

Finance Control Board's Final Proposal

The Bargaining Team met with mediator Gary Altman on Friday, March 3, 2006.

The **Finance Control Board put the following proposal on the Table through the mediator.** (This was the first time they gave us a formal proposal through the mediator-- not face to face.)

1. Economics (see SEA website – latest salary proposal of 10/05)
 - a. Wages
 1. FY 06
 2. FY 07-FY 12: 2.5% (no steps)
 - b. Advanced Degrees (eventual elimination of B+15, M+15, M+45 Longevity 20 and Longevity 25)
 - c. Teacher Career Ladders (student performance as criterion for advancement to levels 3 & 4) L3 4% differential; L4 8% differential)
 - d. Critical Shortage Areas
2. New Teacher Orientation, Induction and Mentor Programs;
3. District Improvement Steering Committee (conceptually ok with modifications eliminating bureaucracy and infringement upon management rights);
4. Standards of Teacher Performance (acceptable with inclusion of value-added assessment component);
5. Elementary Head Teacher with substitute;
6. Test Chairperson \$1,500 middle/high schools; \$1,000 elementary schools;
7. All prior tentative agreements;
8. Wage/Health claims dismissed/waived with prejudice;
9. Health Insurance: should state law change during life of contract regarding municipal health insurance city will have flexibility to take advantage of change in law;
10. 7 year deal;
- 11. Acknowledgement that City/District has flexibility to change policy and work rules during life of contract;**
12. Learning Center;
13. Longer School day;
14. Layoff by qualifications and abilities rather than strict seniority;
15. Acknowledgment of district's right of assignment of teachers according to needs of district;
16. Reduction in excessive time-off provisions.

FCB Attachments to Proposal

All teachers in Steps 1 thru 8 on Column B+15 must obtain a Masters degree by year 5 of this agreement or they will be paid on the Bachelors Column. All incumbent teachers on Step 9 or above may retain B+15 status. No new teachers hired after 2005-2006 will be placed on B+15.

All teachers in Step 1 thru 8 on Column M+15 must obtain CAGS status by year 5 of the agreement or be paid at the Masters Column. All incumbent teachers on Step 9 or above may retain M+15 status. No new teachers hired after 2005-2006 will be placed on M+15.

All teachers in Steps 1 thru 8 on Column M+45 must obtain Doctoral status by year 5 of this agreement or be paid in the CAGS Column. All incumbent teachers on Step 9 or above may retain M+45 status. No new teachers hired after 2005-2006 will be placed on M+45.

Teachers currently on Step 20 and Step 25 will continue to access those steps. Teachers moving in to Step 20 or Step 25 by 2007-2008 may access those steps. No teacher may move onto Step 20 or Step 25 after 2007-2008.

Critical Shortage Teachers

The district shall identify critical shortage teaching areas based on market conditions and availability of fully licensed teachers in specific disciplines. The district shall designate teachers who are licensed in critical shortage areas, and teaching at least 80% of assignment in these areas, as critical shortage teachers.

Designated licensed critical shortage teachers will be offered a \$6,000.00 recruitment/retention bonus (paid in \$2,000.00 annual increments) for the first three (3) years of employment in the Springfield Public Schools. At the conclusion of (3) three years, critical shortage teachers must reapply for a continued three (3) year bonus of \$2,000.00 per year and for formal designation in this category. The district has the option to rehire said teachers or not. Prior to the end of the third year, the district will determine whether or not the same areas are still critical shortage areas. This review will continue to occur every three (3) years.

Teachers who are licensed in critical shortage areas may choose to bypass designation as a "critical shortage teacher" and thereby refuse the salary bonus as part of their compensation. Such teachers will not need to reapply to the Springfield Public Schools at the end of each three (3) year cycle, assuming successful teaching performance each year.

Teacher Leader and Instructional Leadership Specialist

The below salary bands will be used for compensation of Teacher Leaders and Instructional Leadership Specialists. Teachers selected for the Teacher Leader position will be placed on the Level III salary band at a point which is 4% higher than their salary

on the standard salary schedule. Teachers selected for Instructional Leadership Specialist will be placed on the Level IV salary band at a point 8% higher than their salary on the standard salary schedule.

Teachers will be selected for these positions based on criteria outlined previously for Levels III and IV, and will be assigned open-budgeted positions distributed on a revised district allocation formula.

	Level 3 Distinguished	Level 3 Acc. Career	Level 4 Expert
	\$63,000		
	\$61,464	\$62,794	\$70,055
	\$59,965	\$61,262	\$68,346
	\$58,502	\$59,768	\$66,679
	\$57,075	\$58,310	\$65,053
	\$55,683	\$56,888	\$63,466
	\$54,325		\$61,918
	\$53,000		\$60,408
Salary Band	53K to 63K		60K to 70 ⁺ K

Accelerated career employees (once identified) may be compensated within the additional range within the level.

The salary change within each Level/Tier represents a minimum 2.5% increase within the tier.

Modified Proposals for Article 27

All teachers will receive some salary increase above their 2004 – 2005 school year compensation. Individual movement on the salary schedule in each band is predicated on successful performance.

One of the criteria for a teacher to move to Level II or III is the attainment of a Masters Degree. However, at this time a Masters Degree is preferred, not required for the first five (5) years of the agreement.

Teachers grandfathered by the Education Reform Act of 1993 have up to five (5) years to attain a Masters Degree entering into the 2010 – 2011 school year.

After three (3) years, salaries of individuals at the top of Level II that are grandfathered by the Education Reform Act of 1993 who do not attain a Masters Degree will be frozen unless, or until, they attain their Masters Degree.

Individuals who are being compensated for teaching in a critical need area must be licensed in order to be put on this schedule.

Our Counter

We said we would agree to numbers 2, 5, and 7. In addition, we said we believed we could reach agreement on numbers 3, 6, and 12.

Our Counter to number 6—\$1,500 for schools with 575 or more students and \$1,000 for schools with less than 575 students

Number 11 is new and would mean we have no Contract.

After our counterproposal, they walked away from the Table.

For additional information, please go to the SEA **website** and look under **Finance Control Board's Final Proposal 3/3/06**.