Negotiated Agreement

Cover Page:
~~2021-2022~~ 2022-2023

Statement of Commitment to Professionalism Page
~~Dr. Mike Clagg~~ Mrs. Gillian Macias
Assistant Superintendent ~~Haysville School District~~ for Human Resources and Student Services
316-554-~~2200~~ 2206

Page 4:
ARTICLE IV: PROFESSIONAL DAY

Section C. ADDITIONS TO THE DAY

Paragraph 1: Teachers may be required to attend evening meetings for the purpose of student hearings, parent conferences or where teacher involvement is necessary. Student hearings and conferences will be scheduled at mutually agreed times when possible. Every possible effort will be made to secure the mutual consent of all parties involved and as close to the contract day as possible. The Board recognizes that teachers have personal obligations during evening hours, and required attendance will be kept to a ~~minimum~~ maximum of five (5) evenings per school year (not including annual calendared parent teacher conference weeks).

Page 6:
ARTICLE V: TEACHER COMPENSATION

Section F: SALARY SCHEDULE

Paragraph 1: This salary schedule will be in effect for the current contract year.

Remove 2021-2022 Salary Schedule (Insert 2022-2023 Salary Schedule)

Page 7:
ARTICLE V: TEACHER COMPENSATION

Section I: HOMEBOUND INSTRUCTION/SUMMER SCHOOL INSTRUCTION/DISTRICT APPROVED INSTRUCTIONAL PROGRAMS

Paragraph 1: Any teacher who voluntarily agrees to provide homebound instruction shall be paid ~~$12.00~~ $16.00 per half-hour.

Paragraph 2: Any teacher who voluntarily agrees to provide summer school instruction shall be paid ~~$12.00~~ $16.00 per half-hour.

Paragraph 3: Any teacher who voluntarily agrees to provide instruction for district-approved instructional & activity programs outside the regular contract day shall be paid ~~$12.00~~ $16.00 per half-hour.

Paragraph 4: Any teacher who is requested by district-level administration to attend district-sponsored summer workshops or ~~attend~~ curriculum related conferences ~~work~~ outside of contracted time shall be paid ~~$15~~ $16.00 per half-hour (maximum of seven (7) hours per day).

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ARTICLE V: TEACHER COMPENSATION

Section K: SUBSTITUTING FOR OTHER TEACHERS

Paragraph 1: Each teacher who substitutes for another teacher in lieu of a scheduled plan period shall be paid ~~$12.00~~ $16.00 per half-hour or portion thereof. This provision shall also apply in the event that, instead of hiring a substitute for an absent teacher, that teacher's students are combined with another class or other classes. If the absent teacher's students are divided among more than one class, the pay will be divided proportionally among the teachers involved. In case the assignment of students to other classes is for a duration longer than one hour, then the rate of pay will be multiplied as stipulated above.

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ARTICLE V: TEACHER COMPENSATION

Section M: SUPPLEMENTAL SALARIES. This supplemental salary schedule will be in effect for the current contract year.

Remove 2021-2022 Table of Percentages (Insert 2022-2023 Table of Percentages)

Page 13:
ARTICLE VIII: LEAVES

Section A: SICK/PERSONAL LEAVE

(f) The days drawn from the bank are used for the personal prolonged illness of the employee, ~~or~~ the extended illness of a member of the immediate family~~.~~, or the sudden death of an immediate family member.

(h) The HEA will update the bylaws the governing committee uses to administer the Sick Leave Bank and send any changes promptly to the district and HEA representatives.

*All employees who like to continue their membership in the bank or any employee who would like to become a member in the bank during the ~~2021~~ 2022-2023 school year must donate one day to the bank for the ~~2021~~ 2022-2023 school year.

Section B: TEMPORARY LEAVE

Paragraph 2: Emergency Leave: Emergency leave may be granted by the building principal and/or the superintendent. To the extent possible, teachers shall give as much notice as possible in requesting emergency leave. Teachers shall make prior arrangements for a responsible person to notify the building principal and/or the superintendent of any emergency for which the teacher is unable to give notice. If a teacher does not desire to have a deduction made from his/her salary for any emergency leave without notice, he/she shall make application to the Board by filing a request with the superintendent within ~~10~~ 90 days following his/her return from such emergency leave. The request shall explain in full the nature of the leave and the reasons why the teacher is of the opinion his/her salary should not be docked or reduced. It is understood that such leave, if granted, may be deducted from the accumulated sick leave of the teacher.

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ARTICLE X: TEACHER PROTECTION

Section B: MEETING OR HEARING

Paragraph 1: A teacher shall be given written notice at least 24 hours prior to any meeting that ~~could lead to or~~ involves discipline. This notice shall include the names of persons who will be present, and the reasons for a meeting or hearing where the teacher is required to appear before the superintendent for disciplinary reasons. The teacher may be accompanied, if prior notice is given to the administration, by a representative of the Association or another interested third party. ~~This third party may advise the teacher, but not participate actively in the meeting or hearing.~~ Following such meeting, a written summary of the matters discussed at the conference shall be read and signed by the teacher who shall receive a copy.

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ARTICLE XXIII: DURATION CLAUSE

Section A: DURATION OF AGREEMENT

Paragraph 1: This agreement shall become effective as of July 1, ~~2021~~ 2022 and shall continue through June 30, ~~2022~~ 2023.

Paragraph 2: The policy set forth herein shall be included by reference in the contracts of all teachers employed by USD 261.

Page 32:
ADDENDUMS TO CONTRACT

Reopener: Based on mutual agreement of USD 261 and HEA, negotiations may reopen between October 21 and November 10, ~~2021~~ 2022.

COVID Days: For the 2022-2023 contract year, five (5) additional sick leave days will be added to all certified staff. These days are being added due to COVID leave in the 2021-2022 school year. This would exclude 1st year (2022-2023) employees to the Haysville School District.

Class Size: A committee of three (3) district administrators and three (3) HEA representatives shall analyze the issue of class size, look over current issues concerning class size, and present a recommendation to the Negotiation Team for the 2023-2024 Negotiations. HEA and the Haysville School District will choose their respective representatives. The committees will be formed within the next 30 days of contract ratification and have their first meeting within 60 days.

Reimbursement for Idaho State University Professional Development Hours: The district agrees to reimburse twenty-two (22) USD 261 certified staff members who submitted official professional development transcripts from Idaho State University and/or their affiliates. These twenty-two (22) individuals shall receive a one-time payment, not to exceed the total hours taken multiplied by $55.00 per hour. The district will not reimburse any other staff members for costs incurred enrolling in professional development hours. No individual will be allowed horizontal movement on the salary schedule for the professional development hours.