Retail and Education Collective Bargaining Agreements - U.S. Department of Labor

7-1-1986

Phoenix Union High School District No. 210 and No union specified Memorandum (1986)

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Phoenix Union High School District No. 210 and No union specified
Memorandum (1986)

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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DATE: September 5, 1986
TO: All Certificated Personnel
FROM: Roger C. Romero
SUBJECT: Professional Agreement

Attached are copies of the additions and revisions of the Procedures Section in the Professional Agreement for 1986-87. These additions and revisions were approved by the Governing Board on September 4, 1986.

RCR: bl
at tc.
PHOENIX UNION HIGH SCHOOL DISTRICT

SCHEDULE D

Salary Schedule for Teachers
1986-87 School Year

<table>
<thead>
<tr>
<th>STEP</th>
<th>RANGE 1 BA</th>
<th>RANGE 2 MA/BA+36</th>
<th>RANGE 3 MA+15</th>
<th>RANGE 4 MA+30</th>
<th>RANGE 5 MA+45</th>
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Career Increment = $675

In the event that the District qualifies during the 1986-87 school year for "sudden Growth" money (as defined in A.R.S. 15-948), the funds generated by the sudden growth formula will be distributed according to the following:

a) The District will retain the first $750,000 of sudden growth money to fund the additional 1% on base salary increase effective for the 1986-87 school year and the adjustment of ESP and Counselor ratios.

b) Sudden growth funds over $750,000 will be distributed to all employees on a one-time basis not to exceed 1 1/2% of the employee's 1985-86 salary schedule base. This amount will be paid prior to December 25, 1986.

c) The above funds to be distributed as identified above will be distributed in accordance with additional required employee assignments.
as determined by local campus staff to effectively reduce student dropout and absence rates.

If the 1986-87 100th day adjusted ADM/ADM is at least 18,405 the 1987-88 salary schedule base will be adjusted to reflect the percentage increase received in December 1986, not to exceed 1% of the 1985-86 salary schedule base.
PHOENIX UNION HIGH SCHOOL DISTRICT

SCHEDULE F

Extra Pay Increments
(Rounded to closest dollar)
1986-87

<table>
<thead>
<tr>
<th>INDEX</th>
<th>1</th>
<th>2</th>
<th>3</th>
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The index is multiplied by Steps 5 through 10 on Range 2 of the Teacher's Salary Schedule.
PHOENIX UNION HIGH SCHOOL DISTRICT

SCHEDULE F

Department Chairperson
(Rounded to closest dollar)

1986-87

<table>
<thead>
<tr>
<th>INDEX</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
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The index is multiplied by steps 3 through 8 on Range 2 of the Teachers Salary Schedule.
## PHOENIX UNION HIGH SCHOOL DISTRICT
### SCHOOL NURSES' SALARY SCHEDULE
#### 1986-87

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<th>Step</th>
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<th>Annual Salary</th>
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<td>3 Beginning R.N. + 30 or BA</td>
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<tr>
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<td>9 Maximum R.N.</td>
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<td>10 Maximum R.N. + 15</td>
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<tr>
<td>11 Maximum R.N. + 30 or BA</td>
<td>1.6250</td>
<td>$21,684</td>
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</tbody>
</table>

**Increment - $834**

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

Nurses new to the District shall receive one step on the Salary Schedule for each year of previous work as a school nurse, to a limit of three (3) years.

During the tenth year of service on the top step of Maximum R.N. + 30 hours or a Bachelor's Degree, and each year of service thereafter, a nurse is entitled to a career increment of $675. Likewise, during the 15th year of service and during the 20th year of service on this top step, a nurse is entitled to an additional career increment of $675 at each of those levels of service.

In the event that the District qualifies during the 1986-87 school year for "sudden Growth" money (as defined in A.R.S. 15-948), the funds generated by the sudden growth formula will be distributed according to the following:

- a) The District will retain the first $750,000 of sudden growth money to fund the additional 1% on base salary increase effective for the 1986-87 school year and the adjustment of ESP and Counselor ratios.

- b) Sudden growth funds over $750,000 will be distributed to all employees on a one-time basis not to exceed 1 1/2% of the employee's
1985-86 salary schedule base. This amount will be paid prior to December 25, 1986.

c) The above funds to be distributed as identified above will be distributed in accordance with additional required employee assignments as determined by local campus staff to effectively reduce student dropout and absence rates.

If the 1986-87 100th day adjusted ADM/ADM is at least 18,405 the 1987-88 salary schedule base will be adjusted to reflect the percentage increase received in December 1986, not to exceed 1% of the 1985-86 salary schedule base.
ADD THE FOLLOWING AT THE BEGINNING OF NEW PARAGRAPH B

B. The CTA may submit any grievance that involves a group or class of employees. If it is limited in effect to one school, the grievance shall be submitted to the principal by the unit chair. Any grievance submitted by CTA which involves a group or class of teachers shall be signed by each grievant.
6.2.5.2.A.3.

3. INNOVATIVE PROGRAM COMMITTEE
6.3.1.1. Innovative Programs

A. Definition: Changes and improvements in educational programs that 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.

B. Any new program, beginning with the 1986-87 school year and thereafter, shall involve the innovative program continuing joint committee from initial stages of development through implementation and evaluation, and must clearly define roles and responsibilities of affected personnel.

C. Innovative programs shall be reviewed and evaluated not less than once a year by the innovative program continuing joint committee in order to make recommendations to determine continuation, modification, elimination, or adoption as part of the regular program to the Assistant Superintendent of Instruction.
6.3.1.3.1. (ADD)

J. Extended School Operations teaching positions shall be a part of the base teacher's contract. Positions at Extended School Operations will be filled in the same manner as other educational units. Teachers employed by the District to teach at extended school operations during the 1985-86 school year shall have priority status until such time as they choose to terminate their employment at Extended School Operations.
1. At the beginning of each semester the maximum number of student/teacher contacts shall not be more than eight (8) over the maximum teacher/student contacts (167) per day.

2. Membership in individual classes will be limited to thirty-four (34) plus three (3) by the end of the fourth week not to exceed eight (8) students over the maximum student/teacher contacts per day (167).

3. Membership in individual classes will be limited to thirty-four (34) after the sixth (6th) week not to exceed the maximum student/teacher contacts (167) per day.

Student contacts in laboratory/shops will not exceed student stations plus one (1) by the end of the 6th week.

4. If the student/teacher contact limits in numbers 1, 2, and 3 above are exceeded, the teacher will notify the principal. The principal shall reduce the teacher's load to the specified limits within two (2) days after notification.

(RENUMBER BALANCE OF PARAGRAPHS 5 through 9)

10. If a teacher's teaching assignment involves classes with different ratios, maximum student/teacher contacts will be proportional.

6.3.1.3.15.B

B. Exceptional Student Program Teachers. Class loads for ESP shall not exceed the following ratios:

1. EMH

   80:1 student/teacher contacts per day
   (16:1 contacts per class)

2. LD/EH, LSL, Basic English, Math, and Reading

   95:1 student/teacher contacts per day
   (19:1 contacts per class)
3. Other Basic Skills: 95:1 student/teacher contacts per day
   (19:1 contacts per class)
4. Life Skills: (21:1 contacts per class)
5. ESP Power Machinery Class: 80:1 student/teacher contacts per day
   (16:1 per class)
6. EH Self Contained: 50:1 student/teacher contacts per day
   (60:1 with an aide)
7. TMH: 50:1 student/teacher contacts per day
   (60:1 with an aide)
8. Hearing: 14:1 student/teacher contacts per day
9. Vision: 8:1 student/teacher contacts per day
10. Speech: 40:1 at any one time
11. Work Experience: 36:1 student/teacher contacts per day

   LD/EMH

   1 - 10 = .2 teaching assignment
   11 - 17 = .4 teaching assignment
   18 - 24 = .6 teaching assignment
   25 - 31 = .8 teaching assignment
   32 - 36 = 1.0 teaching assignment

(Paragraphs C., D., and E. Remain the same)

6.3.1.3.15.F

F. Staffing allocations for counseling shall be as follows:

1. 385 regular students = 1 counselor for first semester 86-87
   375 regular students = 1 counselor for second semester 86-87
2. 262 ESP students = 1 counselor
3. The counseling chair shall have no more than 315 students assigned to him/her.
4. The maximum number of students assigned to a counselor shall not exceed 385. If ESP students are assigned through the department, individual counselor loads shall be proportional to the staffing allocations.
6.3.2.3.13 Student Schedule Changes

A. All necessary changes (to correct errors, etc.) will normally be completed by the end of the first week of classes. (DELETE REMAINDER OF PARAGRAPH)

B. After the first week, . . . . . . . (REMAINDER UNCHANGED)