**2014 PEA Bargaining Summary:**

ARTICLE 14 New language:

**14-5 THE DISTRICT WILL PROVIDE A DISCIPLINE REPORTING FORM (EITHER PAPER OR ELECTRONIC) TO BE USED CONSISTENTLY IN EVERY BUILDING ACROSS THE DISTRICT. NO OTHER FORMS WILL BE USED. SUCH FORM MUST ALLOW A REPORTING TEACHER TO KEEP AN ~~ORIGINAL~~ COPY OF EACH DISCIPLINE FORM SUBMITTED.**

**14-6 THE DISTRICT WILL CREATE A Procedure REGARDING THE consistent USE OF THESE DISCIPLINE REPORTING FORMS which is IN ACCORDANCE WITH OTHER PROVISIONS OF THIS ARTICLE, THIS MASTER AGREEMENT, AND THE DISTRICT DISCIPLINE CODE.**

ARTICLE 15 Changed Language:

15-4 When a justifiable reduction in the number of teaching positions within a particular endorsement area occurs, the superintendent shall consider

**THE LAST COMPLETE FINAL EVALUATION RATING** made in accordance with Colorado Statutes as the most significant factor in determining which teacher contracts shall be cancelled first. After performance evaluations have been considered, the superintendent shall give secondary consideration to the following factors, each of which shall be considered equally:

* professional qualifications (including endorsements, training, degrees),
* teacher leadership (including Building leadership team, Building hiring team, Leadership training/program, Association leadership, Teacher mentors, Teacher trainers, including adjunct trainers, department chairs, National Board certification),
* probationary and non-probationary status,
* the number of years the teacher has been teaching in the district, and
* the needs of the students.

15-5 As provided in Section 15-6 below, teachers who have been subjected to a reduction in force shall have the right to be recalled to a teaching position for which they are qualified within the District for one (1) calendar year from the date of layoff.

15-5-1 Teachers subject to a reduction in force who wish to be considered for re­employment shall provide written notice to the Office of Human Resources within thirty (30) calendar days of date of layoff.

15-5-1-1 Teachers who are offered re-employment shall have seven (7) calendar days from date of receipt of notification to accept or reject the re­employment offer. Failure to respond in writing within the time period shall be considered rejection.

15-6 For one (1) calendar year, when positions become available in specific endorsement areas previously reduced, the District shall recall laid-off teachers according to the program needs of the District. In considering which teacher(s) to recall, the Superintendent or designee shall then consider the same factors as stated in Section 15-4. In the event that two (2) or more teachers have substantially equal qualifications for a vacant position, PREVIOUS YEARS OF SERVICE IN THE District shall determine the teacher appointed to fill the vacancy.

PLC New language

1. Each school will provide opportunities for teachersto collaborate in Professional Learning Communities that are separate from individual plan time as outlined in Article 11-4-1 and other MOUs.
   * **EACH SCHOOL WILL PROMOTE TEACHER-LED COLLABORATION IN PLCS**

SALARY TASK FORCE New language

***Purpose***: to study and revise the teacher Salary Schedule, including a transition plan to move from the current schedule to any new one agreed upon;

***Major focus***: to recover lost wages over the past years’ salary freezes;

***Membership***: Superintendent or designee, at least one Board member, CFO, HR, four (4) PEA appointees, and an agreed upon facilitator.

**EARLY RELEASE INDIVIDUAL PLAN TIME**

**School Year 2014-15**

The parties agree that all schools within the District will utilize Early Release and individual plan time during the school year in the following manner:

|  |  |
| --- | --- |
| * All Teachers will be given a minimum of five (5) individual teacher plan times per week as outlined in 11-4-1 * Each building (Principal, AR and/or Staff) will agree upon and publish a yearly schedule for Friday early release time **no later than September 30**. * This schedule shall specifically exclude teacher workdays and district Professional Development days. * Any change to the schedule must be mutually agreed upon at least one week in advance. * If there is a need to exchange early release times to allow for building flexibility or unforeseen circumstances, principals will work with ARs or staff to insure that the exchanged time is equitable. | |
| ELEMENTARY | SECONDARY |
| Two Early Release days per month shall be individual self-directed teacher plan. One Early Release day per month shall be for Principal/Building needs.  Fourth Early Release days in any month shall be split: one half will be individual self-directed teacher plan, and one half will be for building/principal needs.  **Fifth Early Release Fridays in the Months of October and May shall be individual self-directed teacher plan.** | Early release time will be allocated half for principal/ building/professional learning community needs, half for individual self- directed teacher plan.  Principals will work with ARs/staff to determine how to share the early release time. Buildings may choose to alternate Fridays, to split Fridays or to manage the time creatively, so long as the time is shared equitably. |
| For this purpose, K-8 schools will follow elementary guidelines.  4-8 schools will follow the secondary guidelines.  \*Schools of innovation have been waived from the requirements of this MOU for this year.  \***Schools utilizing the extended calendar will follow this MEMORANDUM, but schedules for those schools will be agreed upon and published by August 30.** | |

Data shows that time for teachers and buildings to collaborate is essential to well-functioning and successful schools.  Therefore, early release planning time shall be used to improve quality instruction and enhance student achievement as outlined by the school improvement plans. Teachers and building principals shall be accountable for early release planning time.  The District shall be responsible for holding all parties accountable for appropriate use of time as outlined in this Memorandum of Understanding.

This Memorandum shall become effective on August 31, 2014 and expire and cease to have effect on August 31, 2015.