

Unit 1 Contract Online — Please be aware that this version of the contract is being offered for informational purposes only and is not a legally binding agreement. Many of the implementation issues have been resolved, but please read the [Implementation Agreement](#) for a detailed explanation. New or modified language in the contract is represented by ***bold red italic typeface***.

Downloadable Documents Download the following documents: [Online Table of Contents](#) | [Grievance Procedure Summary](#) | [MOU/Past Practice Summary](#) | [Salary Schedule 02-03](#) | [Salary Schedule 03-04](#) | [Salary Schedule 04-05](#) | [Salary Schedule 05-06](#) | [Finding Your Salary](#)

Some frequently asked questions regarding your contract can be answered by reading the summary of [Memorandums of Understanding and Past Practices](#).



Table of Contents

ARTICLES

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| 1 | Definitions | Definitions of the terms used in this agreement. Teachers school day, preparation/planning period, part time teacher equivalents, block scheduling equivalents.... |
| 2 | Recognition | Recognizes the STA as exclusive representative of all employees in the Unit. No Strike clause. |
| 3 | Teacher Salary Schedules | 20 day extensions for School Counselors, Special Education Liaisons and School Psychologists, credit for prior service/experience, employee data profile, prorating unpaid leaves of absence, employee data profile, paycheck options... |
| 4 | Salary Administration | Salary adjustments (graduate, undergraduate, inservice), reappointment of tenure, direct de posit.... |
| 5 | Lunch and Playground Program | Duty free lunch period, pay for lunch duty... |
| 6 | Teacher Rights and Responsibilities | Instructional technique, classroom conditions, referrals, Discipline Committee, petitioning Building Committee, assistance with classroom management, transportation of students, discipline/discharge of tenured teachers, discipline/discharge of probationary teachers, reporting threats or assaults, loss of personal property, cutbacks in adult programs... |
| 7 | Curriculum and Professional Development | Collaboration, Professional Development Committee, Curriculum Writing and Implementation and Textbook Recommendation, establishment and make-up of committees, peer assistance, professional development, mini-grants, Teacher Center Policy Board, attending conferences and meetings... |
| 8 | Teacher Employment | Certification, location, employment commitments, regular and long-term substitutes.... |

<u>9</u>	<u>Teacher Assignments and Transfers</u>	Teacher assignments, voluntary transfer, administrative transfers, multiple-school assignments, transfer list, seniority, recalls....
<u>10</u>	<u>Vacancies</u>	Administrative Bulletin, vacancies between September and June, applying for vacancies....
<u>11</u>	<u>Teaching Load</u>	Secondary class size, elementary class size, number of daily preps, duty periods, planning periods, staffing for professional support personnel, school library staffing, elementary planning negotiations
<u>12</u>	<u>Students With Disabilities</u>	Mainstreaming procedures, IEP's for receiving teachers, resource procedures, correcting and monitoring imbalances....
<u>13</u>	<u>Teacher Evaluation</u>	Classroom observations, timetable for review/discussion, 45 day notice for probationary teachers, review of personnel file, intent to dismiss,....
<u>14</u>	<u>Temporary Leaves of Absence</u>	Request for temporary leave, sick leave, sick leave beyond 5 days, call-in procedure, sickness or death in immediate family, compensation cases, supplemental sick leave, personal leave, jury duty, severe weather/emergency conditions, temporary military service, professional conferences, adoption, leaves without pay....
<u>15</u>	<u>Extended Leaves of Absence</u>	Procedures, eligibility, continuing education leave, personal leave, extended personal illness, pregnancy, child care, military, Peace Corps, V.I.S.T.A., Teacher Corps, Exchange, Overseas, illness in immediate family, public office....
<u>16</u>	<u>Freedom from Non-Instructional Responsibilities</u>	Relief from clerical duties, outdoor duty....
<u>17</u>	<u>Fringe Benefits</u>	Payroll deduction, health and dental premiums, flex plan, retirement plan, child care....
<u>18</u>	<u>Instructional Supplies, Materials and Equipment</u>	Appropriate texts, workbooks, supplementary materials, library reference facilities, maps and globes, laboratory equipment, shop equipment, audiovisual equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires, copy equipment, computerized IEP 's....
<u>19</u>	<u>Building Facilities</u>	Teacher work area, teacher storage area, faculty lounge, desk, phone, health and safety, parking
<u>20</u>	<u>Summer School and Adult Evening School</u>	Teacher priority, notification of summer school courses to be taught, applications, notification, summer school and the adult evening school committees....
<u>21</u>	<u>Association and Board Rights</u>	Establishment of Elementary, Middle and High School Task Forces, Building Committee constitution and definition, President of the Association, no loss of pay for negotiations and SCSD meetings, new teacher orientation, Memorandums of Understanding for projects inconsistent with the agreement, resignation....
<u>22</u>	<u>Teacher-Administrator Liaison</u>	Notification for faculty meetings, distribution of paychecks, appropriate means for recording the presence of each teacher, pass system for visitors, student teacher

eligibility, university course vouchers....

23 Use of School Facilities

Association use of facilities, bulletin boards, mailboxes and equipment....

24 Dues Deduction

Union dues deductions, refunds of agency fee deductions, voluntary political/charitable deductions....

25 Grievance Procedure

Purpose, definitions and procedures....

26 Miscellaneous

Contract primacy, individual agreements, printing....

27 Duration

APPENDICES

- A** Salary
- B** Extracurricular Activities
- C** Summer School
- D** Coaching
- D-1** High School Interscholastic Coaching Salary Schedule
- D-2** Middle School Athletics