

## Changes to the Ogden Negotiated Agreement

PM will refer to policies found in the new “Policy Manual”

CC will refer to policies found in the new “Common Contract”

1-10 Recognition of Agreements- PM- New language: all policies good for one year unless otherwise noted.

1-15 Waiver of Contract Provisions- gone

1-21 The Bargaining Agent – gone

1-22 Board Rights – CC- No changes

1-30 Negotiations – gone

1-50 Recognition- gone

1-60 Education Employee Association Rights – gone

1-70 Released Time – gone

2-10 Appointment and Tenure – CC – Major deletions

2-11 Corrective Discipline – CC – Deleted “right to grieve”

2-16 Teacher Remediation plan for instructional deficiency- PM- some changes

2-20 Orderly Termination- CC – Major deletions – 3 1/2 pages

2-31 General- CC – No Changes

2-32 Licensure of Professional Personnel – PM- No significant changes

2-33 Physical Examination – CC – No Changes

2-34 Filing of Credentials/Lane Change – PM – No changes

2-35 Time Schedule – CC and PM – Some deletions

2-36 Absence – PM – added warning of possible corrective action

2-37 Substitutes- PM- deletes any mention of Negotiated agreement – change to coverage slips- added restrictions of only two teachers using comp time before or after holiday.

2-38 – Faculty Meetings – PM – Deleted sentence on administrators using memos when possible.

2-40 Teacher designation – PM – Major deletions

2-50 Teacher assignments – PM – No changes

2-60 Grievance Procedures – CC – added major changes – restricts legal representation to steps 4 and 5 – adds a timeline for step 1 – changes timeline on step 2 – option to mutually agree to skip step 4 (hearing officer) and go to school board – other small changes

2-70 Reduction if force of tenured teachers – Gone (over two pages of policy) RIF is mentioned later in another part of their documents

3-10 General (Salaries) – CC – Major deletions- adds language “a separate contract is approved by the Board of education.” Look at this one.

3-11 New Teachers – PM – No changes

3-20 Extra Services Pay Rate – PM – No changes

3-21 Curriculum Development – PM – No changes

3-22 Coaches, High School student government advisors, band, orchestra, drama, forensics, yearbook advisor, dance, stage manager, junior high school activities- PM – No changes

3-23 Driver Education – PM – No changes

3-24 Extended contract – PM – No changes

3-25 Vocational Education – gone

3-26 Department Heads (High School)- PM – No changes

3-27 Community School – PM – One deletion

3-28 Limitation – gone

3-29 Payment of extended services- PM – new language

3-30 Factors determining placement on teachers’ salary schedule – PM – Previous experience is now limited to 12 years where before they allowed all years.

Section on college degrees – gone – other changes including deletions

4-10 Sick Leave – PM – No changes but # 8 and # 9 are moved to CC

4-15 Leave without pay – CC - some language changes

4-20 Catastrophic Sick Leave Bank – CC –added threat of corrective action

4-25 Bereavement Leave – CC – No changes

4-30 Personal Leave- PM – restricts to only two teachers using personal leave before or after holiday

4-35 Professional Growth leave- PM- lowers amount available from \$15,000 to \$10,000 to pay for subs for professional development conferences

4-40 Other leave – PM- No changes

4-45 Sabbatical Leave – PM – No changes

4-50 Cooperative group insurance- CC – deleted section about bargaining agent agreeing to changes in insurance. (this is huge)

4-55 Long Term Disability Insurance – CC – deletes “mutually agreed carrier” (takes us out of the decision)

4-60 Worker’s Compensation- CC- Added language

4-70 Leave of Absence – CC – No changes

4-75 Family and Medical Leave – CC – Small editorial changes

4-83 Jury Duty/Witness – CC – No changes

4-84 Approved Military Reserve Duty – CC – No changes

4- 90 Long Term Disability Deduction – gone

4-91 Early Retirement Incentive – CC – changed eligibility to 10 consecutive years of service

4-92 Payment for unused sick leave- CC –added requirement of 10 consecutive years of service

5-5 Teacher Leaders – gone

5-10 Evaluation of Tenured Teachers (changed to Career Status) – PM - deleted all mention of “negotiated agreement”. Added Tier II and Tier III to informal and formal

remediation. Changed to 15 days the timeline for requesting a review of evaluation. Added other language about the review of the evaluation.

5-15 Evaluation and assistance of provisional teachers – PM- changed the March 1<sup>st</sup> date to Feb 15 for deadline for second eval and added Tier II and Tier III for Informal and Formal remediation. Deleted “instruction all coaches”. Deleted all mention of “contractual agreement”. Added language, that a satisfactory eval does not guarantee employment. Changed to 15 days the timeline as in 5-10 for a review of the eval and added other language as in 5-10 above.

5-30 School Programs -Voluntary Transfers – PM – deleted “length of service in the district and previous involuntary transfers” as a primary factor in determining transfers

Involuntary Transfers – PM –Deleted same language as above plus the sentence: No licensed employee shall be involuntarily transferred without good cause”. That could cause problems.

Change of assignment within a school/program – PM – deleted any reference to seniority as a factor. Also deleted Previous involuntary transfers as a factor.

Procedures when reduction in staff is not an issue was changed to “Procedures for change of assignment within a school” Also language deleted dealing with “length of service in the district.”

Deleted #4, 5, 6, 7 in this section.

5-50 Personnel Records – PM – major changes – totally deleted the requirement for a correction action file to be destroyed after 1 yr (school letter) and 5 yrs (district letter).

5-60 Complaints – gone

6-10 Lunch room – PM – No changes

6-15 Playground duty – PM – added our tentative agreement language

Totally new policy in CC 6-20 Outside Activities- Need to look at this one.

6-30 Residence- CC – Small editorial change

6-50 Other activities –PM – major changes – no limits to after school activities that can be required as part of the contract (before they were limited to 3 activities or they were compensated)

7-10 Parent-Teacher conference – PM – No changes

New policy in PM called 7-15 Contract time that requires 30 minutes before and 30 minutes after. (currently it is 20 minutes) and requires an 8 hour day. (adds about 50 minutes to day?) This is huge...

7-20 Secondary Planning/Preparation Time – PM – changed some language – deleted sections on the 25 minutes before and after school.

7-30 Elementary Planning/Preparation Time – PM – Adds 5 minutes before and after school. (from 20 to 25) Doesn't seem to fit the 30 minutes before and after or add up to the 8 hour day in 7-15

7-40 Professional Responsibility – PM – section deleted on equity of assignments

7-50 Inservice – Gone

8-10 Payroll – PM and CC- No changes

8-40 Final Payment – PM – No changes

8-45 Statute of Limitations Relating to Salary Adjustment – CC – One small deletion

8-50 Deductions (nothing in either one)

8-51 Absence – PM – No changes

8-52 Federal Income and Social Security Taxes – Gone

8-53 State Income Tax – Gone

8-54 Utah State Retirement System – CC – one sentence deleted

8-55 Other – PM and CC –No changes

8-56 Salary Payment – CC – No changes

8-57 Notification of Deferred Payments – Gone

8-58 Separate Payments – Gone

8-60 Tax Sheltered Payments- CC – No changes

9-10 Board of education responsibility- Gone

9-20 Safe School Plan – Gone

9-25 Uniform student discipline code – Gone

9-30 Reporting Criminal activity in school – Gone

9-40 Reporting violent juvenile offenders in school – Gone

9-50 Indemnification of Teachers – PM – Changed to “see Utah code”

New policy in PM – 9-60 – Policies Valid for One year

Memo of understanding #1 was moved to a new policy at 8-70 in CC

Memo of understanding # 2 is gone

Memo of understanding #3 changed by deleting Prevention dimension

Memo of understanding # 4 is gone

Memo of understanding #5 changed by deleting sentence “memos of understanding are valid only for the year dated above. For continuance, a new Memo of Understanding must be re-signed the following year

Memo of Understanding #6 is gone

Memo of Understanding #7 is gone