

Contract Negotiations Summary – CCPS and EACC

Article 13, Working Hours & Workload

- Infant Toddler Program – flexible schedule that meets needs of students/families without extending workday
- CCPS commits to publishing calendar start/end dates for all staff during calendar approval timeframe
- CCPS commits to best practice discussions with principals to ensure effective use of faculty meetings
- Relevant PD for all certificated positions including Student Services positions
- Unit I employees without planning periods should establish one in consultation with their administrator
- Teachers will post lessons in only one electronic platform
- Unit I/II employees may be used to backfill positions; clear definitions for backfill language were developed (covering temporarily vacant positions)

Article 15, Salaries

- **Unit I** employees will receive a ONE level pay increase and a 2.75% COLA
 - Pay scale compressed – levels 1 through 3
 - Conditional teachers move to the BS scale; placed based on their levels of education
- School Counselors will be moved to the Related Service Provider pay scale
- **Unit II** employees will receive a ONE level pay increase and a 1.75% COLA
 - Pay scale adjusted – levels 1 and 2 will be compressed
 - Scale will be recalibrated from 2.5% to 2.75% (increase intervals between levels)
 - Unit II employees who act as an administrator outside of their normal workday/year shall be paid \$45 per hour
- Nationally Board for Professional Teaching Standards (NBPTS) teachers directly teaching will have \$10,000 added to their base salary
- All NBPTS employees not directly teaching will be paid \$2,500 + \$2,000 by CCPS

Article 16, Extra Pay for Extra Duty

- Joint EPED committee will make recommendations back to both bargaining teams and the superintendent
- 3% COLA will be added to the current EPED stipend scale

Article 17, Tuition Reimbursement and Staff Development

- Educators pursuing NBC will be permitted to access tuition reimbursement after successful achievement, provided they commit to remain with CCPS for the next two years, unless retirement occurs or other extenuating circumstances, otherwise reimbursement must be made to CCPS.

Article 24, Employee Evaluation

- Teachers will select SLO measurements from a menu of acceptable measures
- Cleaned up language
- Students not available **15%** of the instructional period will be excluded from the SLO

Article 31, Duration and Severability

- Duration – July 1, 2022 through June 30, 2023
 - Two openers per side in SY 22-23 plus Article 15 (Salaries), Article 31 (Duration and Severability) and other openers as required by the law of the Blueprint
 - Full reopener in SY 23-24
- Work of the established joint study committees will make recommendations back to both bargaining teams and the superintendent