

Compensation

1. 2019-2020 (with retroactive pay)
 - a. Salary and Benefits
 - i. 1.75% increase to base salary
 - ii. Step
 - iii. Column
 - iv. Health Insurance: +\$45/month

2. 2020-2021
 - a. Salary and Benefits
 - i. 1.5% increase to the base salary
 - ii. Step
 - iii. Column
 - iv. Health Insurance: district absorbs all increases up to 7.8%

 - b. Stipend for teaching 6 classes out of 7
 - i. Teachers who still teach 6 classes will receive a stipend of 5% of their salary

3. 2021-2022
 - a. Salary and Benefits
 - i. 1.5% increase to the base salary
 - ii. Step
 - iii. Column
 - iv. Health Insurance: district absorbs all increases up to 7.8%

 - b. Stipend for teaching 6 classes out of 7
 - i. Teachers who still teach 6 classes will receive a stipend of 10% of their salary

4. Previously agreed to issues under compensation (B-E).

Building Leadership Team

Proposed Policy Language:

Each building shall have a Building Leadership Team (BLT) responsible for leading the School Improvement Process, including:

- Establishing, implementing and monitoring the School Improvement Plan
- Utilizing social emotional and academic data to drive school improvement efforts
- Utilizing parent, staff and student survey data to drive climate and culture efforts
- Developing, implementing and monitoring the Professional Development Plan
- Establishing and utilizing a process to ensure communication between BLT members, PLCs and the staff as a whole

Each BLT shall utilize a consensus decision-making process and establish operational guidelines that address:

- Meeting norms, including frequency and location of meetings
- Agenda development
- Selection of BLT chairperson(s)
- Taking, maintenance and distribution of minutes
- Communication of BLT activities to staff
- Length of membership

The BLT membership shall include grade levels, teams, departments, specials, electives, SPED, administration and education support professionals as determined by the building staff. Each group represented on the BLT shall select its representative(s) on an annual basis.

At least one administrative member and one teacher member of each BLT shall participate in an annual training conducted jointly by the District and Association. The attendees of this training will be expected to inform other BLT members of relevant knowledge gained from this training.

During the 2019-2020 school year, data will be collected to determine an appropriate stipend for BLT members.

Staff Meetings

1. We propose current contract language for staff meetings.

Late Resignations

1. We propose current contract language for staff meetings.

Previously agreed to issues under Additional Agreed-To Items (A-C).

1. Night Meetings
2. Teacher Workdays (flexible working location)
3. Blackout dates for Professional Learning