

COMPARISON OF SEA AND CONTROL BOARD PROPOSALS

<u>SEA</u>	<u>FCB</u>
<u>Lesson Plans</u> : Current – shall be available the first day of each week for that school week.	<u>Lesson Plans</u> : On a daily basis and aligned with the Frameworks, District Plans, and as well as scope and sequence.
<u>Substitutes</u> : Current – pay for using a Prep Period to substitute.	No pay for using a Prep Period to substitute.
<u>Length of Day</u> : Current	7 hour day for all
<u>Extended Day</u> : Current	Planned “double extended days” or Saturday working sessions may be scheduled.
<u>Extended Day</u> : Current –activities planned by SCDM.	Determined by the Principal
<u>Class Size</u> : Current – K, 1 & 2 Maximum of 25; Ratio 3-6 of 28 –1; Ratio 7 – 12 of 21 –1; Putnam Vocational Ratio of 17 – 1; Putnam Academic 25 – 1. The Superintendent, for reasons of health and safety, transportation costs or a sibling already in a school, may assign up to two (2) additional students above the class size limitations. <u>PROPOSAL</u> – Maximum class sizes for the 3 years of the contract reduce K to 19, 18, 17; 1 st to 22, 21, 20; 2 nd to 5 th 25, 24, 23; 6 th to 12 th at 25; Vocational, Labs and Home & Career at 17.	Ratio K-12 of 25 –1; Putnam no change.
<u>SCDM</u> : Current - decision making body; 6 credits per year and out pocket expenses of \$308 dollars annually.	Advisory to the Principal; no credits; stipend of \$400 per year.
<u>Guidance Counselors</u> : Current. The School Committee agrees that it will work toward a goal of a Pupil-Counselor ratio of 300 to 1.	Implement the Comprehensive Development School Counseling Program.
<u>Current</u> : Adjustment counselors:	Implement the Comprehensive Development School Counseling Program.

<u>SEA</u>	<u>FCB</u>
<u>Special Education Class Size</u> : Current	Delete
<u>Department Chairs</u> : Current - members of each Department vote to determine who will be recommended to the Superintendent for appointment. Same stipend for all.	Delete: Appointed by Principal Full stipend for departments of 5 or more; 50% stipend for 3.
<u>Sick Leave</u> : Current – 15 days per year with unlimited accumulation; Doctor’s note after 5 consecutive days.	10 days per year with maximum accumulation of 250 days; Doctor’s note after 3 consecutive days.
<u>Pre-cancer screening</u> : Current – once per year four consecutive hours with pay, not charged to sick leave for test.	Delete
<u>Adoption Leave</u> : Current – 30 school days with pay, charged to sick leave.	Delete
<u>Bereavement</u> : Current – 5 consecutive school days with pay for death in Immediate family.	5 calendar days; paid only for school days.
<u>Maternity Leave</u> : Current – Two and one half years.	12 weeks
<u>Personal Need Leave</u> : Current – Childrearing two and one half years not in addition to Maternity Leave.	Delete
<u>Mini-Grant for Professional Improvement</u> : (leave for 12 weeks for study, research or professional improvement) 70% of pay.	Delete
<u>Worker’s Compensation</u> : Current - Up to one year from date of injury supplemental pay added to Worker’s Compensation benefit so that teacher gets full pay. Supplemental pay not charged to Sick Leave.	Supplemental pay charged to sick leave ends when sick leave exhausted.

SEA	FCB
<u>Academic Freedom</u> : Current	Delete
<u>Locker Searches</u> : Current – compensated if during a prep period.	Delete
<u>Agency Fee</u> : Current – 5 day suspension with loss of pay for failure to join SEA or pay Agency Fee.	Delete
<u>Compensation for Summer School</u> : Current, Hourly rate, Clubs, teachers serving as instructors to other teachers, and Visual Aides.	Delete
<u>Reduction –In – Force</u> (layoff) Current: Seniority and Certification	Sole Discretion of the Superintendent
<u>Current</u> : No teacher shall be required to purchase or otherwise provide at his/her expense, materials for student use.	Delete
<u>Current</u> : The School Committee will work toward an equitable distribution of cases assigned to a Special Education Evaluation Team Leader and will work toward a goal of 150 caseload.	Delete
<u>PROPOSAL</u> – Instructional Leadership Team at each school to advise the SCDM on issues of teaching, learning, assessment and professional development.	No proposal

SEA	FCB
<u>PROPOSAL</u> – Instructional Leadership Specialist 20% to 50% teaching and the remaining time mentoring new teachers, peer assistance when requested by a colleague, writing curriculum, acting as instructional leader of the school or content area department, training mentors and coaches, coaching SCDM, and chairing Instructional Leadership Team.	No Proposal
<u>PROPOSAL</u> – Elementary Head Teacher with stipend of \$1500	No Proposal
<u>PROPOSAL</u> – At least once per week all classroom teachers will have one period devoted to teamwork.	No Proposal
<u>PROPOSAL</u> – DISTRICT IMPROVEMENT STEERING COMMITTEE to develop the three year District Improvement Plan that incorporates the five mandates of Ch. 69 Sec. II	No Proposal
<u>PROPOSAL</u> – Establish standards Based Curriculum for seven Massachusetts Curriculum Frameworks to be used across the District.	No Proposal
<u>PROPOSAL</u> – School Based Achievement: if a school increases the overall level of academic achievement or maintains an acceptable level of achievement, then each teacher in the school will receive an incentive of \$1000.	Four band salary schedule with increases for individual teachers based on their students performance.
<u>PROPOSAL</u> – All textbooks be aligned with the Frameworks, over time provide all students with the appropriate textbooks.	Delete teachers’ recommendation for text books.

SEA	FCB
<u>PROPOSAL</u> – Test Coordinator at each school, stipend \$1500.	No proposal.
<u>PROPOSAL</u> – New Teacher Orientation, Induction and Mentoring Programs – comprehensive proposal aligned with State regulations.	No proposal
<u>PROPOSAL</u> – Critical Shortage Area Teachers \$5000 signing bonus to a licensed teacher with a Master’s in the content area; teacher must commit to teach five years in Springfield or proportionally forfeit a portion of the bonus.	A \$3000 salary differential
<u>PROPOSAL</u> – A 403B (401K) Plan with the District matching up to \$400 per year.	No proposal
<u>PROPOSAL</u> – Health Insurance be available to new teachers on their first day of employment.	No proposal

All of the above, both SEA and the FCB are the positions of the parties prior to the fourteen mediation sessions. While many of these issues were explored and ideas exchanged during mediation, there were not any Tentative Agreements reached.