

# **Bayless School District and Bayless Education Association Negotiated Collective Bargaining Resolutions 22-23 SY**

## **1. Wednesday Meetings**

**Agreed upon terms:**

- **The district will schedule one (1) Wednesday meeting per month, and two (2) Wednesday meetings in the months of September and the month of MAP testing.**
- **Administrators may call additional meetings to address pressing issues.**
- **Scheduled Wednesday faculty meetings will not be held on the same week as a full day professional development.**
- **Agendas for meetings will be provided no later than 5 PM on the Monday immediately prior to any scheduled Wednesday meeting.**
- **Notes of meetings will be published within a reasonable time after any scheduled faculty meeting.**

***Agreements regarding scheduling of Wednesday meetings will apply to the 2022-23 academic year, and may be renewed and/or revised at subsequent negotiations.***

## **2. NEE Observations**

**Agreed upon terms:**

- **Teacher evaluations under the NEE system will be conducted as provided below:**
- **Teachers under tenured contracts in the Bayless School District will be evaluated three (3) times during each school year. One (1) NEE observation may be scheduled on a mutually agreed upon date and time. One (1) NEE observation may be at the convenience of the administrator. One (1) NEE observation may be videotaped and submitted to the administrator on a mutually agreed upon date.**
- **Teachers under probationary contracts in the Bayless School District will be evaluated six (6) times during each school year. One (1) NEE observation may be scheduled on a**

mutually agreed upon date and time. Two (2) NEE observations may be videotaped and submitted to the administrator on a mutually agreed upon date.

- As a practice, no more than one (1) NEE evaluation will occur in any given week, unless there are extenuating circumstances or performance concerns.
- The number, frequency, and length of NEE evaluations may be increased for any tenured or probationary teacher if there are concerns regarding educator effectiveness, classroom management, or other performance issues or concerns.

*Agreements regarding scheduling of NEE Observations will apply to the 2022-23 academic year, and may be renewed and/or revised at subsequent negotiations.*

### **3. Salary**

**Agreed Upon terms:**

- Teacher salaries will be determined on the basis of a salary schedule which includes step advancement and channel changes as earned. The salary schedule is attached to this agreement as Exhibit "A".
- The salary schedule will include a stipend of \$2500 for teachers earning doctoral degrees and a stipend of \$2000 for teachers earning National Board Certification. To qualify for this stipend, the degree conferral date or board certification date must occur before July 1, 2022.

*Agreements regarding salary will apply to the 2022-23 academic year, and may be renewed and/or revised at subsequent negotiations.*

### **4. Extra Duty Stipends**

**Agreed upon terms:**

- Parties agree to review and revise Junior High stipends as appropriate for the 2022-2023 school year.
- Parties agree to form a committee to study and recommend revisions to current extra duty stipends for the 2023-2024 school year.

### **5. Continuing Agreement**

**Agreed upon terms:**

- *All agreed upon terms within this agreement carry forward unless there is an ending date, or the item is renegotiated by the parties.*

**Prior agreed to items which will carry forward**

**6. Health Care Benefits**

**Agreed upon terms:**

- 100% board paid benefits with the understanding that the CSD Insurance Trust may make adjustments, out of the control of the District.

**7. Tuition Reimbursement**

**Agreed upon terms:**

- The District will fund tuition reimbursement in the amount of \$39,000, divided evenly over Fall, Spring and Summer semesters.

Recipients must voluntarily remain in district for 1 year or repay 100%; remain for 2 years or repay 75%; remain for 3 years or repay 50%. Remaining for 4 years or more after has a repayment of 0%. For special circumstances, a process will be developed collaboratively by Labor and Management. Special circumstances that are not sufficient to avoid repayment include, but are not limited to, voluntarily quitting to take a job at another school district, or involuntary dismissal for violation of law. Repayment provision is effective July 1, 2018.

**8. Conference Schedules**

**Agreed upon terms:**

- **The District and the Association agree to a half day of student attendance on the Friday of both Fall and Spring conferences to provide more time for teachers to hold conferences with families.**

**Exhibit A:**

	BA	BA+15	MA	MA+30
1	41,510	42,110	44,810	46,810
2	41,914	42,727	45,362	47,384
3	42,428	43,355	46,032	48,129
4	43,050	43,993	46,711	49,313
5	43,894	44,858	47,514	50,404
6	44,754	45,851	48,565	51,646
7	44,754	46,864	49,642	52,918
8	44,754	47,899	50,743	54,322
9	44,754	48,956	51,990	55,769
10	44,754	50,158	53,268	57,251
11	44,754	51,389	54,580	58,944
12	44,754	52,655	55,926	60,691
13	44,754	53,952	57,416	62,486
14	44,754	55,283	58,945	64,493
15	44,754	56,779	60,517	66,565
16	44,754	58,317	62,311	68,865
17	44,754	59,899	64,155	71,384
18	44,754	61,523	66,530	74,080
19	44,754	63,189	69,159	77,174
20	44,754	64,902	72,063	80,819
21	44,754	65,502	72,663	81,419
22	44,754	66,102	73,263	82,019
23	44,754	66,702	73,863	82,619
24	44,754	66,702	74,463	83,219
25	44,754	66,702	75,063	84,019

*\*The salary schedule will include a stipend of \$2500 for teachers earning doctoral degrees and a stipend of \$2000 for teachers earning National Board Certification. To qualify for this stipend, the degree conferral date or board certification date must occur before July 1, 2022.*

The Board of Education may unilaterally modify the agreement in emergency situations such as natural disasters or financial hardships. This agreement is for the duration of the school year beginning July 1, 2022 and concluding June 30, 2023.

BSD Team Signatures:

*Aaron Kohler*  
*Michelle Stankovic*  
*Amy Ruzicic*  
*David St.*  
*Shirley Caldwell*

BEA Team Signatures:

*Sarah Hanger*  
*Mschalton*  
*Nancy Krellman*  
*Ch. Ball*  
*J. Hester*  
*Jim Mc*

Dated: 4/18/2022