



2022 – 2023 Bargaining Tentative Agreements Only

- Words and items in **BOLD** are changes or additions to the contract based on the current SEA tentative agreements.
- Words and items ~~STRICKEN~~ are removed or replaced based on the current SEA tentative agreements.
- Non-bolded words and items are current SEA contract terms.
- The Agreements in this document have not been ratified by the SEA unit employees or SCPS School Board.
- Please refer to the 22-23 SEA Employee Tentative Contract for all other terms of the agreement.

ARTICLE X
Days and Hours

Sections A. – J. Current Contract Language

K. 1. The administration will endeavor to schedule ESE Staffing/Child Study Team meetings and/or IEP development meetings and other ESE related non-student activities during the teachers' workday. In the event such meetings or activities extend beyond the workday, the principal, will, whenever practicable, provide a shortened duty day at a subsequent date provided it does not require the utilization of a substitute. The teacher will not be penalized for having to leave when prior notice is not given.

(a) ESE (Support Facilitators): The principal may provide support facilitators flexible scheduling to the extent possible to complete their required ESE/IEP caseload paperwork.

(b) Speech Language Pathologists: The principal may provide speech language pathologists flexible scheduling to the extent possible to complete their required SLP/IEP caseload paperwork.

Section K. 2.- M. Current Contract Language

ARTICLE XXXI
Support of Teachers

A. Any case of assault and/or battery by anyone upon a teacher in connection with the exercise of legitimate teacher authority will be reported to the principal and/or principal designee. The principal and/or principal designee will review and investigate. Any student discipline will follow the school board policy (Student Code of Conduct). A student who deliberately and knowingly strikes a teacher will be removed from the class until the investigation is completed. Nothing contained in this section shall prohibit a teacher from contacting the proper legal authorities and filing charges against the person or persons who committed the assault and/or battery. No punitive actions shall be taken by any administrator against any teacher who exercises his/her legal rights.

B. Absence due to injury and disability as a result of an assault by students or non-students on school property or off school property, when the teacher is on school business shall not be charged against the teacher's sick leave days.

The Board shall continue his/her salary and benefits for the duration of the teacher's absence provided it does not exceed ten (10) workdays.

However, in the case of injury and disability occurring as a result of assault as the opinion of the School Board warrants it, additional emergency sick leave may be granted for such term and under such conditions as the School Board shall deem proper. If Workers'

Compensation is paid to the teacher while the teacher is receiving a salary, the teacher shall return the Workers' Compensation to the School Board.

- C. In case of assault, battery, or injury suffered by a teacher which is not due to any negligence on the part of the teacher during the performance of his/her duties thus causing damage to his/her personal property, i.e., clothing, glasses, and other personal items, the Board may make equitable financial adjustments with the teacher under such conditions as shall be considered appropriate by the Board.

APPENDIX B
Supplements

Supplements are paid for assigned duties beyond the normal workday. Additional compensation shall be paid to those individuals who hold the position listed below.

I. SUPPLEMENT SCHEDULE FOR INSTRUCTIONAL POSITIONS

Payment for the following positions will be included in the teacher's regular salary check, will be considered inherent and will be reflected as part of the annual salary.

Instructional Position	AMOUNT
Dean	2,080.00
Guidance Counselor	1,455.00
Homebound Chairman	1,455.00
School Social Worker I	2,494.00
School Social Worker II	1,455.00
Staffing Resource Specialist/Student Support Services Facilitator	1,455.00
Teacher on Assignment- Curriculum Support	1,455.00
OT/PT Bachelor	13,695.00
OT/PT Master	12,028.00
OT/PT Doctorate	10,585.00
PSY-Master	7,145.00
PSY-Specialist	5,716.00
PSY-Doctorate	4,167.00
Audiologist	4,167.00
Registered Nurse	1,455.00
Registered Nurse Lead	2,494.00
Speech Pathologist (Cert. of Clinical Competency/ Master) *	4,800.00

APPENDIX B
Supplements

A. EXTRA CURRICULAR AND OTHER SUPPLEMENTS

Payment for the following supplement will be included in the teacher's regular salary checks. The supplement will be paid in 20 consecutive payments with the first payment each fiscal year beginning on the teacher's first full paycheck.

A Supplement Review Committee shall be established, composed of an equal number of Association and District representatives, with a minimum of two (2) Association representatives appointed by the Association President and two (2) District representatives appointed by the Superintendent or their designee.

The Supplement Review Committee shall hold meetings at least once every two (2) months or more frequently if requested and agreed upon by the Association and the District to jointly consider SCPS supplemental pay and structure. Minutes shall be taken of all meetings and maintained by the committee. The Supplement Review Committee will present recommendations to the Association and District collective bargaining teams for consideration.

<u>POSITIONS</u>	<u>AMOUNT</u>
High School Band Director	4,021.00
Band Supervision <i>(For high school marching bands with 150+ students-exclusive of band director and auxiliary groups for which a supplement is given)</i>	1,654.00
High School Chorus Director	2,130.00
JROTC	2,130.00
Academic Games/Brain Bowl Sponsor (Limit 1 per high school)	948.00
Additional Period (Limit 5 per school)	6,232.00

There is no limit to the number of teachers who may teach homebound part-time during his/her planning period. The supplement will be prorated based upon the number of days taught.

<u>POSITIONS</u>	<u>AMOUNT</u>
Curriculum Representative	1,545.00
Debate (Limit one per high school)	948.00
Discretionary Supplements	616.00

*Per school: HS-11, MS-7 (one must be assigned to band and one to chorus),
ES-6 [one (1) must be assigned to Competition Math Coach and one (1) for Robotics Coach]*

An individual may receive more than one discretionary supplement.

Drama Coach (<i>At least 2 major productions</i>)	2,130.00
Future Educators Club Sponsor	474.00
High School Newspaper Sponsor	1,420.00
High School Yearbook Sponsor	3,550.00
High School Yearbook Sponsor (<i>Half-time</i>)	1,775.00
Peer Teacher	1,420.00
SECME	474.00
Music Therapist Credential*	1,160.00
Virtual School Teacher (<i>If teacher VS both semesters</i>)	5,380.00

**To be paid out of ESE funds*

TENTATIVE

APPENDIX B
Supplements

2. Payment for the following coaching positions will be distributed for the particular sport during the course of the sport as scheduled in C. below. Such supplement will be distributed in equal payments on the second pay date of each month.

<u>SPORT</u>	<u>AMOUNT</u>
FOOTBALL	
Head Coach	4,020.00
Assistant Coach	2,367.00
FLAG FOOTBALL	
Head Coach	2,130.00
Assistant Coach	1,654.00
BASKETBALL	
Head Coach	3,550.00
Assistant Coach	2,838.00
BASEBALL	
Head Coach	3,076.00
Assistant Coach	2,367.00
BOWLING	
Head Coach	2,130.00
TRACK	
Head Coach	3,067.00
Assistant Coach	2,367.00
Cross Country	2,367.00
SWIMMING	
Head Coach	2,367.00
Assistant Coach	1,893.00
GOLF	2,130.00
TENNIS	
Head Coach	2,130.00
Assistant Coach	1,654.00
WRESTLING	
Head Coach	3,550.00
Assistant Coach	2,838.00
WATER POLO	
Head Coach	2,130.00
Assistant Coach	1,654.00

SOCCKER	
Head Coach	3,550.00
Assistant Coach	2,838.00
WEIGHTLIFTING	
Head Coach	3,550.00
Assistant Coach	2,838.00
VOLLEYBALL	
Head Coach	2,130.00
Assistant Coach	1,654.00
Beach Volleyball	
Head Coach	2,130.00
DANCE TEAM	
Fall Head Dance Team, Director	2,130.00
Fall Assistant Dance Team Director	1,184.00
Spring Head Dance Team Director	2,130.00
Spring Assistant Dance Team Director	1,184.00
CHEERLEADING	
Fall Head Cheerleader Sponsor	2,130.00
Fall Assistant Cheerleader Sponsor	1,184.00
Spring Head Cheerleader Sponsor	2,130.00
Spring Assistant Cheerleader Sponsor	1,184.00
Competition Cheerleader Sponsor	2,130.00
Competition Assistant Cheerleader Sponsor	1,184.00

APPENDIX C
Salary

Salaries and Compensation

Bargaining Unit salaries shall be increased as follows;

- **For the 2022-2023 school year, a raise inclusive of a COLA increase. Beginning teacher salary would increase from \$47,500.00 to \$48,500.00.
Highly Effective (HE) = \$2,441.47
Effective (E) = \$1,997.57
Grandfathered = \$1,997.57**
- Title I Supplement of \$100 for each teacher at a Title I eligible school for 2022-2023.
- 2022-2023 probationary teachers will not be included.
- The parties agree to reopen bargaining for Salaries and Compensation for the 2023-2024 school year.
- Salary adjustments will be retro to the beginning of the 2022-2023 school year.

For the 2022-2023 school year, eligible active employees will receive a one-time retention bonus to be paid to employees based on total verified work-related experience with SCPS. Additionally, employees may receive credit for up to ten (10) years of other verified public school instructional (teaching) experience outside of SCPS. Employees with 10 years or more of verified experience as defined above, will receive \$50 for each year of experience.

Examples:

- **Example 1: a teacher with 10 years of experience (10 with SCPS only) will receive a bonus of \$500.00 (10 x \$50 = \$500.00).**
- **Example 2: a teacher with 19 years of experience (10 outside of the district + 9 with SCPS = 19) will receive a bonus of \$950.00 (19 x \$50 = \$950.00).**
- **Example 3: a teacher with 28 years of experience (8 outside of the district + 20 with SCPS = 28) will receive a bonus of \$1,400.00 (28 x \$50 = \$1,400.00).**
- **Active service is defined as any time the employee is actively working, paid leave, or worker's compensation leave.**
- **The length of service for experience shall be determined based on years of active service as an employee, one day more than half of the employee's contracted work year would count as a year of service.**

- **The retention bonus would not be eligible for FRS and payroll taxes would be applicable.**
- **The employee must be considered an active employee at the date in which the bonus is paid.**

TENTATIVE