended, the Principal shall advertise the coaching position district-wide. This position shall not include a teaching assignment at the school.

Step 3 - If there are no candidates identified from step 2, the Principal shall advertise the coaching position, as well as a teaching assignment, district-wide.

6. Other Payment Schedule

   a. Teachers shall be paid for supervisory work required for activities. The rate shall be $5.00 per hour. If faculty supervision is provided for student activities outside of the district other than during the regular workday, the teacher shall be paid at the rate of $5.00 per hour for the first seven hours. Any supervision time beyond seven (7) hours up to twenty-four (24) hours in a given day will be at a rate of $40 for each day's assignment.

   b. The established hourly rate is $7.00 per hour for an extra-period assignment for any assignments requiring an applicable hourly rate, except during the regular workday.

   c. If a teacher works more than contract year, payment for this work will be at the regular contract rate on a pro-rata basis, unless otherwise specified.

   d. The daily pay for a teacher placed on an open-end contract shall be $45 for a teacher with a Bachelor's Degree and $50 for a teacher with a Master's Degree. This rate is made retroactive to include the preceding twenty (20) days of substitute teaching as well.
7. Fringe Benefits
   a. Early Retirement Part-Time Employment Program

(1) After ten (10) consecutive years of full-time satisfactory service in the Phoenix Union High School District, an employee who opts to take retirement prior to age 65 will be eligible for participation in the early retirement program. Application is made through the Personnel Office.

(2) Teachers choosing to participate will serve as substitute teachers or, if they are certificated service personnel, to perform appropriate duties for the agreed-upon period. Employment under this program must be part-time (less than half of the regular full-time assignment) so the teacher may draw State Retirement pension and not have State Retirement System payments made from the annual contract figure.

(3) The teacher will sign an agreement to teach as a substitute up to a maximum of thirty-five (35) days during a school year. The teacher will be paid a daily rate for each day of service, the rate to be determined by dividing the maximum amount which can be earned without reduction in Social Security payments during a given calendar year. (For example, if the allowable maximum is $3,240, the daily rate will be $3,240 divided by 35 days, or $92.57 per day taught.) If a teacher substitutes for one-half day, the rate will be one-half the daily rate.

(4) Teachers choosing this program would be assured of annual renewal until they reach age 65. Once electing to participate in the program, the teacher may not return to regular employment in the District.

(5) The District will pay individual health and major medical and life insurance premiums for participants in the program for the first year of participation, and will continue to pay the individual premiums until age 65 as long as the teacher worked one or more days during the previous school year. Dependent coverage will be available by direct monthly payment to the District Payroll Department.

(6) A teacher may participate in the early retirement program for a period of time not to exceed his/her years of full-time service with the district. A teacher must, however, be at least fifty-five (55) years of age to participate in the early retirement program.

(7) This agreement is subject to the applicable laws and regulations of the State of Arizona, the lawful rules and regulations of the Arizona State Board of Education, and the rules and regulations of the Phoenix Union High School District.
b. Health and Major Medical Insurance

All permanent employees are covered by health and medical insurance. Premiums for the employee's coverage are paid by the District. When more than one (1) health insurance plan is offered, the employee selects the plan of his/her preference. District pays an amount equal to the annual premium of the lowest cost plan.

Dependent coverage will be available under the payroll deduction plan with the premium paid by the employee. The maximum amount of coverage for the major medical insurance is $250,000. Permanent employees are those employed regularly for three (3) or more periods a day.

A teacher who retires after ten (10) or more years of continuous satisfactory service with the district shall be allowed to continue to participate in health insurance plans at the group rate until such time as the retiree is eligible for Medicare. The retired teacher will pay the premium.

c. Payment for Unused Sick Leave Upon Retirement or Death in Service

An employee with ten (10) or more years of continuous satisfactory service at the time of retirement from the District or death in service (or his/her estate) shall receive a financial payment equivalent to 11-1/2% of up to 180 days for 9-month employees, up to 200 days for 10-month employees, or up to 240 days for 12-month employees, of the accumulated unused sick leave times the daily rate of pay during the final year of employment. Sick leave shall be cumulative indefinitely for normal use.

d. Life Insurance

The Board of Education shall provide, at no cost to the employee, group term life insurance in the amount of $6,000.

e. Long-Term Disability Insurance

The Board of Education shall provide, at no cost to the employee, group long-term disability insurance coverage which will pay two-thirds of the contract salary after a ninety (90) calendar day waiting period following disability for either sickness or accident to age 65. The conditions of coverage will be spelled out in a booklet to be provided every employee at no cost to the employee.
### f. Industrial Commission Insurance

<table>
<thead>
<tr>
<th>Time Missed</th>
<th>Compensation from Industrial Commission</th>
<th>Compensation from School District</th>
<th>Charge Against Sick Leave Account</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 8 calendar days</td>
<td>None</td>
<td>Base pay for time missed until sick leave expires.</td>
<td>Day for day on time missed. Example: 5 work days missed - charge sick leave 5 days.</td>
</tr>
<tr>
<td>8 through 13 calendar days</td>
<td>A percentage of the employee's pay as determined by the Industrial Commission formula, excluding first seven calendar days.</td>
<td>Balance of base pay for 8th through 13th calendar days until sick leave expires.</td>
<td>For that portion of time compensated by District. Example: 8 work days missed - charge sick leave 5 full days plus (0.35 \times 3 = 1.05) or a total of 6 days. District paid 35% of wages.</td>
</tr>
<tr>
<td>14 calendar days or more</td>
<td>A percentage of the employee's pay as determined by the Industrial Commission formula, including the first seven calendar days missed.</td>
<td>Balance of base pay for all the time missed until sick leave expires. Difference of base pay and that paid for by the Industrial Commission.</td>
<td>For that portion of time compensated by District. Example: 20 work days missed - charge sick leave (0.30 \times 20 = 6) days. District paid 30% of wages.</td>
</tr>
</tbody>
</table>

Sick leave charged is same percentage as compensation paid by the District. Payroll will round to the nearest half-day in adjusting sick leave account in accordance with this schedule.

### g. Tax Sheltered Annuity

The Phoenix Union High School District is presently participating in the tax sheltered annuity program approved by the Internal Revenue Service. Teachers whose financial status allows them to participate in this program can add to their monthly retirement program already consisting of Social Security and State Retirement. The Personnel Department will be glad to furnish the necessary details.

### h. Retirement

Employees are members of the Arizona State Retirement System or Arizona State Retirement Plan. They are also eligible for Federal Social Security.
CHAPTER 8
CAMPUS COMMITTEE

A. Regulation on Membership

A Campus Committee shall be established at each school. The Committee shall be composed of three members designated from the representative group (the Unit Chairperson and two to be elected by members of the representative group on campus), and three members of the Administrative/Supervisory staff on campus designated by the Principal. The selection of the membership on the Campus Committee shall be determined prior to May 1 of each year.

A teacher alternate selected by the representative group may attend campus committee meetings if one of the three elected members is unable to attend.

The Principal, serving in ex-officio capacity, may attend meetings of the Campus Committee.

B. Procedures

1. Meetings Guidelines

a. The Campus Committee must meet at least twice a month unless otherwise agreed upon by the Principal and the Unit Chairperson. The meetings shall be scheduled to begin no later than the start of the last instructional period of the school day.

Teacher members of the Committee shall be given non-teaching assignments during the period when the Campus Committee normally meets.

Insofar as possible, the meetings of the Campus Committee shall be scheduled so as not to conflict with other existing District committees.

Special meetings of the Campus Committee shall be jointly called by the Unit Chairperson and the Administrative designee, and the Principal shall be informed.

b. Chairperson

The CTA Unit Chairperson shall chair the Campus Committee.
c. Minutes

Minutes of each Campus Committee meeting shall be kept by a secretary provided by the campus administration, if requested by Campus Committee. Minutes of the Campus Committee meetings shall be distributed to each member of the faculty within five (5) days after the meeting after being approved by the Unit Chairperson and the Administrative designee.

d. Agenda

The Chairperson of the Campus Committee and the Principal (or designee) shall determine the agenda for the Campus Committee.

2. Purpose

The purpose of the Campus Committee is to discuss and research matters of mutual concern at the campus level. This committee is to be in no way a substitute for the grievance procedure.

3. Recommendations of the Committee

When a topic is discussed by the Campus Committee, the procedure for arriving at a decision shall be through a consensus of the membership.

The Campus Committee shall make recommendations to the Principal regarding the topics that have been discussed. The Principal shall make a decision in writing within ten (10) days after the recommendation has been given to him. The Principal's decision, together with the recommendation from the Campus Committee, shall be disseminated to the Unit faculty.

The Principal, working with the Campus Committee, shall develop plans for Commencement exercises.

The Principal, working with the Campus Committee, will make the assignment of teachers to serve on committees or to serve as club or class sponsors.

The Principal will inform the Campus Committee of any changes in the adopted bell schedule as well as any program changes occurring on campus.

4. Cross References

cf Chapter 2 - b (page 13)
cf Chapter 3 - C - 1 - d (page 20)
A. Regulations

1. Reporting Breaches of Professional Behavior

Alleged breaches of professional behavior shall be promptly reported to the offending teacher and to the appropriate representative group. The representative group shall use every reasonable effort to correct breaches of professional behavior by any teacher. When a breach of professional behavior has been established, the Principal shall take appropriate action.

2. Failure to Perform Duties

The teacher will be subject to disciplinary action for infractions or failure to perform the duties and responsibilities outlined in these educational policies.

3. Code of Ethics

The Board and the representative group recognize that the individual teacher should abide by the Code of Ethics of the Education Profession as adopted by the NEA Representative Assembly, July 1, 1968.

B. Procedure on Departmental Meeting Attendance

All teachers in a department on a campus shall attend departmental meetings called by the Department Chair unless excused by the Department Chair. An agenda shall be distributed prior to such departmental meetings. The Department Chair may notify the Principal of unexcused absences.
TEACHER CENTER COMMITTEE

An Ad Hoc Teacher Center Committee will be appointed to implement the Federal Teacher Center Act and shall consist of the following nine members:

5 teachers, selected by the Association;

2 administrators, selected by the Administrative/Supervisory Association;

1 parent, selected by the District Citizen's Advisory Committee;

1 college or university professor, selected by the Superintendent.

The length of service and the rotation of membership on the Committee shall be determined by the appointing group. The Chairperson shall be selected by the Committee.
CHAPTER 11
DEPARTMENT CHAIRS

A. Regulations

1. Payment

Department Chairs shall be paid as teachers on the regular teachers' salary schedule and shall be paid an additional amount in their role as department chair. The additional amount shall be determined by the number of full-time equivalent teachers in each department at the end of the first register month in each semester.

2. Preparation Period

Each Department Chair shall have a preparation period.

3. Released Time

At least nine periods of released time for the Department Chair shall be provided for each campus. As funds are available, top priority shall be given for additional periods of released time for Department Chairs to be distributed equally among all campuses.

Among the criteria to be considered by the Principal in allocating periods of released time to Department Chairs shall be:

a. Size of the department (e.g., Communication Arts, because of the number of teachers, may be allocated two periods of released time).

b. Amount of supplies, materials, and equipment in a given department.

c. Need and/or desire for curriculum revision in a given department.

d. Workload dictated by basic skills requirements.

Additional periods of released time for Department Chairs may be provided if the staffing, through the use of departmental averages, permits additional periods of released time to be provided without any increase in costs or staff.

4. Involvement in Personnel Matters

The Department Chair shall be significantly involved in teacher personnel matters in his/her department. This and other aspects of his/her role as Department Chair are delineated in the definitions of the duties and responsibilities of the "Department Chair in the Phoenix Union High School District."
B. Procedures

1. Evaluation

Each Department Chair shall be evaluated at least once every two years by the Principal and the Educational Supervisor in alternate years and annually by the teachers in the department. The teachers may act either individually or collectively as determined by that department. Each evaluation report must be completed by the evaluator. A conference must be held to review the evaluation report. This report shall be signed by both the evaluator and Department Chair and submitted to the Principal prior to April 1 of that year.

2. Appointment

The recommendation of a new Department Chair shall be a joint action. The Principal, and a teacher (who is not a candidate for the chair) elected by members of the department, shall reach consensus if no applicant from within the department is to be recommended for appointment. If there are no members of the department willing to serve as department chairs, the position will be advertised district-wide. If all teachers in a given department are candidates for the position, the unit chair shall serve with the principal as a two-person committee to make the recommendation for the department chair. The recommendation shall be made by the Principal to the Assistant Superintendent for Instruction who will make the final selection.

The Department Chair is an annual appointment with the option by the Principal or reappointment.
CHAPTER 12

SAVINGS CLAUSE

These Educational Policies are subject in all respects to the laws of the United States and the State of Arizona with respect to the powers, rights, duties, and obligations of the Board, and in the event that any provision of these Educational Policies shall at any time be held contrary to law, then such provisions shall be of no force and effect, but all other provisions shall be continued in full force and effect. It is understood that a formal legal opinion issued by the Office of the County Attorney, and concurred by the Office of the Attorney General, shall have the force of law for the Board.

The Handbook is also subject in all respects to the policies of the Board of Education and in the event there are sections of this Handbook which are not in agreement with the Board policies as stated in the Board Policy Manual, the Board policies shall have precedence.

Additions and revisions in the policy sections of the Teachers' Handbook which result from the meet and confer process and are accepted by the Board shall be reflected by the appropriate change in Board policy.
CHAPTER 13
LEAVES OF ABSENCE REGULATIONS

A. Sick Leave

Sick leave shall begin when the teacher's health condition shall require it or when the guidelines in Chapter 3-C-4 are applicable.

1. Each teacher shall earn one day of sick leave allowance for each twenty (20) contract days or major fraction thereof, to be used for absences caused by illness or physical disability of the teacher. A minimum of ten (10) days' sick leave will be available for use by each regular teacher at the beginning of the school year. A teacher must be on duty the first day that school is in session (i.e., students meeting classes) or be on an excused absence to be eligible for this ten (10) day advance. If a teacher leaves the employ of the school district before the end of the school year during which this ten (10) day advance would have been earned, s/he will have the final pay check reduced by the amount of pay received for sick leave days used but not yet earned. The unused portion of such allowance shall accumulate from year to year without limitation. At the beginning of the school year, each teacher shall be advised in writing of the number of days of sick leave which the teacher has accumulated. For regular part-time and interim teachers, sick leave is prorated according to the percentage of full-time being worked. Contracts pertaining to Schedule B activities are not included.

2. The salary of any teacher terminating his/her service prior to the end of the school year shall be adjusted to compensate for any sick leave days taken in excess of those accumulated.

3. A newly employed regular teacher must have a medical report filed with the Personnel Office, submitted either by the employee's personal physician or by the District Medical Advisor, before his/her first day of employment.

4. If the Superintendent (or designee) has reason to believe that a teacher has violated or misused this sick leave policy, s/he may require from the teacher a certificate signed by a duly licensed physician or Christian Science Practitioner verifying the cause of the absence from duty of a teacher claiming illness or injury for one or more days. The teacher may also be required to have a health examination by the District Medical Advisor at no cost to the teacher. The teacher shall be notified of this requirement in writing, including a statement citing just cause, and a copy of this notification shall be sent to the representative group.
In the event that it can be shown that the teacher willfully violated or misused this sick leave policy or misrepresented any statement or condition under this policy, s/he may be subject to discipline.

5. This sick leave may be used for illness or disability of the teacher. If a disability period is known in advance (e.g., scheduled surgery, childbirth), the teacher shall notify the Principal and the Personnel Office as soon as possible so that arrangements for a substitute may be made. This notice shall be submitted on the appropriate form, indicating the beginning and ending date of the disability period. The form must be signed by the teacher's personal physician. If circumstances require a change in the estimated disability period, a revised form shall be submitted, also signed by the teacher's personal physician.

6. Only the portion of a maternity leave which related to the disability period for a teacher may be charged to accrued sick leave. In the event that a probationary or tenure teacher does not have sufficient accrued sick leave to cover the disability period, the teacher may request a leave of absence without pay to cover the remaining portion of the disability period. If the disability period exceeds six weeks, the teacher shall submit a doctor's certificate to justify an extension of the disability period during which time the absence can justifiably be charged against the teacher's accumulated sick leave available.

If the probationary or tenure teacher wants additional time beyond the disability period to care for the child, the teacher will submit a request for a leave of absence without pay with the request being noted as family. This will be treated as a personal leave of absence without pay.

The teacher may use half of the sick leave available to him/her up to a maximum of twenty days per school year for the serious illness or disability of his/her immediate family (husband/wife or children). The teacher may, if more time is needed for an extended illness, appeal to the Assistant Superintendent for Educational Services to use more of his/her available sick leave.

A teacher shall be allowed a leave of absence not to exceed five days during any one year to be charged to sick leave when such absence is due to serious illness of the teacher's father, mother, brother, sister, brother-in-law, sister-in-law, daughter-in-law, son-in-law, father or mother of spouse, foster parent, or dependent person (as defined in the Internal Revenue Code).

The teacher may submit a request to the Assistant Superintendent for Educational Services for additional days because of unusual circumstances.
In addition to the above, travel time in connection with the absence due to serious illness in the teacher's family, not to exceed five school days in any one year, may be charged against sick leave. This applies only when the travel itself requires absence during regular hours on a day when school is in session.

B. Leaves of Absence Without Pay

1. General

   a. Any teacher who must be absent without pay for any period must request a leave of absence without pay or submit a resignation. To do otherwise is a breach of contract. This also applies to employees who have exhausted their sick leave allowance. A health leave of absence without pay must be requested, to be effective as soon as sick leave allowance is exhausted.

   b. All requests for leave shall be applied for in writing, using the appropriate form, and the request may not exceed one year. Those who have requested leaves will be informed in writing as to the disposition of the request. Extensions of leaves beyond one school year will not be permitted except for teachers on health leave, maternity leave, or elected to public office. Teachers on leave eligible for an extension beyond one year must, by April 1, request the extension of the leave in writing, or indicate in writing they are returning from leave as scheduled.

   c. A request for a leave of absence without pay will be reviewed for recommendation by the Principal or Supervisor of an Educational Unit, the Personnel Office, and the Superintendent, who will submit it to the Board for action.

   d. A leave of absence without pay other than a health or maternity leave shall be for a period of one semester or one school year so as to interfere as little as possible with the instructional process. Any request for a period of time other than these will be considered only in unusual circumstances.

   e. A teacher who is granted a leave for one school year or less will be considered for that period as a member of the staff of the school where s/he was assigned at the time the leave was granted. Such leave will not break the continuity of service of the tenure teacher involved. The teacher will be returned to his/her former assignment, and the teacher employed or transferred as a replacement for the teacher on leave will be employed or transferred only for the duration of the period of the leave, and will be so informed in writing.
f. All rights of tenure, retirement, accrued leaves with pay, salary increments and other benefits provided by law shall be preserved and available to the teacher after the termination of the leave. If a tenure teacher with a leave is granted an extension of that leave beyond one year a comparable position in the District will be provided the teacher upon his/her return, but not necessarily the position on the former campus.

If a tenure teacher is granted a health leave beyond two consecutive years, the teacher will retain tenure rights and will be placed in the first vacancy in the District for which the teacher is qualified. Three consecutive years is the maximum length of time for any leave of absence.

g. A teacher on a leave of absence without pay other than a health leave may make arrangements with the Payroll Office to continue the individual/dependent coverage under the District group health and major medical insurance plan.

h. Leaves of absence without pay for any reason other than health or maternity will not be granted to probationary teachers except in unusual circumstances.

i. If a probationary teacher is granted a second consecutive annual leave of absence for health reasons, s/he may return only if there is a vacancy for which s/he is qualified. A probationary teacher who takes a leave for more than one-half of the school year, however, must begin his/her three-year probationary period over again, since the continuity of service required by law will be broken.

2. Types of Leaves of Absence without Pay

Leaves of absence without pay may be requested under the following:

a. A teacher who is unable to teach because of personal illness or disability and who has exhausted all sick leave available (or who has chosen not to use accumulated sick leave) may request a leave of absence without pay upon the submission of a physician's certificate, for the remainder of the school year or until s/he is able to return to duty. If the teacher has not returned by the end of the school year, the teacher's health condition will be reviewed and a decision made by the Personnel Office with the assistance of the District Medical Advisor, to permit the teacher to return to duty, extend the leave of absence, or take appropriate action.
(1) A teacher who becomes eligible for consideration for the District's long-term disability insurance program must apply for a health leave of absence to begin upon the exhaustion of sick leave or upon eligibility for coverage under the long-term disability insurance program, whichever comes first.

(2) A teacher who is injured while on duty and covered by Industrial Compensation insurance will not be granted a health leave of absence until his/her sick leave is exhausted or until the teacher becomes eligible for coverage under the long-term disability insurance program, whichever comes first.

(3) If a teacher is granted permission from a doctor, with concurrence from the District Medical Advisor (if deemed necessary), to return to work during the period of the leave of absence already granted, s/he will be returned to work only if a vacancy exists for which the teacher is qualified.

b. For maternity leave beyond the period of disability charged to sick leave or in lieu of sick leave.

c. For the adoption of a child.

d. To care for a sick member of the teacher's immediate family.

e. To one teacher designated by the representative group for the purpose of engaging in local, state, or national association activity.

f. To campaign for or serve in a county, state, or national elected public office.

g. To serve in the Peace Corps, or similar government-approved activity.

h. To serve as an overseas teacher, usually on an exchange basis.

i. For the purpose of improvement of instruction through work experience, or educational leave, upon the recommendation of the Professional Growth Committee.

j. Other requests, such as those based on family problems other than illness, stress inherent in the job, or other personal problems will be considered on their merit.

The request for such leave should be submitted as far in advance of the departure date as possible to permit filling the vacancy in a timely manner.
C. Bereavement Leave

A teacher shall be allowed a bereavement leave of absence not to exceed five (5) days during one year to be charged to sick leave. This leave must be approved by the Principal or Educational Unit Supervisor.

If additional days are needed for the bereavement leave, or if a second bereavement leave is needed, a request must be submitted to the Principal or Educational Unit Supervisor for his/her approval, identifying the number of days needed and the pertinent circumstances.

In addition to the above, travel time in connection with the bereavement leave, not to exceed five school days in any one year, may be charged against sick leave. This applies only when the travel itself requires absence during regular hours on a day when school is in session.

D. Personal Business Leave

A teacher may be granted up to two (2) days with pay and not charged against sick leave for personal business to handle situations which cannot be taken care of other than on school time. A third day of personal leave may be granted to a teacher which, if used, will be charged against accumulated sick leave. Prior notification must be given to the Principal (or other appropriate administrative head) in writing at least two (2) days prior to the absence. Not less than one-half day shall be used for personal business leave at any one time.

Personal leave days are not cumulative from year to year.

Such leave requested during the opening three weeks of school, the opening or closing week of any semester, the closing two weeks of the school year, or the last scheduled workday before and the first scheduled workday after any holiday or Board-declared employee recess period will be granted only in the most unusual circumstances.

E. Short-Term Leaves of Absence to Meet Professional Obligations

The Board recognizes that participation by teachers in the activities of professional educational organizations, through services on committees, boards, and commissions, as well as the continuation of their education, contribute to the professional growth of the staff and to the improvement of instruction.

Short-term leaves of absence with pay may be granted for teachers, and substitutes provided, when the absence is occasioned by one of the following within Arizona:

1. Participation in a legitimate, bona fide professional duty;
2. Attendance at an educational conference or workshop in which the content is directly related to the teacher's areas of teaching;

3. Attendance at conferences or workshops sponsored by a professional education association as an official delegate of the association, including the AEA Delegate Assembly and similar meetings.

   a) A maximum of one hundred (100) school days per year for the teachers in the District may be recommended by the Association and approved by the Assistant Superintendent for Instruction. The Principal will be advised of the impending absence at least one week prior to the absence, if possible.

If a travel request is required for any of the above, the travel regulations in Appendix B must be followed and travel funds provided as stipulated in the Travel Regulations.

Such leave requested during the opening three weeks of school, the closing week of any semester, the opening week of any other semester, and the closing two weeks of the school year will be granted only in the most unusual circumstances. All leaves of absence granted under this section shall be in units of full days or half days.

F. Sabbatical Leave

1. Teachers who have been employed by the Phoenix Union High School District for a period of seven consecutive years immediately prior to the year in which the sabbatical leave is to commence and who have not previously been granted a sabbatical leave, will be eligible to apply for a sabbatical leave not to exceed a period of one year.

The Board may authorize sabbatical leaves of absence when it deems such absence to be reasonable and for good cause and not detrimental to education within the District. Sabbatical leaves may be granted only for the purpose of allowing a teacher to continue his/her professional education. A careful review of the application shall be made to insure that the purposes are in the best interest of the school district.

2. The Board may authorize a salary as provided by the state law to be paid to the teacher to whom a sabbatical leave is granted.

3. Applications for sabbatical leave beginning with the first semester must be submitted to the Superintendent prior to February 1 of the previous school year. Applications for sabbatical leave beginning other than the first semester shall be submitted by October 1 of that school year.
4. Teachers shall include with their application for sabbatical leave a recommendation from the Principal and plan of study which includes the details either for study in an approved college or university, or a problem or project for research or writing to be pursued independently by the applicant. This plan shall be reviewed by the Professional Growth Committee and must be approved by the Superintendent. If a teacher finds it necessary to change his/her plans, he shall so notify the Superintendent and receive approval in advance for any change.

5. All applications shall be reviewed for a recommendation to the Superintendent by the Professional Growth Committee. Among other qualifications of the applicants, the Committee shall consider the following: successful service during the previous seven years, contributions to the teaching profession, the extent of the applicant's professional study, travel, and research.

6. A teacher on sabbatical leave shall not engage in full-time employment or in study for another trade or profession during his/her leave unless the employment is accepted by the Professional Growth Committee as a necessary part of the plan.

7. The salary shall be paid upon condition that the teacher shall return not later than one year after the commencement of the sabbatical leave for renewal of employment for at least one school year. Unless s/he returns within such period, s/he shall repay to the District the amount paid to him/her during the leave period, and unless such amount is paid, the Board shall direct the County Attorney to institute suit against such person to collect such amount.

8. If the sabbatical leave is granted, all rights of tenure, retirement, accrued leave with pay, salary increments, and other benefits provided by law shall be preserved and available to the applicant after the termination of the leave.

9. A teacher returning from sabbatical leave shall be assigned to a position which will permit pupils to derive maximum benefits from his/her experience. A teacher who receives a leave of absence will be considered a part of the staff of the school from which the leave was granted and will be returned to that school. Such leave will not break the continuity of service of the person involved. A teacher employed or transferred as a replacement for a teacher on leave will be employed or transferred only for the period of the leave.

10. Within ninety (90) days after the teacher returns to full-time duty from sabbatical leave, s/he shall submit a comprehensive written report dealing with the educational aspects of his/her study of the Professional Growth Committee and to the Superintendent who will make copies available to each Board member. This report shall include transcripts of a college or university study while on leave, and other items of information pertinent to an evaluation of his/her program.
The Superintendent and the teacher may agree on ways in which the report may be used to further the instructional programs in the District. As his/her time permits, the teacher may be requested to participate in school and community activities, if his/her studies during his sabbatical leave are relevant.

11. The Board shall budget each year sufficient funds to cover the cost of sabbatical leaves of absence for the year.

G. Exchange Teacher

Tenure teachers may request extended leaves of absence for one semester or one year with pay to serve as an exchange teacher.

H. Military Leave

Military leaves of absence shall be granted by the Board to a teacher in accordance with existing state and federal statutes.

I. Civic Responsibilities

Teachers who are required to serve on jury duty or to appear in court in response to an official subpoena will receive full salary during the period of such service, subject to their remittance to the Board of an amount equal to the compensation paid them for such duty.

A teacher who must appear in any legal proceedings connected with his/her employment with the school district may be absent without loss of pay for that cause, if the teacher is required by law to attend.

J. Natural Disasters

If a natural disaster makes it impossible for teachers to report for work, the Board may provide additional day(s) of personal leave with pay for the enforced absence(s).
CHAPTER 14

OWNERSHIP OF MATERIALS REGULATION

Staff members under contract to the District may, in carrying out their professional responsibilities, develop educational materials for use in the school program. Such educational material developed by staff members as part of regular employment are the property of the District. Educational materials created during the time when staff members are not fulfilling contractual duties to the District are the property of the staff member.
CHAPTER 15

APPEAL PROCEDURE

A. What is Eligible for Appeal

A disagreement or misunderstanding between one or more teachers and one or more members of the District administrative-supervisory staff, other than a grievance, may be resolved by using this appeal procedure. Any violation, misinterpretation, or inequitable application of any of the working conditions or other provisions of the Handbook is defined as a grievance and will not be processed as an appeal. If an issue has been submitted as a grievance, that same issue may not be submitted as an appeal.

B. Other Avenues of Appeal

Certain sections of this Handbook indicate the appropriate appeal procedure for certain issues. In those cases, that appeal process will be used.

C. Informal Conference Required

An informal conference must first be held between the primary parties of interest to attempt to resolve the problem before it enters the formal appeal procedure. The teacher(s) may request Association representation.

D. Guidelines for Formal Appeal Procedure

1. Appeals must be submitted in writing on appropriate forms. Forms for submitting appeals shall be jointly prepared by the District and the Association. The forms shall be printed by the Board and shall be available in the Principal's office as well as in the Association office.

2. Copies of all written appeals and decisions will be submitted to the Superintendent and to the Association President.

3. The teacher(s) is/are entitled to and may request Association representation.

4. The timelines herein indicated are maximum and should be reduced whenever possible. However, the timelines may be lengthened by mutual agreement between the primary parties.
E. Steps in Formal Appeal Procedure

1. The first step is addressed to the Principal or Educational Unit Supervisor to whom the teacher is responsible. This appeal must be made within ten (10) workdays after the disagreement or misunderstanding first occurred or within five (5) workdays after the informal session was held, whichever comes later. If the Principal or Supervisor was not involved in the informal procedure, a conference may be scheduled. In either case, a written decision should be made within five (5) days of the submission of the written appeal.

2. If the person(s) making the appeal is/are not satisfied with the decision at step 1, s/he/they may, within five (5) days after the decision is received, file an appeal with the Superintendent (or designee). A conference will be scheduled within five (5) days after the receipt of the appeal at step 2, and a written decision submitted within three (3) days following the conference.

3. If the person(s) is/are not satisfied with the decision rendered at step 2, s/he/they may, within five (5) days after receipt of the decision, submit a request for a hearing before the Board of Education. The Board, after reviewing the case, shall within fifteen (15) days decide whether or not a hearing shall be held. The Board shall render a decision within seven (7) days after a hearing, if a hearing is held, or within fifteen (15) days after receipt if no hearing is held.

F. Reprisals Prohibited

Reprisals shall not be taken against any teacher or any other participant in the appeal procedure by reason of such participation.
CHAPTER 16
USE OF ADDITIONAL FUNDS

If additional budget funds become identified, negotiations for teacher visitation day and additional release time for department chairs will be reopened.
A. Probationary Period

Nurses will be in a probationary status during the initial 90 work-days of employment. During this time, the probationary nurse is subject to release or discharge by the District. Information forming the basis for such action shall be made available to employee.

B. Work Year

Nurses will work a nine-month year. Nine-month work year is from the day the teachers return to duty through the last day of school. Starting and ending dates and numbers of days worked are determined by the school calendar for each year.

C. Hours of Work

The workday for nurses will be eight (8) hours, including a forty-five minute lunch period, during which the nurse will be on campus.

D. Contracts of Employment

Contracts of employment shall be issued annually to nurses. These contracts shall be signed by the employee and an authorized member of the Board of Education.

E. Line of Authority

Nurses are responsible to the Principal or his/her designee in matters relating to the school and may be invited to attend staff meetings. In matters pertaining to medicine and areas relating thereto, nurses are responsible to the District Medical Advisor. Nurses will be notified as to change(s) of District Medical Advisor.

F. Holidays

A schedule of holidays is included in each year's school calendar and holidays will be granted in accord with the school calendar to all permanent employees for those holidays which occur during their normal work year. Nurse holidays are the same as those holidays observed by classroom teachers.

G. Pay Period

The pay period shall normally be bi-weekly. A nurse may elect to have his/her salary paid in accordance with provisions stated in the Teachers' Handbook. Nurses will receive their paychecks on Thursday whenever possible.
H. Dues Deduction

The District provides to employees the opportunity to have approved organization(s) dues withheld from the employee’s pay on a regular basis. The employee must sign an appropriate form authorizing such deduction. Approved organizations shall notify the School District Administration’s Payroll Department of any changes of address for submitting dues.

I. Overtime

1. Compensation for all nurses covered by the provisions of this Handbook shall be in compliance with applicable state and federal law.

2. Since nurses are classified as exempt personnel, time off in lieu of overtime shall be granted to nurses based upon mutual agreement between employee and supervisor on an hour-for-hour basis.

J. Leaves of Absence

Nurses will be eligible for the same leaves of absence as teachers, except for sabbatical leave and exchange teacher leave for which nurses are not eligible.

K. Mileage

1. A nurse who is required to travel from one location to another during a work period shall be paid her regular rate of pay for time spent in such travel; and where the distance of travel requires transportation, the District shall attempt to furnish transportation. This is not always possible. In situations where it is not possible, Paragraph 2 of this section will apply.

2. In certain situations, the nurse may be required to furnish transportation. At such time, mileage will be paid by check separate from the regular paycheck at the District's current approved mileage rate, which will be equal to State government mileage rate.

L. Disciplinary Action, Suspension, Dismissal

1. A nurse who has completed the probationary period shall not be disciplined, reduced in rank or compensation, suspended, or dismissed without good and sufficient cause, and all information forming the basis for such action will be made available to the employee.

2. Disciplinary action shall be administered in a progressive and constructive manner in an effort to counsel and fully advise nurses of deficiencies and afford them an opportunity to demonstrate improvement in performance.
3. Discipline may be imposed by the appropriate Administrator/Supervisor in the form of a written reprimand or warning or suspension with or without pay for a maximum of five (5) working days.

4. Nurses removed for just cause shall receive no less than ten (10) working days' notice. Due process procedures shall be followed.

Removal for repeated violations of rules, regulations, or policies, or repeated acts of insubordination for which the appropriate Administrator/Supervisor has previously imposed appropriate disciplinary action, including written warning that termination can be expected upon repetition of such violations or acts, may be with less than ten (10) days' notice or without notice, if recommended by the appropriate Administrator/Supervisor and approved by the Assistant Superintendent for Educational Services.

5. Disciplinary action involving suspension or discharge is subject to prior review by the Assistant Superintendent for Educational Services.

6. The section in this Teachers' Handbook pertaining to personnel files (Chapter 2, section B-2) shall apply to nurses.

M. Fringe Benefits

1. Health and Medical Insurance

   a. All permanent employees are covered by health and medical insurance. Premiums for the employee's coverage are paid by the District. When more than one (1) health insurance plan is offered, and the employee selects the plan of his preference, District pays an amount equal to the annual premium of the lowest cost plan.

       Dependent coverage will be available under the payroll deduction plan with the premium paid by the employee. The maximum amount of coverage for the major medical insurance is $250,000. Permanent employees are those employed regularly for three (3) or more periods a day.

   b. Nurses are also covered by Industrial Commission Insurance. See Chapter 7, section B-7-f for schedule of charges against sick leave allowance.
2. Payment for unused sick leave upon retirement or death in service.

An employee with 10 or more years of continuous satisfactory service at the time of retirement from the District or death in service (or his/her estate) shall receive a financial payment equivalent to 11-1/2% of up to 180 days for 9-month employees, up to 200 days for 10-month employees, or up to 240 days for 12-month employees, of the accumulated unused sick leave times the daily rate of pay during the final year of employment.

Sick leave shall be cumulative indefinitely for normal use.

3. Life Insurance

The Board of Education shall provide, at no cost to the employee, group term life insurance in the amount of $6,000.

4. Long Term Disability Insurance

The Board of Education shall provide, at no cost to the employee, group long term disability insurance coverage which will pay two-thirds of the contract salary after sick leave allowances have been used to a maximum of 180 calendar days and after a minimum ninety (90) calendar day waiting period following disability for either sickness or accident to age 65. The conditions of coverage will be spelled out in a booklet to be provided every employee at no cost to the employee.

N. Retirement

Nurses are members of the Arizona State Retirement System or Arizona State Retirement Plan. They are also eligible for Federal Social Security Benefits.

O. Tax Sheltered Annuity

The Phoenix Union High School District is presently participating in the tax sheltered annuity program approved by the Internal Revenue Service. Employees whose financial status allows them to participate in the program can add to their monthly retirement program already consisting of Social Security and State Retirement. The Personnel Office will be glad to furnish the necessary details.

P. Evaluation of Performance

1. A minimum of one (1) evaluation of the services and performance of each nurse shall be made annually by the appropriate administrator/supervisor. All evaluations shall be made in writing.
2. The nurse shall be given an opportunity for an oral review of the evaluation and be allowed to attach any statement or item of information to the evaluation.

3. Copies of the evaluation shall be provided to the nurse, the appropriate administrator, and Personnel Office for inclusion in the employee's file.

Q. Grievance Procedure

A grievance is defined as a complaint by an employee that there has been a violation, a misinterpretation, or inequitable application of any of the provisions of these policies, or the policies of the Board of Education. The procedure shall be as outlined in the Grievance Procedure section of the Teachers' Handbook.

R. Appeal Procedure

A nurse who has a disagreement with his/her immediate supervisor which is of a nature other than a violation, a misinterpretation, or inequitable application of the provisions of these policies, or the policies of the Board of Education, may make use of the Appeal Procedure as outlined in the Teachers' Handbook.

S. Inservice Education

1. Employees may be expected to attend and participate in District workshops, conferences, meetings, etc., which are organized or promoted by the District and which are applicable to the employee's position and/or growth. These workshops, conferences, and meetings will be scheduled during normal work hours whenever possible. Credit shall be granted for advancement as permitted on the nurses' salary schedule in the same manner as for all other classified employees. These credit regulations are contained in Chapter 3 of the Professional Growth Handbook.

2. New employee orientation as to conditions of work, benefits, etc., will be coordinated through the Personnel Office.

3. New employees should receive job orientation from the appropriate person in relation to the position being assumed.

T. Substitute Nurses

When substitute nurses are hired, they shall be registered nurses.
U. Organization Membership

The Board agrees that every employee of the District shall have the right freely to organize, join, and support any organization for the purpose of engaging in concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under laws of the State of Arizona, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any employee in the enjoyment of any rights conferred by the Statutes and Constitutions of Arizona and the United States; that it will not discriminate against any employee with respect to hours, wages, or any terms or conditions of employment by reason of his/her membership in any representative group, participation in any activities of the group, participation in any grievance, complaint, or proceedings with respect to any terms or conditions of employment.

Nothing herein shall be construed to deny or restrict to any employee rights s/he may have under the Arizona Revised Statutes or other applicable laws and regulations.

V. Savings Clause

These Educational Policies are subject in all respects to the laws of the United States and the State of Arizona with respect to the powers, rights, duties, and obligations of the Board, and in the event that any provision of these Educational Policies shall at any time be held contrary to law, then such provisions shall be of no force and effect, but all other provisions shall be continued in full force and effect. It is understood that a formal legal opinion issued by the Office of the County Attorney, and concurred by the Office of the Attorney General, shall have the force of law for the Board.

The Handbook is also subject in all respects to the policies of the Board of Education, and in the event there are sections of this Handbook which are not in agreement with the Board policies as stated in the Board Policy Manual, the Board policies shall have precedence.

Additions and revisions in the policy sections of the Teachers' Handbook which result from the meet and confer process and are accepted by the Board shall be reflected by the appropriate change in Board policy.

W. New Employees

Applicants for vacancies in the position of school nurse shall be interviewed by the Principal, a school nurse, and such others as the Principal and the nurse deem appropriate.

X. Screening Tests

When screening tests (eyes, ears, etc.) are being performed, qualified assistance will be provided to the school nurses as deemed necessary.
<table>
<thead>
<tr>
<th>Step</th>
<th>Index</th>
<th>Annual Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1.00</td>
<td>$8,460</td>
</tr>
<tr>
<td>2</td>
<td>1.055</td>
<td>$8,925</td>
</tr>
<tr>
<td>3</td>
<td>1.11</td>
<td>$9,391</td>
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<td>1.165</td>
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<td>8</td>
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<tr>
<td>9</td>
<td>1.44</td>
<td>$12,182</td>
</tr>
<tr>
<td>10</td>
<td>1.495</td>
<td>$12,648</td>
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<tr>
<td>11</td>
<td>1.55</td>
<td>$13,113</td>
</tr>
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</table>

Increment - $465 or $466

No additional increments will be granted for the Bachelor's Degree.
# CHAPTER 18

**PHOENIX UNION HIGH SCHOOL DISTRICT CALENDAR**

*1979-80 School Year*

## SUMMER

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wed. July 4</td>
<td>Independence Day (H)</td>
</tr>
</tbody>
</table>

## FIRST SEMESTER

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mon. Aug. 20</td>
<td>New Teacher Orientation</td>
</tr>
<tr>
<td>Tues.-Fri. Aug. 21-24</td>
<td>In-Service Training, All Teachers</td>
</tr>
<tr>
<td>Mon. Aug. 27</td>
<td>Classes Begin</td>
</tr>
<tr>
<td>Mon. Sept. 3</td>
<td>Labor Day (H)</td>
</tr>
<tr>
<td>Fri. Nov. 2</td>
<td>Teachers' Convention (Students &amp; Teachers Only)</td>
</tr>
<tr>
<td>Fri. Nov. 2</td>
<td>End of First Term</td>
</tr>
<tr>
<td>Mon. Nov. 12</td>
<td>Veteran's Day (H)</td>
</tr>
<tr>
<td>Thurs. Nov. 22</td>
<td>Thanksgiving Day (H)</td>
</tr>
<tr>
<td>Fri. Nov. 23</td>
<td>Thanksgiving Recess</td>
</tr>
<tr>
<td>Mon. Dec. 24</td>
<td>Christmas Recess (*)</td>
</tr>
<tr>
<td>Tues. December 25</td>
<td>Christmas Day (H)</td>
</tr>
<tr>
<td>Wed.-Mon. December 26-31</td>
<td>Christmas Recess (*)</td>
</tr>
<tr>
<td>Tues. Jan. 1</td>
<td>New Year's Day (H)</td>
</tr>
<tr>
<td>Wed.-Fri. Jan. 2-4</td>
<td>New Year's Recess (*)</td>
</tr>
<tr>
<td>Wed.-Thur. Jan. 16-17</td>
<td>Semester Examinations</td>
</tr>
<tr>
<td>Fri. Jan. 18</td>
<td>Report Preparation. No Classes</td>
</tr>
<tr>
<td>Fri. Jan. 18</td>
<td>End of Second Term/First Semester</td>
</tr>
</tbody>
</table>

## SECOND SEMESTER

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mon. Jan. 21</td>
<td>Classes Begin</td>
</tr>
<tr>
<td>Mon.- Fri. Mar. 10-14</td>
<td>Spring Recess (*)</td>
</tr>
<tr>
<td>Fri. Mar. 21</td>
<td>End of Third Term</td>
</tr>
<tr>
<td>Fri. Apr. 4</td>
<td>Good Friday (H)</td>
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<tr>
<td>Mon. May 26</td>
<td>Memorial Day (H)</td>
</tr>
<tr>
<td>Wed.-Thur. May 28-29</td>
<td>Semester Examinations</td>
</tr>
<tr>
<td>Thurs. May 29</td>
<td>Graduation Day</td>
</tr>
<tr>
<td>Fri. May 30</td>
<td>Report Preparation. No Classes</td>
</tr>
<tr>
<td>Fri. May 30</td>
<td>End of Fourth Term/Second Semester</td>
</tr>
</tbody>
</table>

**KEY:**
- (H) Holiday for all students and employees.
- (*) Twelve-month employees work four of the eight Board-declared Christmas/New Year's recess days and two and one-half of the five Spring recess days.

**Number of Teaching Days in Term 1** ........................................... 48
**Number of Teaching Days in Term 2** ........................................... 41
**Number of Teaching Days in Term 3** ........................................... 40
**Number of Teaching Days in Term 4** ........................................... 47

**NUMBER OF TEACHING DAYS IN SEMESTER I** ............................... 89
**NUMBER OF TEACHING DAYS IN SEMESTER II** ............................... 87
**TOTAL SEMESTER TEACHING DAYS** ........................................... 176
APPENDICES

APPENDIX A

CODE OF ETHICS OF THE EDUCATION PROFESSION
Adopted by the NEA Representative Assembly, July 1968

PREAMBLE

The educator believes in the worth and dignity of man. He recognizes the supreme importance of the pursuit of truth, devotion to excellence, and the nurture of democratic citizenship. He regards as essential to these goals the protection of freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator accepts his responsibility to practice his profession according to the highest ethical standards.

The educator recognizes the magnitude of the responsibility he has accepted in choosing a career in education, and engages himself, individually and collectively with other educators, to judge his colleagues, and to be judged by them, in accordance with the provisions of this code.

PRINCIPLE I

Commitment to the Student

The educator measures his success by the progress of each student toward realization of his potential as a worthy and effective citizen. The educator therefore works to stimulate the spirit of inquiry, the acquisition of knowledge and understanding and the thoughtful formulation of worthy goals.

In fulfilling his obligation to the student, the educator

1. Shall not without just cause restrain the student from independent action in his pursuit of learning, and shall not without just cause deny the student access to varying points of views.

2. Shall not deliberately suppress or distort the subject matter for which he bears responsibility.

3. Shall make reasonable effort to protect the student from conditions harmful to learning or to health and safety.

4. Shall conduct professional business in such a way that he does not expose the student to unnecessary embarrassment or disparagement.
5. Shall not on the ground of race, color, creed, or national origin exclude any student from participation in or deny him benefits under any program, nor grant any discriminatory consideration or advantage.

6. Shall not use professional relationships with students for private advantage.

7. Shall keep in confidence information that has been obtained in the course of professional service, unless disclosure serves professional purposes or is required by law.

8. Shall not tutor for remuneration students assigned to his classes, unless no other teacher is reasonably available.

PRINCIPLE II

Commitment to the Public

The educator believes that patriotism in its highest form requires dedication to the principles of our democratic heritage. He shares with all other citizens the responsibility for the development of sound public policy and assumes full political and citizenship responsibilities. The educator bears particular responsibility for the development of policy relating to the extension of educational opportunities for all and for interpreting educational programs and policies to the public.

In fulfilling his obligation to the public, the educator

1. Shall not misrepresent an institution or organization with which he is affiliated, and shall take adequate precautions to distinguish between his personal and institutional or organizational views.

2. Shall not knowingly distort or misrepresent the facts concerning educational matters in direct and indirect public expression.

3. Shall not interfere with a colleague's exercise of political and citizenship rights and responsibilities.

4. Shall not use institutional privileges for private gain or to promote political candidates or partisan political activities.

5. Shall accept no gratuities, gifts, or favors that might impair or appear to impair professional judgment, nor offer any favor, service, or thing of value to obtain special advantage.

PRINCIPLE III

Commitment to the Profession

The educator believes that the quality of the services of the education profession directly influences the nation and its citizens. He therefore exerts every effort to raise professional standards, to improve his
service, to promote a climate in which the exercise of professional judgment is encouraged, and to achieve conditions which attract persons worthy of the trust to careers in education. Aware of the value of united effort, he contributes actively to the support, planning, and programs of professional organizations.

In fulfilling his obligation to the profession, the educator

1. Shall not discriminate on the ground of race, color, creed, or national origin for membership in professional organizations, nor interfere with the free participation of colleagues in the affairs of their association.

2. Shall accord just and equitable treatment to all members of the profession in the exercise of their professional rights and responsibilities.

3. Shall not use coercive means or promise special treatment in order to influence professional decisions of colleagues.

4. Shall withhold and safeguard information acquired about colleagues in the course of employment, unless disclosure serves professional purposes.

5. Shall not refuse to participate in a professional inquiry when requested by an appropriate professional association.

6. Shall provide upon the request of the aggrieved party a written statement of special reason for recommendations that lead to the denial of increments, significant changes in employment, or termination of employment.

7. Shall not misrepresent his professional qualifications.

8. Shall not knowingly distort evaluations of colleagues.

PRINCIPLE IV

Commitment to Professional Employment Practices

The educator regards the employment agreement as a pledge to be executed both in spirit and in fact in a manner consistent with the highest ideals of professional service. He believes that sound professional personal relationships with governing boards are built upon personal integrity, dignity, and mutual respect. The educator discourages the practice of his profession by unqualified persons.

In fulfilling his obligation to professional employment practices, the educator

1. Shall apply for, accept, offer, or assign a position or responsibility on the basis of professional preparation and legal qualifications without discrimination on the ground of race, color, creed, sex, or national origin.
2. Shall apply for a specific position only when it is known to be vacant, and shall refrain from underbidding or commenting adversely about other candidates.

3. Shall not knowingly withhold information regarding a position from an applicant or misrepresent an assignment or conditions of employment.

4. Shall give prompt notice to the employing agency of any change in availability of service, and the employing agent shall give prompt notice of change in availability or nature of a position.

5. Shall adhere to the terms of a contract or appointment, unless these terms have been legally terminated, falsely represented, or substantially altered by unilateral action of the employing agency.

6. Shall conduct professional business through channels, when available, that have been jointly approved by the professional organization and the employing agency.

7. Shall not delegate assigned tasks to unqualified personnel.

8. Shall permit no commercial exploitation of his professional position.

9. Shall use time granted for the purpose for which it is intended.

BYLAWS, NATIONAL EDUCATION ASSOCIATION

ARTICLE 1, SECTION 14

Adherence to the Code of Ethics adopted by the Association shall be a condition of membership. The Committee of Professional Ethics shall after due notice and hearing have power to ensure, suspend, or expel any member for violation of the Code subject to review by the Executive Committee. A member may within sixty days after a decision by the Ethics Committee file an appeal of the decision with the Executive Secretary.

PROVISIONS FOR NATIONAL ENFORCEMENT

CODE DEVELOPMENT

It shall be the duty of the Committee to maintain a continuous review of the "Code of Ethics of the Education Profession." Amendments or revision of the Code shall be presented for approval to the Representative Assembly.
INTERPRETATIONS OF THE CODE OF ETHICS OF
THE EDUCATION PROFESSION

A request for interpretation of the Code shall be in writing and shall
describe the matter to be interpreted in sufficient detail to enable the
members of the Committee on Professional Ethics to evaluate the request
in all its aspects.

DISCIPLINARY ACTION

In addition to the provisions of Article 1, Section 14, the Committee on
Professional Ethics will consider disciplinary action against a member
when written charges are preferred by the official governing body of the
NEA affiliated state or local education association or NEA Department of
which the person in question is a member.

If charges are based on a hearing held by any of the groups authorized to
prefer charges, a record of the hearing shall be submitted to the
Committee on Professional Ethics. Disciplinary action will only be
considered as resulting from a fair hearing of a proper hearing record. A
member will have an opportunity to show cause why such action should not
be taken.

NEA COMMITTEE ON PROFESSIONAL ETHICS

Changes in the above text may not be made in reprints without permission
of the Committee.
1. System personnel representing the district in any capacity must submit a travel request for any destination outside the metropolitan area whether there is expense to the district or not. The metropolitan area is interpreted to include Avondale, Chandler, Dysart, Gilbert, Glendale, Goodyear, Laveen, Litchfield Park, Mesa, Paradise Valley, Peoria, Scottsdale, Sun City, Sunnyslope, Tempe, Tolleson, and Youngtown.

2. The CTA and ASA will recommend the allocation of budget travel monies for their respective groups to the Assistant Superintendent for Instruction. The Assistant Superintendent for Instruction has jurisdiction over all in-state travel; however, final approval for out-of-state travel rests with the Board of Education. The lists of travel being requested by the CTA and ASA should be in the Office of the Assistant Superintendent for Instruction no later than June 1 for all travel requested during the period from July 1 through October 30, and no later than October 1 for all travel requested during the period from November 1 through June 30 of each school year. Travel reimbursed from non-local funding; i.e., V.E.A., Title I, etc., must also be approved by the Assistant Superintendent for Instruction or the Board of Education. During the year, both CTA and ASA may recommend for reallocation funds unused earlier in the year by their respective group members.

3. Only system personnel under contract are eligible for reimbursement from district funds. An employee approved to travel while not under contract must be issued a short-term non-paid contract prior to the travel in order to qualify for reimbursement as well as insurance coverage.

4. If available, district vehicles may be provided for approved travel within the state. Approval for district vehicles to go out of state will be on recommendation of the appropriate administrator to the Assistant Superintendent for Instruction. Recommendations will be based on a careful analysis of distance, safety factor, time, and economics. In all instances, vehicles should carry only the number of passengers for which that vehicle is rated. Failure to comply with this requirement and normal safety regulations may be construed as gross negligence.

5. Under no circumstances will district vehicles be used for travel into Mexico. Since our liability insurance provides coverage only within the continental limits of the United States and Canada, neither district vehicles nor privately owned vehicles are covered while traveling in Mexico on school business. For additional details on travel insurance, all personnel should refer to and be acquainted with the brochure entitled District Wide Insurance Coverage - General Information. This brochure has been distributed to all personnel. Specific questions concerning liability exposure and insurance coverage related to travel and the use of vehicles should be referred to the Finance Division Manager at 257-3214.
6. Substitute coverage will be provided when:
   a. CTA has recommended travel funds for an individual and/or when
      the Assistant Superintendent for Instruction has approved travel
      requests not requiring district funds.
   b. The traveler is either an officer of the sponsoring organization
      or is to be an active participant in the program.
   c. The sponsoring organization will pay for the substitute.
   d. Funds are available from some source other than the District
      budget; i.e., VEA workshop funds.

7. When a district employee travels without prior approval, he or she
   is not covered by insurance and will lose a day's pay for each work
   day missed.

8. District personnel wishing to travel at District expense should first
   submit a preliminary request for travel funds to their respective
   association (ASA or CTA). Only when they receive verification that
   they are being recommended for reimbursement should they submit a
   travel request form (M-2) through their principal or supervising
   administrator. TRAVEL WITHIN A 50-MILE RADIUS MAY BE APPROVED BY
   THE PRINCIPAL OR SUPERVISING ADMINISTRATOR. TRAVEL OUTSIDE A 50-MILE
   RADIUS MUST HAVE THE APPROVAL OF THE ASSISTANT SUPERINTENDENT FOR
   INSTRUCTION AND BE RECEIVED IN THAT OFFICE NO LESS THAN 21 DAYS
   PRIOR TO TRAVEL.

9. Travel requests should be filled in completely and accurately and a
   copy of the program, conference, or field trip itinerary attached
   whether the travel is in or out-of-state. TRAVEL REQUESTS THAT ARE
   INCOMPLETE OR INCORRECT WILL BE RETURNED TO THE PRINCIPAL OR SUPERVISING ADMINISTRATOR.

10. The following procedures outlines by the office of the Finance Division
    Manager must be adhered to before reimbursement can be made:

    All personnel traveling outside the metropolitan area shall complete
    and submit a travel request form (M-2) that must be approved before
    any trip is taken even though no reimbursement is involved. See Para.
    3-I for registration fees requirement. The following information is
    presented for all personnel who have been approved for travel reim-
    bursement.

    1. Reservations for plane, rail or bus travel should be made through
       a District approved travel agency. Payment for tickets must be
       requested by requisition and will be obtained by a P.O. if ade-
       quate funds are provided. The vendor then will invoice the
       district.
2. Reimbursement to personnel can be made only on a properly completed
Travel Expense Claim #SDP1-D Form D-8 (Rev.) which shall be sent to
the traveler only after formal approval. The reimbursement cannot
exceed the total amount as approved.

3. The following guidelines must be followed for the completion and
submission of your travel expense claim since all travel claims
are reviewed by the Maricopa County School Superintendent's Office
Staff before you can be reimbursed:

   a. Complete forms with ball pen or typewriter. Submit
two copies to D.S.O., Finance Department - one must
be an original.

   b. Social Security number must be entered with your
name.

   c. Expenditures must be itemized on a daily basis.

   d. Departure and arrival times and places must be com-
pleted for the entire trip.

   e. Subsistence allowance (per diem) has been established
by our district at $40 per day within state and $65
per day outside the state if receipts are furnished
for all expenses. Out-of-state travel within 100
miles of Arizona boundaries is considered as within
the state and limited to $40 per day, unless over-
night accommodations are required. Guidelines will
be determined by the Travel Committees of the
Administrative Supervisory Association and the
Classroom Teacher's Association as to total allow-
ances for individuals.

Meals and lodging must be separately reported on a
daily basis as subsistence and cannot exceed $40 or
$65 per day.

   i. The allowance is only a reimbursement of
actual expenses paid and is never con-
considered a straight per diem allowance.

   ii. Meals will normally be allowable within
the following limits without receipts;
however, when you realize your total
meals cost for a day will exceed the
limits shown on the next page, you MUST
furnish a receipt for each of that day's
meals to recover your expenses:
Meal Period | Allowance
--- | ---
Breakfast prior to - 8:00 am | $2.50 | $3.00
Lunch between - 11:30 am and 1:30 pm | 3.50 | 4.00
Dinner after - 6:00 pm | 6.00 | 8.00

Receipts must be furnished as indicated on page 3.

- When these amounts are exceeded.
- When no lodging is claimed.
- When the meal claimed is for a period when the traveler is in flight on a scheduled commercial airline, and a meal is served as part of the fare.

iii. Lodging receipts from the hotel/motel must be submitted and must show itemized charges.

a. When sharing a room with other travelers, divide the charge equally and make a cross-reference as to names, districts and amounts paid by others. Copies of receipts are acceptable in this circumstance providing one of the travelers files the official receipt.

b. If a spouse accompanies the traveler and the bill indicates with the single rate would have been, the single rate is allowable in lieu of splitting the room charge. Total reimbursement may not exceed the total charge. However, if the spouse is also entitled to reimbursement from some source then refer to "a" above.

c. Parking, luggage storage, telephone, local bus, taxi and limo expenses are allowable in addition to the $40 or $65 per diem allowance if justified. An explanation for "other allowable expenses" must be shown in order to be reimbursed. If taxi and limo cost is in excess of $3.00 a receipt must be attached.

g. Attach your travel ticket to your claim form even though the fare is not being paid directly to you.

h. Actual expenses should be listed on a daily basis. However, the daily amount claimed for reimbursement will appear in the right hand column of the travel claim. The total amount claimed cannot exceed the amount approved for travel.
i. Dates on all receipts must agree with your travel approved dates and must not be altered.

j. County School Office no longer allows us to pre-pay registration fees. Your receipt for registration must be filed with the travel claim and must indicate whether any meals, lodging materials, travel, etc., are included. Cost of registration is to be included on your Travel Request (M-2) or separate requisition in the case of in-district expense. If the receipt does not indicate this data, you must include a conference agenda.

k. When a personal car is used for travel (in or out-of-state), ownership of automobile and license number must show on the claim. If reimbursement is to be received for mileage, the "Mileage Schedule" must be filled in daily and amount claimed entered on front page of travel expense claim. When traveling in a personal car other than your own, a statement should be made to this effect.

l. All claims must be signed by the traveler and the school administrator and filed within 60 days after return. Federal claims must also be approved by the Federal Programs Office at D.A.O. Travel claims for approved travel during May and June MUST be filed with the Finance Division within 48 hours of your return to assure payment.
APPENDIX C

THE ROLE OF THE DEPARTMENT CHAIR
IN THE
PHOENIX UNION HIGH SCHOOL DISTRICT

1.0 IN RELATION TO OVERALL RESPONSIBILITY AS DEPARTMENT CHAIR

1.1 performs as an instructional leader

1.2 works with the department as a whole concerning textbooks and teaching materials selection, curriculum decisions, and department procedures

1.3 works with the chair of other departments, the department staff, the school administration, and representatives of other schools to insure continuity of the total school program

1.4 visits teachers

1.5 makes his/her services available to teachers and other unit personnel

1.6 maintains a central place for housing the department's professional library, its special textbook and teaching material collection, its file of examinations, its teaching equipment, and its workspace for teachers

2.0 IN RELATION TO CURRICULUM

2.1 works out basic agreements about content and sequence with (1) the members of the department, (2) the principal, (3) the educational supervisor, (4) the department chair of other high schools in the District, and (5) those responsible for the programs at levels above and below the high school

2.2 shares with the educational supervisor the responsibility for writing and preparing materials evolving from curricular decisions

2.3 provides leadership in initiating programs and in the evaluation of existing programs

2.4 selects instructional materials with the aid of the teachers, the principal, and the educational supervisor

2.5 encourages teachers to keep up to date by participating in professional organizations related to their field, in institutes and workshops, and in regional or national curriculum projects

2.6 serves as a resource person for local and district curriculum committees

109.
2.7 supervises his/her department to assure that prescribed courses of study are followed

3.0 IN RELATION TO THE EMPLOYMENT AND ASSIGNMENT OF PERSONNEL

3.1 works with the principal in determining staff needs and assignments

3.2 assists the principal, whenever possible, in interviewing prospective teachers and evaluates credentials of potential candidates

4.0 IN RELATION TO THE BUDGET

4.1 represents the department in matters pertaining to the budget

4.2 projects annual and long-range budgets to meet program objectives

4.3 may be a member of the school planning committee, if so appointed

4.4 requests instructional supplies and materials for his/her department

4.5 recommends minor educational projects

4.6 works with the teachers in determining departmental priorities for purchases and replacements

4.7 keeps current on budget procedures and information through data received from unit and district business offices

5.0 IN RELATION TO THE EDUCATIONAL SUPERVISOR

5.1 acts as a liaison between the educational supervisor and teachers

5.2 utilizes the services of the educational supervisor as a resource person for the development of curriculum programs and in-service programs

5.3 meets jointly with the educational supervisor and principal to discuss unit matters

5.4 works with the educational supervisor in assessing the unit curriculum

5.5 is involved in the selection of district textbooks
6.0 IN RELATION TO TEACHERS

6.1 involves teachers in determining departmental policies and teaching assignments

6.2 assists teachers in solving problems relating to classroom instruction, students, or student teachers

6.3 assists in the procurement of supplies, aids, and the improvement of physical facilities

6.4 assists teachers in the development of new and experimental programs

6.5 provides in-service education programs for the purpose of improving instruction and curriculum

6.6 serves as a communicative link between teachers, administrators, and administrative groups on matters related to instructional problems and programs

6.7 encourages membership and participation in professional subject-related programs

6.8 holds department meetings as needed

7.0 IN RELATION TO SCHOOL ADMINISTRATORS

7.1 confers with the administration on all matters dealing with the subject area; course offerings, teaching methods, current innovations

7.2 works with the principal and educational supervisor in hiring new teachers, in making teaching assignments, and in solving class load problems

7.3 assists in the evaluation of teachers, in providing improvement of instruction, and in the preparation of the budget

7.4 keeps the administration apprised of departmental matters

8.0 IN RELATION TO THE COMMUNITY

8.1 serves in community activities which have a direct bearing on school relationships, such as direct work experience, conferences, and articulation meetings

8.2 keeps the public informed as to the goals and aims, and the changes and improvements, in the subject area and its teaching

8.3 cooperates in school-community projects in the subject area
8.4 relates his/her subject offerings to the needs of the community.

8.5 utilizes approved community resources in instruction

8.6 is available for conferences with community groups

9.0 IN RELATION TO STUDENTS

9.1 keeps alert to the needs, interests, and aspirations of students, primarily through the department members; makes arrangements for effective communication of these needs to department teachers.

9.2 provides an opportunity for students to voice their concern with respect to the instructional and curricular programs of the department.
APPENDIX D

GUIDELINES FOR EXTRA PAY INCREMENTS

A. Criteria and Formula for Determining Schedule B Increments

The two major elements of consideration used in the development of the formula were the time spent and the responsibilities assumed in carrying out Schedule B assignments.

The time element was divided into two segments—the total number of hours spent on assignment during the regular weeks of the season, and the total number of hours spent during vacation periods occurring during the season. The time spent during regular weeks was weighted by a factor of 2, and the time spent during vacation weeks was weighted by a factor of 4, as shown in the table below.

The responsibility element was subdivided into six categories, and each was assigned a weighted factor. The number of participants was assigned a factor of 2; the numbers of contests and assistants were given a factor of 5; liability and fiscal and public relations responsibilities were assigned factors ranging from 0 to 30 as shown in the table below.

The point-total accrued as a result of the above considerations as applied to each Schedule B assignment was divided by 100 to determine the percentage to be applied to the appropriate figure on Schedule A. That percent figure was then divided by 100 to arrive at the index figure.

TABLE: DETERMINATION OF TIME AND RESPONSIBILITY QUOTIENTS

<table>
<thead>
<tr>
<th>TIME QUOTIENT DETERMINATION</th>
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</thead>
<tbody>
<tr>
<td>Number of regular weeks during season x hours/week x factor of 2 = A points</td>
</tr>
<tr>
<td>Number of vacation weeks worked during season x hours/week x factor of 4 = B points</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>RESPONSIBILITY QUOTIENT DETERMINATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of participants x factor of 2 = C points</td>
</tr>
<tr>
<td>Number of contests x factor of 5 = D points</td>
</tr>
<tr>
<td>Number of assistants x factor of 5 = E points</td>
</tr>
<tr>
<td>Liability related to travel and injuries x factor ranging from 0 - 30 = F points</td>
</tr>
<tr>
<td>Fiscal - related to equipment and budget preparation x factor from 0 - 30 = G points</td>
</tr>
<tr>
<td>Public Relations x factor ranging from 0 - 30 = H points</td>
</tr>
</tbody>
</table>

FORMULA

\[
\frac{A + B + C + D + E + F + G + H \text{ points}}{100} = \text{% of Salary on Schedule A}
\]

\[
\frac{\text{% of salary on Schedule A}}{100} = \text{Index on Schedule A}
\]
An example of Index Determination:

**VARSITY FOOTBALL COACH**

<table>
<thead>
<tr>
<th>Time Quotient</th>
<th>Season</th>
<th>Hours/Week</th>
<th>Factor</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular</td>
<td>10 weeks x 15 hours x 2</td>
<td>= 300 (A)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vacation</td>
<td>3 weeks x 15 hours x 4</td>
<td>= 180 (B)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Responsibility Quotient**

<table>
<thead>
<tr>
<th>Number</th>
<th>Factor</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participants</td>
<td>175 x 2</td>
<td>350 (C)</td>
</tr>
<tr>
<td>Contests</td>
<td>10 x 5</td>
<td>50 (D)</td>
</tr>
<tr>
<td>Assistants</td>
<td>7 x 5</td>
<td>35 (E)</td>
</tr>
<tr>
<td>Liability</td>
<td>0 - 30</td>
<td>30 (F)</td>
</tr>
<tr>
<td>Fiscal</td>
<td>0 - 30</td>
<td>30 (G)</td>
</tr>
<tr>
<td>Public Relations</td>
<td>0 - 30</td>
<td>30 (H)</td>
</tr>
</tbody>
</table>

**FORMULA**

\[
\frac{300 + 180 + 350 + 50 + 35 + 30 + 30 + 30}{100} = \frac{1005}{100} = 10.05\% = .10 \text{ Index}
\]

**B. Guidelines for Extra Pay Increments**

The following guidelines have been established to determine when extra increments have been earned for extra services in the assignments as indicated.

**FORENSICS**

Solo Events (Oratory, Extemporaneous, Oral Interpretation, Poetry, Prose, Drama, Humor, and Declamation)

One increment for each team up to nineteen students participating in at least five activities. Activities include A.I.A. speech tournaments and contest, community service activities, and student workshops. A second increment will be paid when the team size reaches twenty or more students participating in at least five activities.
DEBATE

One increment for each team up to nineteen students participating in at least five activities. Activities include tournaments and student workshops. A second increment will be paid when the team reaches twenty or more students participating in at least five activities.

DRAMA

One increment will be paid for the preparation of up to four performances of dramatic productions prepared outside the classroom area per year. A second increment will be paid when there are five or more performances of dramatic productions prepared outside the classroom area per year.

A teacher will not be paid a second increment in the same category.

MUSIC

Any teacher of performing groups shall be eligible for the increment if s/he does preparatory work relative to his/her music group before or after a teacher's working day, on weekends or holidays, for a total of 100 hours during the year for choral and orchestra directors or 150 hours for band directors.

OR

If s/he rehearses with students before or after a teacher's working day, on weekends or holidays, for a total of 22 hours for the orchestra or choral increment or 33 hours for the band increment.

OR

If he directs public performances before or after a teacher's working day, on weekends or holiday - 10 performances for orchestra or chorus or 15 performances for band.

OR

If the director of a performing music group meets any combination of these requirements, such as 20 hours of preparation during the year, 12 hours of rehearsal and three public performances, he shall be eligible for the orchestra or choral increment. The band increment would be earned by 25 hours of preparatory overtime work, 18 hours of rehearsal and five public performances, or by any combination of overtime work - rehearsal or performances.
Specific Duties

Unit, District, State, and Regional solo and ensemble festivals for band, orchestra, or chorus.

All-State auditions, preparation and participation. Commencement and year-end performances and preparation.

Formal concerts - as well as rehearsals and preparation for the concerts.

Participation in seasonal activities - assemblies and programs.

Preparation and rehearsals for performances:

- Civic Organizations
- Church-sponsored Events
- Conventions and Conferences
- Homes for the Aged
- Professional Organizations
- School Banquets
- Business Openings
- Award and Recognition
- Gatherings
- P.T.A.

- Business and Professional Meetings
- Christmas
- Luncheons
- Hospitals
- Fraternities
- Sororities
- Dedications
- Programs

Musical comedy productions. Note: One musical comedy alone may involve at least 100 hours in researching, planning, rehearsing, and performing.

Any rehearsal or instruction time spent before or after a teacher's working day, weekends, or holidays.

Performances of any kind before or after a teacher's working day, weekends, or holidays.

Care of music, robes, uniforms, instruments, and equipment.

Researching, arranging, and recruiting before or after a teacher's working day, weekends, and holidays.

All public relations activities - preparation, rehearsals, and performances.

General assembly preparations.

Any football game, basketball game or parade activities, rehearsals, preparations and performances by the band.

Combined choral, orchestral, and band activities.

Band Days at universities.

116.
YEARBOOK ADVISOR

To be eligible for the increment, the yearbook advisor will select and train a staff, choose and work with a publisher for the book, manage the finances under district guidelines in cooperation with the campus bookstore manager, work with the staff to prepare for publication a book relating to school activities, and supervise distribution when the published book arrives.

NEWSPAPER ADVISOR

To be eligible for the increment, the newspaper advisor will select and train a staff, choose a method of publication, under District guidelines develop a system of budgeting and financing, and prepare for publication a newspaper pertaining to student activities, events, and interests.

POMPON/CHEERLEADER SPONSOR

1. Qualifications

Must be certificated person selected by the Administration.

2. Number of Participants

The official, recognized number of participants for cheerleaders is eight and pompons is ten. The use of alternates is at the discretion of the local campus. Freshman and Junior Varsity lines are not funded by the district; therefore, their existence is at the discretion of the local campus.

3. Performing Season

Performing season is September through May. Sponsors are not under contract during the summer months; therefore, they are not responsible for supervision or attendance at summer camps or workshops. The cost of such activities, including transportation during the non-school year, is the responsibility of the participants.

4. Major Duties

Exercise necessary influence to instill proper leadership and discipline. Construct a Constitution regarding rules and regulations which should contain expectations for participants' grades, behavior attendance, practice times, etc.

Provide a rule sheet which must have a parent's signature, acknowledging agreement of requirements before a student is allowed to try out. Conduct sessions in which participants are instructed in the ethics and rules of activities at which they will be performing.
Conduct annual tryouts. A selection committee shall consist of a panel of judges, and selection shall be made from a locally developed set of criteria. Final results shall be made available to the Principal and the athletic administrator.

Be responsible for previewing all team support signs and run-through banners prior to display or use. Such signs shall be in good taste as established by the local school. No team support signs shall be used at any division, interdivision, or state interscholastic contest.

Transport cheerleaders and pompons by school-provided transportation to all away games. Pompon members' travel to away games is by invitation only when they are performing with the band. When participating in activities outside Maricopa County, a travel request must be on file.

Must attend or arrange for a staff member to attend all school-sponsored activities in which cheerleaders and/or pompons are participating. These activities may include but not be limited to practice, performance, fund-raising activities, and parades.

Strongly discourage spending excessive funds on favors for athletic teams and/or team members.

Supervise design, ordering, distribution, maintaining and collection of all school-purchased uniforms and other items.

Non-usable uniforms shall be sent to DSO for discarding. Selling or giving away of uniforms is prohibited.

5. Physical Examination for Participants

Physical examinations are not required but are strongly recommended. Each sponsor must carry information cards in case of an emergency (District Form A-3).

6. Insurance for Participants

School student accident insurance or equivalent is required of all cheerleader and pompon participants.

C. Responsibilities of an Athletic Coach

Generally, a coach shall be a certificated teacher in the Phoenix Union High School District with a minimum of five duty periods a day exclusive of coaching time. Non-Phoenix Union High School District coaches may be given coaching assignments if approved by the Arizona Interscholastic Association.
All schedule B coaching assignees must have credentials on file in the Personnel Office, including a Personnel Action Report (PAR) form.

General -

Routinely, a coach is responsible for putting in the time necessary to select and prepare a team for competition. This includes initiating try-out opportunities as well as coaching the team during the sport season as defined by the Arizona Interscholastic Association Handbook, the Class "AAA" Conference Handbook, and the Phoenix Union High School District Athletic Manual. Normally, this will include starting practice at 3:00 p.m. for a reasonable period of approximately two hours but will not be limited to that time. Earlier practice starting times are permissible, but under no circumstance may a coach start practice until s/he has completed his/her five periods of teaching or duty assignments exclusive of a preparation period.

In addition to on-site practice responsibility, a coach shall conduct himself/herself by example and precept at all times and maintain an on-going public relations program for that sport, including communicating with parents, the student body, faculty, administration, media, and the community.

A coach has the responsibility of maintaining good rapport with opposing coaches, athletes, and student bodies as a contributing factor to good sportsmanship and character building.

A coach will utilize up-to-date methods and techniques and be constantly aware of rules and rule changes.

A coach will be expected to maintain a respectable level of personal dignity, poise, and emotional self-control during all interscholastic sports activities.

A coach shall see that only eligible athletes participate in practice or games, and shall assist the administration in clearing students for athletic eligibility by soliciting for birth certificates, grade checks, insurance coverage, athletic emergency cards, parental permission, and other athletic eligibility requirements.

A coach shall cooperate with the administration in preparation of the athletic budget, inventorying of equipment, and periodically reviewing the strengths and weaknesses of the interscholastic sports program for recommendations for improvement.

Supervision

A coach shall be responsible for the supervision of the team and all members of the coaching staff, if applicable, including but not
limited to locker room supervision before and after practice, attendance to and supervision of all injuries as detailed in the District Athletic Manual, and supervision of student athletes during school-sponsored medical examinations.

Under no condition shall any of the coach's supervisory responsibilities be delegated to students or other noncertificated personnel.

Security and Property Control

A coach is responsible for all facilities and equipment in use by his/her team during coaching hours, including the locker room used for before and after dressing out periods.

A coach is responsible for following all duties and responsibilities as prescribed in the District Athletic Manual, the Class "AAA" Conference Handbook, the Arizona Interscholastic Association Handbook, official rule book and/or case book of the sport(s) assigned, and other responsibilities identified by the local unit administration.

Coeducational sports

In those situations in which a coach is of a different sex than some or all of his/her team, the appropriate arrangements for supervision, security, and property control may be made by the campus administration.
APPENDIX E

FIELDS OF STUDY

Graduate or undergraduate courses in the following fields of study are guidelines for approved credit for teachers' salary increments in the Phoenix Union High School District:

ART
Applied Arts
Education
Fine Arts
Graphic Arts
Industrial Arts
Language and Humanities (as listed)
Music
Photography
Science
Social Studies

BUSINESS EDUCATION
Audio-Visual
Business Administration
Business Education
Cooperative Work Experience
Data Processing & Automation
Distributive Education
English
Foreign Language
Humanities
Mathematics
Office Education
Social Studies
Speed Reading Development

ENGLISH
Drama
English
Fine Arts
Grammar
Journalism
Language & Humanities (as listed)
Library Science
Linguistics
Philology
Philosophy
Reading
Speech
Teaching English to Bilingual
Teaching Secondary School English

HEALTH
HOME ECONOMICS
Anthropology
Clothing
Dietetics
Economics
Food
Home Economics
Human Development
Mathematics
Practical and Fine Arts
Psychology

INDUSTRIAL
Architecture
Chemistry
Construction
Economics
Engineering
Fine Arts
Guidance
Industrial Arts
Industrial Education
Industrial Management
Industrial Relations
Mathematics
Metallurgy
Mineralogy
Physics
Sciences
Skilled Trades
Technical Education
Vocational Education

LANGUAGE & HUMANITIES
Anthropology
Classical Language & Literature
English Language & Literature
Fine Arts
Germanic Language & Literature
Geography
History
<table>
<thead>
<tr>
<th>LANGUAGE &amp; HUMANITIES - cont.</th>
<th>MUSIC - cont.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Linguistics</td>
<td>Conducting</td>
</tr>
<tr>
<td>Literature</td>
<td>Counterpoint, Cannon, Fugue</td>
</tr>
<tr>
<td>Music</td>
<td>Dictation - Melodic, Harmonic</td>
</tr>
<tr>
<td>Oriental Languages &amp; Literature</td>
<td>Fine Arts</td>
</tr>
<tr>
<td>Philosophy</td>
<td>Forms and Analysis</td>
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<tr>
<td>Religion</td>
<td>History</td>
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<tr>
<td>Romance Languages &amp; Literature</td>
<td>Instrumental Music</td>
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<tr>
<td>Russian Languages &amp; Literature</td>
<td>Instrumentation</td>
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<tr>
<td>Sociology</td>
<td>Languages &amp; Humanities (as listed)</td>
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<tr>
<td></td>
<td>Music Education</td>
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<tr>
<td></td>
<td>Music Literature</td>
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<td></td>
<td>Philosophy</td>
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<td></td>
<td>Physics (Sound)</td>
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<td></td>
<td>Psychology</td>
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<td></td>
<td>Solfeggio</td>
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<td>Theory, Harmony</td>
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<td>Vocal Music</td>
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<td>INSTUCTIONAL MATERIALS</td>
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<tr>
<td>Audio-Visual</td>
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<td>Basic Science</td>
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<tr>
<td>Fine Arts</td>
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<tr>
<td>General Academic Survey Courses</td>
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<tr>
<td>Languages &amp; Humanities (as listed)</td>
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<tr>
<td>Library Science</td>
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<tr>
<td>MATHEMATICS</td>
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<tr>
<td>Accounting</td>
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<tr>
<td>Architecture</td>
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<tr>
<td>Astronomy</td>
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<tr>
<td>Astrophysics</td>
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<tr>
<td>Basic Sciences</td>
<td></td>
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<tr>
<td>Business in Statistics</td>
<td></td>
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<tr>
<td>Economics (including Theory of Games &amp; Operations Research)</td>
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<tr>
<td>Educational Research</td>
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<td>Electronics</td>
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<tr>
<td>Engineering</td>
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<td>Genetics</td>
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<tr>
<td>Geophysics</td>
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<tr>
<td>Computer Mathematics (including</td>
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<tr>
<td>Computer Programming and Numerical Analysis)</td>
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<tr>
<td>Independent Research or Study</td>
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<td>Insurance</td>
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<td>Life Science</td>
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<td>Logic</td>
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<td>Mathematics</td>
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<td>Physical Science</td>
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<td>Statistics</td>
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<tr>
<td>MUSIC</td>
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<tr>
<td>Acoustics</td>
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<tr>
<td>Arranging</td>
<td></td>
</tr>
<tr>
<td>Composing</td>
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</tr>
</tbody>
</table>

122.
SCIENCE

Anatomy
Anthropology
Astronomy
Biophysics
Botany
Chemistry
Computer Programming
Ecology
Electronics
Fine Arts
Geography
Geology
Instrumentation
Languages & Humanities (as listed)
Mathematics
Meterology
Microbiology
Physics
Physiology
Psychology
Statistics
Zoology

SOCIAL STUDIES

*Aerospace Studies
Anthropology
Art Courses
Audio-Visual
Earth Science
Economics
Geography
Geology
History
Human Development
*International Relations
*Languages & Humanities (as listed)
Military Science
Music
Philosophy
*Political Science
Psychology
Scientific Courses
Social Thought
Sociology
Statistics

SPECIAL EDUCATION

Arithmetical and Quantitative Concepts and Skills
Arts and Crafts
Bilingual

SPECIAL EDUCATION - cont.

Blind and Partially Sighted
Cerebral Palsy Child
Community Resources and the Handicapped Child
Culturally Deprived
Education of Hearing Handicapped Child
Curriculum - Language and Speech Development
Emotionally Disturbed or Maladjusted
Epileptic Child
Etiology
Gifted Child
Home Making and Industrial Arts
Indian Education
Industrial Arts for Special Education
Language Arts and Communicative Skills
Mental Retardation
Methods, Materials, and Curriculum in Special Education
Multidisciplinary Approach to Problems of Mental Retardation
Occupational Education for the Special Education Student
Orthopedically Handicapped Child
Physical Education - Corrective Techniques
Physical Sciences
Psychological, Social, and Health, Aspects of Mental Retardation
Psychology
Reading (including remedial)
Social Sciences
Speech Correction
Supervision and Administration of Special Education Programs

TRADE AND INDUSTRY

*Survey, Theory, and History rather than techniques
RECOMMENDATIONS FOR ADDITION TO FIELDS OF STUDY

PROFESSIONAL EDUCATION

Courses such as:
  Counseling
  Administration
  Reading
  Curriculum & Instruction
  Evaluation
  Exceptional Students
  Psychology
  College of Education Courses
  Metric Courses
  Data Processing Courses
  Dropout Courses
  Alcohol Courses
  Courses in Spanish Language
  Typing
  Photography
  Audio Visual
APPENDIX F

PROCEDURE TO INSURE DUE PROCESS TO STUDENTS IN DISCIPLINARY MATTERS

As directed by the United States Constitution and interpreted by the courts, every student is entitled to due process before s/he may be suspended or expelled. Therefore, it is imperative that the following procedure be carefully observed in every disciplinary action which may result in suspension or expulsion:

1. Any student (a student is a person qualified to enter a high school, who has registered for attendance at a given high school has attended that high school for one or more days during the current semester, and who has not been dropped from enrollment in that high school) whose behavior on campus is alleged to be in violation of school rules may be sent or taken to an administrative office, usually the Student Activities Office. Every incident under the direction of the Administrator a written report of the alleged violation must be prepared in detail (time, place, observed behavior, witnesses' names, name and/or description of violator, etc.) and delivered as soon as possible but within twenty-four hours to the Student Activities Office.

2. The Administrator shall inform the accused student of the charges against him/her, and that disciplinary action may result. A record of the interview will be the responsibility of the Administrator conducting the interview.

3. The Principal or Board designee has the authority to send a student home for one school day (twenty-four hours) to return with his/her parents. If the student does not return with his/her parents within the prescribed time, then the procedure detailed in Item 5 will be implemented.

4. If, in the judgment of the Principal or Board designee, after a reasonable investigation, the alleged offense presents a probable clear and present danger to person or property or a destructive influence on campus, the Administrator may temporarily suspend the student from school, pending a hearing and determination of the case. (Clear and present danger is determined by the severity of the act, or by the past record of the student, together with the nature of the present act.) Parent or guardians are to be informed at once by phone or messenger of the charges, temporary suspension, and pending hearing. Assigning a student on a full-time basis to Opportunity Hall or the Continuing Education Center is considered a suspension.
5. In all situations which may result in suspension or recommendation of expulsion, a hearing shall be called by the Principal or Board designee and a certified letter with return receipt requested is to be mailed to the parent or guardian at the home address shown on the school record. The letter must show:

(a) The time of the hearing
(b) The place of the hearing
(c) The date of the hearing
(d) The statement of the alleged violation
(e) The names and expected testimony of witnesses

The date specified by the Administrator for the hearing shall be within three school days after the date on which the identity of the student is known to the Administrator. The letter will conclude with a statement specifying that the student may present evidence in his/her own behalf, either by witnesses or in person, and that the parent or guardian is urged to be present with the student for the hearing (only the parent or guardian may attend), and that the hearing will be held whether or not the student appears. (The hearing may be continued in the event the student is unable to appear.)

6. When a hearing is held, the student is to be informed again of the charges, and witnesses to the alleged violation are to present their testimony. The student and/or his/her parent or guardian may question the witnesses. The student will then be allowed to present his/her defense by evidence, witnesses, or in person. As s/he deems appropriate, the Administrator hearing the case may question the witnesses. Legal counsel will be permitted in this process only during an appeal before the Board of Education.

7. A record of all proceedings is the responsibility of the Administrator holding the hearing.

8. Upon conclusion of the hearing, the Administrator may render a decision immediately, or s/he may delay decision for not more than one school day.

9. Even though it may have been rendered orally, the decision is to sent by certified mail with return receipt requested to the parent or guardian at the address on the school record. The decision shall include a statement of the penalty if the accused is found guilty of the charges. Penalties of suspension must include a definite period of time. The letter shall also specify the appeal procedure.
Appeal procedure is as follows:

The decision of an Assistant Principal may be appealed to the Principal by filing a written notice of the appeal with the Principal within three school days after the date of the Assistant Principal's decision. If such appeal is filed, it shall be heard within three school days of the date the appeal is received.

Within three days after the date of the decision by the Principal or Board designee, an appeal from the decision of the Principal or Board designee may be made to the Superintendent by giving written notice of appeal to the Superintendent.

An appeal from the decision of the Superintendent may be made to the Board of Education.
Gentlemen:

We have in our file of collective bargaining agreements a copy of your agreement(s):

ASSISTANT SUPERINTENDENT FOR
PERSONNEL
PHOENIX UNION HIGH SCHOOL SYSTEM
2526 WEST OSBORN ROAD
PHOENIX , AZ. 85017

PREVIOUS AGREEMENT EXPIRED
JUNE 30, 1979

PHOENIX AZ BD OF EDUC PROF EES
WITH EDUCATION ASSOCIATION: NATION
ARIZONA

Would you please send us a copy of your current agreement—with any supplements (e.g., employee-benefit plans) and wage schedules—negotiated to replace or to supplement the expired agreement. If your old agreement has been continued without change or if it is to remain in force until negotiations are concluded, a notation to this effect on this letter will be appreciated.

I should like to remind you that our agreement file is open for your use, except for material submitted with a restriction on public inspection. You may return this form and your agreement in the enclosed envelope which requires no postage.

Sincerely yours,

JANET L. NORWOOD
Acting Commissioner

PLEASE RETURN THIS LETTER WITH
YOUR RESPONSE OR AGREEMENT(S).

If more than one agreement, use back of form for each document. (Please Print)

1. Approximate number of employees involved _____________________________ 1,400

2. Number and location of establishments covered by agreement _________17 throughout the District

3. Product, service, or type of business __________________________________ Education

4. If your agreement has been extended, indicate new expiration date _______June 30, 1980

Don Screes - Director for Personnel Services
602-257-3054

Your Name and Position
2526 West Osborn Road, Phoenix, Arizona 85017

Area Code/Telephone Number

Address
City/State/ZIP Code

BLS 2452 December 1976

X-6/80