

# **COLLECTIVE BARGAINING INITIAL PROPOSAL**

from the Board of Directors of the  
Charles City Community School District

to the

**Charles City Community School District  
Educational Services Association (CCCSDESA)  
(BU-0079 & BU-0153)**

**March 7, 2018**

## Opening Statement

The Board of Directors of the Charles City Community School District agrees with the leadership of the Charles City Community School District Educational Services Association that this is a great place to work. Like the Association, the Board wants our District to remain competitive in wages and benefits so that we can continue to attract and retain high quality teachers, support staff, and administrators who are committed to our vision and mission. **Exhibit AA** pulls together data from 20 school districts across Northeast Iowa, including our geographic neighbors, NEIC members, and similarly-sized districts.

One year ago the Board adopted a Strategic Plan with the central goal of becoming a destination school district. In order to accomplish that goal, we need to preserve programs that set us apart from other schools in our area, such as offering two world languages, Orchestra, Comet Café, Advanced Placement courses, Character & Leadership, Transitional Kindergarten, etc. We also must continue to provide innovative experiences for students that maximize learning, such as Project 18, Culinary Science, Construction 4 the Numbers and other interdisciplinary courses.



The changes in Chapter 20 last year resulted in some modifications to the Collective Bargaining Agreement. The Board will be making a few more adjustments for 2018-19. **Exhibit BB** provides an idea of where Administration anticipates locating the topics that no longer will appear in the Collective Bargaining Agreement. The board's commitment to receiving input from staff about that transition has not changed. Staff will have opportunities to provide that input this spring as the Employee Handbook is revised and expanded prior to Board approval.

The Board's **initial proposal** today reflects both the new Chapter 20 landscape and the continuation of a long-standing collaborative effort with the Association to positively impact education in the Charles City Community School District. We look forward to fruitful discussions.

## Collective Bargaining Agreement changes for 2018-19:

As of the effective date of the collective bargaining agreement which is the subject of these negotiations, all provisions of the existing Collective Bargaining Agreement identified below will be **deleted** from the agreement because they are **illegal** subjects of bargaining:

Article	Subject	Section	Description
7	Leaves of Absence	7.10	Union Business
10	Health & Safety	10.1.3	Physical Exams – Payment
10	Health & Safety	10.1.4	Physical Exams – Bus Drivers

The following **permissive** subjects of bargaining will be **removed** as of the effective date of the Collective Bargaining Agreement which is the subject of these negotiations. (See Exhibit BB):

Article	Subject	Section	Topic
2	Hours	2.2.5	Work Week – Unscheduled Late Starts/Dismissals
2	Hours	2.3	Starting Times
2	Hours	2.6	Reporting to Work
2	Hours	2.7	Work Unavailable
2	Hours	2.8	Call In Pay
2	Hours	2.9	Food Service – Extra Duty
3	Overtime	Entire Article	
4	Holidays	Entire Article	
5	Vacation	Entire Article	
6	Sick Leave	Entire Article	
7	Leaves of Absence	Entire Article	
8	Wages	8.2	Wage Progression
8	Wages	8.3	New Job Classification
8	Wages	8.4	Probationary Period
8	Wages	8.5	Shift Premium

The board proposes to **RETAIN** the following items in the Collective Bargaining Agreement which are **permissive subjects of bargaining**:

Article	Subject	Section	Description
1	Definitions		Entire Article
2	Hours	2.1	Consecutive Hours
2	Hours	2.2.1	Work Week Defined
2	Hours	2.2.2	Work Week – 12-Month Employees
2	Hours	2.2.3	Work Week – Full-Time Employees
2	Hours	2.2.4	Work Week – Part-Time Employees
2	Hours	2.4	Break Periods
2	Hours	2.5	Meal Period
9	Grievance & Arbitration	Entire Article	
10	Health & Safety	Entire Article	
11	Job Training Programs	Entire Article	
12	Duration and Miscellaneous	Entire Article	

These items are **mandatory subjects of bargaining** and will remain in the CBA:

Article	Subject	Section(s)	Description
8	Wages	8.1.1	Base Wages
8	Wages	8.6	Pay Period – Pay Day
8	Wages	8.7	

### New Numbering for Articles

- 1 Definitions
- 2 Wages
- 3 Hours
- 4 (vacant)
- 5 Health & Safety
- 6 Employment Relations Committee
- 7 Grievance Procedure
- 8 Duration

## **Insurance changes for 2018-19:**

The insurance plan for all employees will change from the 100% plan to the 95% plan.

## **Board Proposals for mandatory bargaining items:**

### Article 8.7 Pay Options (Delete)

~~All employees, except 12 month Employees, shall have the option of receiving their pay over 9 or 12 months. A request for pay over 12 months must be submitted in writing to the Central Office prior to the first pay period of the school year. All choices will be irrevocable for the remainder of the year. Bi-weekly salary will be estimated by dividing the employee's estimated annual salary by 26 bi-weekly pay periods. Adjustments will be made in the months of June, July, and August.~~

## **Response to the items in the CCCEA initial proposal:**

### **Labor Management Committee:**

The board will consider continuation of an *Employment Relations Committee* as part of the board's strategic goals of Effective Communication and Culture, Climate, & Environment. The board is interested in receiving input from all employees through the Superintendent.

If continued in 2018-19, the purpose of the committee would be "to collaboratively discuss employment matters not referred to in the Collective Bargaining Agreement." It would be a meet and confer process. No decisions will be made by the Employment Relations Committee.

If the Association and the Board agree to the renamed Employment Relations Committee, the Board reserves the right to direct the Superintendent to continue receiving feedback from all staff through a variety of informal methods, such as the monthly talks (Have Your Say/Supt Chat) in the school buildings, calendar discussions, Employee Handbook discussions, etc.

Further, the Board proposes that the ERC be composed of four (4) support staff members appointed by the CCCSDESA and four (4) members appointed by the District.

## **New ARTICLE 6 – EMPLOYMENT RELATIONS COMMITTEE**

### SECTION

#### 6.1 DEFINITION

*The Employment Relations Committee exists to provide a formal method for staff to give input to the Board regarding employment matters not referred to in the Collective Bargaining Agreement.*

#### 6.2 PURPOSE

*The purpose of the Employment Relations Committee is to collaboratively discuss employment matters not referred to in the Collective Bargaining Agreement. It is a meet and confer process. No decisions will be made by the Employment Relations Committee.*

#### 6.3 COMPOSITION

*The Employment Relations Committee shall consist of four (4) members appointed by the Board and four teachers appointed by the Association. The Board and Association each will identify a team member who will coordinate meeting requests with the other party.*

#### 6.4 MEETINGS

*Meetings may be requested by the Board or the Association. Meeting times and location must be agreed to jointly by the Board and the Association.*

### **Base Wages (Article 11, Section 11.1):**

The board proposes a **20 cent** increase in base wages **with no step advancement**. This is a 1.25% increase in base wages.

### **Duration:**

The board proposes that the Collective Bargaining Agreement be in effect for a period of one (1) year, July 1, 2018 – June 30, 2019.

**EXHIBIT AA: COMPARATIVE SALARY & BENEFITS DATA FROM 2016-17**

**Instructional Assistants (1<sup>st</sup> out of 21):**

District	Enrollment	# of Full-time Positions	Average Contract Days	Average Total Experience	Total Salary	Retirement Benefits	Health Benefits	Other Benefits	Total Compensation
Charles City	1,531.4	5	187.0	25.0	\$ 22,298	\$ 3,662	\$ 7,956	\$ -	\$ 33,917
Forest City	1,091.8	25	180.0	5.0	\$ 17,165	\$ 2,846	\$ 9,531	\$ -	\$ 29,542
Howard-Winneshiek	1,197.5	19	182.7	11.3	\$ 17,013	\$ 2,889	\$ 9,466	\$ -	\$ 29,369
Osage	955.0	18	182.9	9.3	\$ 16,972	\$ 3,471	\$ 8,863	\$ -	\$ 29,106
Oelwein	1,313.0	18	180.0	12.9	\$ 18,923	\$ 3,137	\$ 6,708	\$ -	\$ 28,768
New Hampton	981.9	16	179.3	4.3	\$ 16,898	\$ 2,801	\$ 8,902	\$ -	\$ 28,601
Allamakee	1,135.1	3	193.0	13.0	\$ 18,769	\$ 3,112	\$ 6,708	\$ -	\$ 28,589
Decorah Community	1,387.2	41	179.5	7.8	\$ 18,168	\$ 3,027	\$ 6,739	\$ -	\$ 27,935
Mason City	3,737.9	120	172.7	3.8	\$ 17,320	\$ 2,660	\$ 6,824	\$ -	\$ 27,024
Waterloo	10,935.7	219	186.5	0.4	\$ 16,427	\$ 2,722	\$ 7,838	\$ -	\$ 26,988
Rudd-Rockford-Marble Rk	450.2	9	184.4	6.2	\$ 16,411	\$ 2,691	\$ 6,789	\$ -	\$ 25,891
Vinton-Shellsburg	1,591.0	2	180.0	0.5	\$ 13,589	\$ 3,060	\$ 8,831	\$ -	\$ 25,480
Waverly-Shell Rock	1,995.9	61	191.4	7.5	\$ 19,499	\$ 3,233	\$ 1,880	\$ -	\$ 24,612
Cedar Falls	5,052.1	95	183.7	6.8	\$ 14,479	\$ 2,389	\$ 5,018	\$ -	\$ 21,886
Independence	1,430.5	23	182.0	9.1	\$ 14,801	\$ 2,453	\$ 4,555	\$ -	\$ 21,809
Iowa Falls	1,086.8	24	177.6	6.1	\$ 15,635	\$ 2,592	\$ 3,462	\$ -	\$ 21,689
Nashua-Plainfield	830.1	8	185.0	8.5	\$ 16,197	\$ 2,679	\$ 24	\$ -	\$ 18,871
West Delaware County	1,505.1	28	186.7	4.8	\$ 16,170	\$ 2,699	\$ -	\$ -	\$ 18,869
North Butler	602.0	13	187.8	5.8	\$ 15,741	\$ 2,610	\$ 502	\$ -	\$ 18,853
Clear Lake	1,222.2	45	181.2	3.9	\$ 15,482	\$ 2,578	\$ 176	\$ -	\$ 18,234
Sumner-Fredericksburg	832.5	9	175.4	7.0	\$ 14,178	\$ 2,351	\$ -	\$ -	\$ 16,529

**Food Service (3<sup>rd</sup> out of 21):**

District	Enrollment	# of Full-time Positions	Average Contract Days	Total Salary	Retirement Benefits	Health Benefits	Other Benefits	Total Compensation
Osage	955.0	8	183.1	\$ 17,845	\$ 3,473	\$ 18,090	\$ 102	\$ 39,510
Forest City	1,091.8	1	180.0	\$ 24,019	\$ 3,982	\$ 9,090	\$ 175	\$ 37,266
Charles City	1,531.4	4	189.5	\$ 23,153	\$ 3,839	\$ 7,311	\$ 66	\$ 34,370
Mason City	3,737.9	7	182.3	\$ 21,662	\$ 3,562	\$ 7,063	\$ 58	\$ 32,375
Allamakee	1,135.1	6	187.8	\$ 20,972	\$ 3,477	\$ 5,732	\$ 18	\$ 30,200
Waterloo	10,935.7	39	185.0	\$ 18,951	\$ 3,142	\$ 7,515	\$ 55	\$ 29,662
Decorah Community	1,387.2	6	181.7	\$ 19,201	\$ 3,183	\$ 6,741	\$ 151	\$ 29,276
Oelwein	1,313.0	11	189.1	\$ 18,684	\$ 3,131	\$ 7,188	\$ -	\$ 29,203
Rudd-Rockford-Marble Rk	450.2	2	182.0	\$ 18,422	\$ 3,054	\$ 7,301	\$ -	\$ 28,777
Cedar Falls	5,052.1	7	193.4	\$ 19,162	\$ 3,176	\$ 5,490	\$ 44	\$ 27,872
Iowa Falls	1,086.8	7	205.3	\$ 18,286	\$ 2,987	\$ 6,477	\$ 23	\$ 27,773
Independence	1,430.5	3	197.3	\$ 19,485	\$ 3,229	\$ 3,621	\$ 72	\$ 26,408
Vinton-Shellsburg	1,591.0	12	182.8	\$ 14,755	\$ 3,323	\$ 7,932	\$ 35	\$ 26,048
Waverly-Shell Rock	1,995.9	11	181.6	\$ 19,914	\$ 3,302	\$ 1,385	\$ 79	\$ 24,679
Howard-Winneshiek	1,197.5	5	184.2	\$ 18,800	\$ 3,431	\$ 1,954	\$ 38	\$ 24,223
Nashua-Plainfield	830.1	1	189.0	\$ 20,348	\$ 3,374	\$ 36	\$ 56	\$ 23,814
West Delaware County	1,505.1	3	188.0	\$ 18,590	\$ 3,248	\$ -	\$ 20	\$ 22,858
Clear Lake	1,222.2	3	181.0	\$ 17,239	\$ 2,857	\$ 2,475	\$ -	\$ 22,570
North Butler	602.0	2	186.0	\$ 18,777	\$ 3,011	\$ -	\$ -	\$ 21,788
Sumner-Fredericksburg	832.5	8	181.9	\$ 16,990	\$ 2,817	\$ 25	\$ 3	\$ 19,834
New Hampton	981.9	11	178.4	\$ 14,239	\$ 2,361	\$ 975	\$ -	\$ 17,575

**Maintenance/Operations (6<sup>th</sup> out of 21):**

District	Enrollment	# of Full-time Positions	Average Contract Days	Average Total Experience	Total Salary	Retirement Benefits	Health Ins.	Other Benefits	Total Compensation
Clear Lake	1,222.2	11	260	13.8	43,020	7,240	12,962	-	\$ 63,221
Mason City	3,737.9	27	259	4.4	40,598	8,651	6,894	130	\$ 56,273
Forest City	1,091.8	8	260	4.3	38,924	8,454	7,092	-	\$ 52,470
Waterloo	10,935.7	108	260	0.4	38,137	6,333	7,562	89	\$ 52,121
Rudd-Rockford-Marble Rk	450.2	3	237	4.3	37,225	6,171	7,681	-	\$ 51,077
Charles City	1,531.4	13	260	6.2	36,120	5,976	7,956	131	\$ 50,183
Howard-Winneshiek	1,197.5	8	247	14.8	32,536	5,785	10,780	47	\$ 49,128
Osage	955.0	6	247	11.7	33,222	6,188	8,661	102	\$ 48,154
Decorah Community	1,387.2	14	261	10.0	34,763	5,784	7,769	184	\$ 47,480
Cedar Falls	5,052.1	48	259	11.2	33,544	5,580	7,842	300	\$ 47,348
Allamakee	1,135.1	6	260	12.5	34,640	5,744	8,708	18	\$ 47,109
New Hampton	981.9	10	260	3.7	31,583	5,236	9,022	42	\$ 45,883
Oelwein	1,313.0	10	260	11.1	33,184	5,518	7,058	-	\$ 45,760
Waverly-Shell Rock	1,995.9	16	239	13.0	35,671	5,914	3,610	129	\$ 45,328
Independence	1,430.5	7	261	13.0	32,718	5,423	6,666	81	\$ 44,886
Iowa Falls	1,086.8	8	251	7.4	32,665	5,416	6,638	25	\$ 44,744
Sumner-Fredericksburg	832.5	7	280	6.3	31,314	5,192	8,040	49	\$ 44,596
West Delaware County	1,505.1	13	255	4.9	31,679	5,252	6,937	33	\$ 43,902
North Butler	602.0	5	260	10.0	32,048	5,313	6,531	-	\$ 43,890
Vinton-Shellsburg	1,591.0	11	247	7.5	28,829	5,043	5,845	48	\$ 41,766
Nashua-Plainfield	830.1	3	260	14.0	33,488	5,561	58	95	\$ 39,152

Admin Support (3<sup>rd</sup> out of 21):

District	Enrollment	# of Full-time Positions	Average Contract Days	Average Total Experience	Total Salary	Retirement Benefits	Health Benefits	Other Benefits	Total Compensation
Clear Lake	1,222.2	7	238.4	14.4	\$ 36,427	\$ 6,415	\$ 14,751	\$ -	\$ 57,593
Howard-Winneshiek	1,197.5	8	212.9	22.6	\$ 35,941	\$ 8,386	\$ 11,888	\$ 47	\$ 54,262
Charles City	1,531.4	8	222.1	16.3	\$ 31,927	\$ 6,293	\$ 13,620	\$ 781	\$ 51,601
New Hampton	981.9	3	232.3	15.0	\$ 34,850	\$ 5,778	\$ 8,275	\$ 42	\$ 48,945
Rudd-Rockford-Marble Rk	450.2	2	202.5	12.5	\$ 33,748	\$ 5,583	\$ 7,670	\$ -	\$ 47,009
Osage	955.0	3	226.7	5.7	\$ 31,968	\$ 5,719	\$ 8,441	\$ 102	\$ 46,290
Mason City	3,737.9	18	218.4	6.8	\$ 31,270	\$ 5,345	\$ 7,338	\$ 65	\$ 44,018
Forest City	1,091.6	5	207.0	6.0	\$ 29,214	\$ 4,844	\$ 9,831	\$ -	\$ 43,888
Waterloo	10,935.7	41	229.5	1.0	\$ 29,326	\$ 4,954	\$ 7,968	\$ 129	\$ 42,378
Sumner-Fredericksburg	832.5	5	221.8	17.0	\$ 29,562	\$ 4,905	\$ 6,432	\$ 49	\$ 40,968
Iowa Falls	1,086.8	7	221.0	6.3	\$ 28,763	\$ 4,769	\$ 7,121	\$ 25	\$ 40,678
North Butler	802.0	2	221.0	6.0	\$ 31,326	\$ 5,086	\$ 3,218	\$ -	\$ 39,631
West Delaware County	1,505.1	8	227.8	5.0	\$ 27,575	\$ 4,572	\$ 6,061	\$ 39	\$ 38,267
Decorah Community	1,387.2	7	204.1	9.0	\$ 26,934	\$ 4,466	\$ 6,759	\$ 58	\$ 38,214
Vinton-Shellsburg	1,591.0	9	207.8	17.8	\$ 23,727	\$ 5,332	\$ 8,842	\$ 64	\$ 37,965
Oelwein	1,313.0	8	215.0	12.6	\$ 24,935	\$ 4,134	\$ 7,030	\$ -	\$ 36,098
Allamakee	1,135.1	5	176.8	4.4	\$ 23,216	\$ 3,848	\$ 7,500	\$ 18	\$ 34,584
Nashua-Plainfield	830.1	1	200.0	25.0	\$ 28,288	\$ 4,689	\$ 46	\$ 50	\$ 33,078
Waverly-Shell Rock	1,995.9	12	213.3	8.3	\$ 26,268	\$ 4,356	\$ 2,124	\$ 98	\$ 32,867
Cedar Falls	5,052.1	20	204.8	10.6	\$ 22,032	\$ 3,658	\$ 6,375	\$ 518	\$ 32,562
Independence	1,430.5	10	214.4	9.3	\$ 21,334	\$ 3,536	\$ 5,670	\$ 78	\$ 30,618

Principals (11<sup>th</sup> out of 21):

District	Enrollment	Full-Time*	Average Contract Days	Average Total Experience	Total Salary	Retirement Benefits	Health Ins.	Other Benefits	Total Compensation
Cedar Falls	5,052.1	9	280	12.6	118,067	19,416	12,360	8,323	\$ 158,167
Forest City	1,091.6	3	240	21.3	104,813	17,345	29,113	416	\$ 151,487
Vinton-Shellsburg	1,591.0	4	261	19.8	101,821	22,938	23,948	166	\$ 148,873
Iowa Falls	1,086.8	4	230	18.6	103,973	17,380	25,243	934	\$ 147,530
Waverly-Shell Rock	1,995.9	4	216	27.0	117,800	18,439	7,046	451	\$ 144,536
Allamakee	1,135.1	2	229	26.5	105,008	17,411	17,916	1,293	\$ 141,597
Decorah Community	1,387.2	4	230	25.6	114,362	18,961	6,896	571	\$ 140,791
Waterloo	10,935.7	17	260	13.1	110,485	20,014	8,671	1,025	\$ 140,195
Clear Lake	1,222.2	3	217	7.0	109,201	18,002	7,195	-	\$ 134,398
Osage	955.0	2	225	24.0	100,567	16,636	14,798	102	\$ 132,102
Charles City	1,531.4	4	260	17.3	98,711	16,368	14,885	1,509	\$ 131,571
Howard-Winneshiek	1,197.5	2	240	21.0	91,301	15,042	23,055	93	\$ 130,090
West Delaware County	1,505.1	3	260	17.0	95,857	15,693	16,697	98	\$ 128,545
Sumner-Fredericksburg	832.5	2	240	35.5	94,302	15,835	17,559	163	\$ 127,858
Oelwein	1,313.0	3	247	16.7	94,491	15,666	16,513	-	\$ 126,670
North Butler	802.0	2	220	25.0	92,391	14,471	18,601	-	\$ 125,363
Mason City	3,737.9	7	260	18.9	97,732	16,204	7,463	528	\$ 121,926
New Hampton	981.9	3	227	17.0	95,193	15,783	7,297	76	\$ 118,349
Nashua-Plainfield	830.1	2	225	12.0	87,856	14,566	15,753	93	\$ 118,267
Independence	1,430.5	3	261	15.7	99,472	16,491	781	632	\$ 117,356
Rudd-Rockford-Marble Rk	450.2	-	-	-	-	-	-	-	\$ -

Superintendent (9<sup>th</sup> out of 21):

District	Enrollment	Total Salary	Retirement Benefits	Health Benefits	Other Benefits	Total Compensation
Waterloo	10,935.7	\$ 193,800	\$ 42,463	\$ 8,009	\$ 1,481	\$ 245,753
Cedar Falls	5,052.1	\$ 192,000	\$ 27,326	\$ 17,162	\$ 8,535	\$ 245,023
Iowa Falls	1,086.8	\$ 173,228	\$ 29,938	\$ 16,319	\$ 4,168	\$ 223,653
Vinton-Shellsburg	1,591.0	\$ 161,710	\$ 33,530	\$ 24,010	\$ 179	\$ 219,429
Decorah Community	1,387.2	\$ 177,142	\$ 29,370	\$ 7,010	\$ 1,557	\$ 215,079
Mason City	3,737.9	\$ 172,439	\$ 33,590	\$ 7,605	\$ 871	\$ 214,505
Forest City	1,091.6	\$ 162,729	\$ 44,980	\$ -	\$ 6,000	\$ 213,709
Waverly-Shell Rock	1,995.9	\$ 169,660	\$ 24,904	\$ 17,614	\$ 621	\$ 212,799
Charles City	1,531.4	\$ 155,225	\$ 31,476	\$ 14,985	\$ 1,759	\$ 203,445
Nashua-Plainfield	830.1	\$ 158,500	\$ 23,799	\$ 16,950	\$ 93	\$ 199,348
Independence	1,430.5	\$ 170,422	\$ 25,036	\$ 1,105	\$ 72	\$ 196,635
Howard-Winneshiek	1,197.5	\$ 159,338	\$ 26,322	\$ 10,651	\$ 93	\$ 196,404
Clear Lake	1,222.2	\$ 163,074	\$ 24,273	\$ 7,921	\$ -	\$ 195,268
New Hampton	981.9	\$ 151,055	\$ 25,045	\$ 17,901	\$ 92	\$ 194,093
Allamakee	1,135.1	\$ 147,840	\$ 24,478	\$ 19,416	\$ 2,094	\$ 193,828
Oelwein	1,313.0	\$ 140,555	\$ 23,304	\$ 20,416	\$ -	\$ 184,275
West Delaware County	1,505.1	\$ 145,230	\$ 24,079	\$ 8,531	\$ -	\$ 177,840
Sumner-Fredericksburg	832.5	\$ 134,500	\$ 22,300	\$ 17,559	\$ 214	\$ 174,573
Osage	955.0	\$ 130,725	\$ 21,674	\$ 21,110	\$ 102	\$ 173,611
North Butler	802.0	\$ 125,373	\$ 20,787	\$ 19,578	\$ -	\$ 165,738
Rudd-Rockford-Marble Rk	450.2	\$ 116,537	\$ 19,320	\$ 20,100	\$ -	\$ 155,957



## EXHIBIT BB - SUPPORT STAFF

Article & Section	Description	Mandatory, Permissive, or Illegal	Collective Bargaining Agreement	Board Policy	Employee Handbook	Will Be Deleted	Note
1	Definitions						
1.1.1	Employer	Permissive	X				
1.1.2	Employee	Permissive	X				
1.1.3	Union	Permissive	X				
1.1.4	District	Permissive	X				
1.1.5	Superintendent	Permissive	X				
1.1.6	Principal	Permissive	X				
1.1.7	Supervisor	Permissive	X				
1.1.8	12-month employee	Permissive	X				
1.1.9	Full-Time Employee	Permissive	X				
1.1.10	Part-Time Employee	Permissive	X				
1.1.11	Singular/Plural	Permissive	X				
1.1.12	Department	Permissive	X				
1.1.13	Classification	Permissive	X				
2.1	Consecutive Hours	Permissive	X				
2.2.1	Work week	Permissive	X				
2.2.2	Normal work day	Permissive	X				
2.2.3	Normal work week	Permissive	X				
2.2.4	PT hours	Permissive	X				
2.2.5	Late starts	Permissive			X		
2.3.1	FS start time	Permissive			X		
2.3.2.a	BG start time - 1st shift	Permissive			X		
2.3.2.b	BG start time - 2nd shift	Permissive			X		
2.3.2.c	Head cusotians	Permissive			X		
2.4	Break periods	Permissive	X				
2.5	Meal periods	Permissive	X				
2.6	Reporting to work	Permissive			X		
2.7	Work unavailable	Permissive			X		
2.8.1	Call in pay - 12 month	Permissive			X		
2.8.2	Call in pay - 12 month	Permissive			X		
2.8.3	Building checks	Permissive			X		
2.8.4	Bus driver	Permissive			X		
2.9	FS extra duty	Permissive			X		
3.1.1	Rate of pay Time and a half	Permissive		412.2			For work beyond 40 hours in a week. The provision for OT beyond 8 hours in a day will be deleted.
3.1.2	Sat/Sun pay	Permissive			X		
3.1.3	Sunday pay for Tue start	Permissive			X		
3.1.4	Shift premium	Permissive			X		
3.2	Work in different jobs	Permissive			X		
3.3.1	OT assignment	Permissive			X		
3.3.2	OT rotation	Permissive			X		
3.3.3	OT allocation	Permissive			X		
4.1.1	12 month holidays	Permissive		414.1			
4.1.2	Holiday is non-work day	Permissive		414.1			
4.2	Substitute holidays	Permissive		414.1			
4.3	Premium pay	Permissive		414.1			

**EXHIBIT BB - SUPPORT STAFF**

<b>Article &amp; Section</b>	<b>Description</b>	<b>Mandatory, Permissive, or Illegal</b>	<b>Collective Bargaining Agreement</b>	<b>Board Policy</b>	<b>Employee Handbook</b>	<b>Will Be Deleted</b>	<b>Note</b>
4.4.1	Holiday eligibility	Permissive		414.1			
4.4.2	Holiday reasonable purpose	Permissive		414.1			
4.4.3	Unworked holiday	Permissive		414.1			
5.1.1	Vacation year	Permissive		414.1			
5.1.2	Vacation - new employees	Permissive		414.1			
5.1.3	Vacation amount	Permissive		414.1			
5.2.1	Vacation restrictions	Permissive		414.1			
5.2.2	Vacation restrictions	Permissive		414.1			
5.2.3	Vacation exchange	Permissive		414.1			
5.2.4	Emergency restrictions	Permissive		414.1			
5.2.5	Vacation seniority	Permissive		414.1			
5.2.6	Requests after June 1	Permissive		414.1			
5.2.7	No carryover	Permissive		414.1			
5.3	Holiday during vacation	Permissive		414.1			
5.4	Vacation pay	Permissive		414.1			
5.5	Work during vacation	Permissive		414.1			
5.6	Vacation rights	Permissive		414.1			
6.1.1.a	Personal illness	Permissive		414.2			
6.1.1.b	Personal illness	Permissive		414.2			
6.1.1.c	Personal illness	Permissive		414.2			
6.1.1.d	Personal illness	Permissive		414.2			
6.1.1.e	Doctor appts	Permissive		414.2			
6.1.2	Sick leave	Permissive		414.2			
6.1.3	Doctor's note when ill	Permissive		414.2			
6.1.4	Accumulated leave	Permissive		414.2			
6.1.5	Laid off	Permissive		414.2			
6.1.6	Present employees	Permissive		414.2			
6.1.7	Worker's comp	Permissive		414.2			
6.1.8	pregnancy/childbirth	Permissive		414.2			
6.1.9	Shortened day	Permissive		414.2			
6.2	Injury due to violence	Permissive		414.2			
6.3	Sick leave exhausted	Permissive		414.2			
7.1	Leave of absence	Permissive		414.1 & 414.3			
7.2.1	Advance notice	Permissive		414.1			
7.2.2.a	Immediate leave	Permissive		414.1			
7.2.2.b	Short leave	Permissive		414.1			
7.2.2.c	Extended leave	Permissive		414.1			
7.2.3	Return to work	Permissive		414.1			
7.3	Seniority	Permissive		414.1			
7.4.1	Personal days	Permissive		414.1			
7.4.2	Personal days	Permissive		414.1			
7.4.3	Unused personal days	Permissive		414.1			
7.4.4	Denial of personal leave	Permissive		414.1			
7.5.1	Bereavement - family	Permissive		414.4			
7.5.2	Bereavement - extended fam	Permissive		414.4			
7.5.3	Bereavement - school	Permissive		414.4			
7.5.4	Bereavement - friend	Permissive		414.4			

## EXHIBIT BB - SUPPORT STAFF

Article & Section	Description	Mandatory, Permissive, or Illegal	Collective Bargaining Agreement	Board Policy	Employee Handbook	Will Be Deleted	Note
7.5.5	Bereavement - short day	Permissive		414.4			
7.6.1	Family illness	Permissive		X			
7.6.2	Non-critical family illness	Permissive		X			
7.6.3	Use of vacation	Permissive		X			
7.6.4	Paternal leave	Permissive		X			
7.6.5	Leaves - good cause	Permissive		X			
7.6.6	Leave - one year	Permissive		X			
7.6.7	Leave - short day	Permissive		X			
7.6.8	1 hour rule	Permissive		X			
7.7	Extraordinary circumstances	Permissive		414.8			
7.8	Jury duty	Permissive		414.6			
7.9	Reasonable purpose	Permissive		414.8			
7.10.1	Union business	Illegal				X	
7.10.2	Association leave	Illegal				X	
7.11.1	Educ. Improvement Leave	Permissive		414.9			
7.11.2	Educ. Imp. Leave limits	Permissive			X		
7.11.3	Educ. Imp. Leave - other	Permissive			X		
7.11.4.a	Higher position	Permissive			X		
7.11.4.b	Higher position	Permissive			X		
7.12.1	Military leave - reserves	Permissive		414.7			
7.12.2	Military leave - active	Permissive		414.7			
7.13	Religious holiday	Permissive				X	
7.14	Rate of pay	Permissive			X		
8.1.1	Base wages	Mandatory	X				
8.2	Wage progression	Permissive		412.1			
8.3	New job classification	Permissive			X		
8.4	Probationary period	Permissive			X		
8.5.1	Shift premium	Permissive			X		
8.5.2	Shift premium exception	Permissive			X		
8.6	Pay period	Mandatory	X				
8.7	Pay options	Mandatory	X				District proposes deleting 9 month paid over 12 month option
9.1	Grievance defined	Permissive	X				
9.2	Grievance steps	Permissive	X				
9.3	Form of grievance	Permissive	X				
9.4.1	Arbitration	Permissive	X				
9.4.2	Arbitrator selection	Permissive	X				
9.4.3	Union approval	Permissive	X				
9.4.4	Decision final	Permissive	X				
9.4.5	Expenses	Permissive	X				
9.4.6	Decision in writing	Permissive	X				
9.4.7	Restrictions	Permissive	X				
9.5.1	Grievance processing	Permissive	X				
9.5.2	Time limits	Permissive	X				
9.6	Knowledge defined	Permissive	X				
10.1.1	Physical exams	Permissive	X				
10.1.2	Physical exams	Permissive	X				
10.1.3	Exam payment	Illegal				X	

**EXHIBIT BB - SUPPORT STAFF**

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10.1.4	Bus driver physicals	Illegal				X	
10.1.5	Leaves of absence	Permissive	X				
10.2.1	Wellness program	Permissive	X				
10.2.2	Blood draw	Permissive	X				
10.2.3	Flu shot	Permissive	X				
10.3.1	Reasonable care	Permissive	X				
10.3.2	Alert supervisor	Permissive	X				
10.4.1	Bomb search	Permissive	X				
10.5.1	Emergency situation	Permissive	X				
10.6.1	First aid	Permissive	X				
11.1.1	Job training fees	Permissive		411.4			
11.1.2	Job training hours	Permissive			X		
11.2	Job related programs	Permissive		411.4			
11.3	Voluntary training	Permissive			X		
11.4	In district in-service	Permissive			X		
12.1	Duration	Permissive	X				
12.2	Automatic renewal	Permissive	X				
12.3	Execution	Permissive	X				