

Collective Bargaining

SUBJECT OF BARGAINING	NEGOTIABILITY	COMMENTS
Appointment Decisions	Nonmandatory	
Assignments (Procedures)	Mandatory	
Bereavement Leave	Mandatory	
Dental Insurance	Mandatory	
Early Retirement Incentive	Mandatory	
Evaluation (Criteria)	Nonmandatory	
Family and Medical Leave	Mandatory	
Health Insurance	Mandatory	Increase 10%, 20%, 30% in next 3 years Article IV Sec. 5: Decrease district contribution to 80% Change the amount of contribution for FT and PT teachers
Hours and days of operation of the schools	Nonmandatory	
Layoff and recall	Nonmandatory	
Leaves, procedures for reporting absences	Mandatory	
Life insurance	Mandatory	
Optical insurance	Mandatory	
Personal leave	Mandatory	
Retiree Benefits	Mandatory	
Sabbatical Leave	Mandatory	
Salary (<i>Decreases</i>)	Mandatory	
<i>Decrease in salary based on a reduction of hours caused by a decrease in services</i>	Nonmandatory	
<i>Extra pay for graduate credits</i>	Mandatory	Article III Sec. 2 (a) and (b): - Must be all graduate credit - New teachers to be placed on the salary schedule at the "Superintendent's Discretion"
<i>Extra pay for increased workload or special assignments</i>	Mandatory	
<i>Increases</i>	Mandatory	Article III Sec. 3 (b): salary movement 1x/year
<i>Initial salary for a new position</i>	Nonmandatory	
<i>Longevity pay</i>	Mandatory	
<i>Merit pay</i>	Nonmandatory	
<i>Method of providing compensation</i>	Mandatory	
<i>Overtime</i>	Mandatory	
<i>Payment or reimbursement of tuition or</i>	Mandatory	

<i>fees for training</i>		
<i>Step increases</i>	Mandatory	
School day, length of (without an increase in the work day)	Nonmandatory	
School year, length of (without an increase in the work year)	Nonmandatory	
Sick Leave	Mandatory	Article VI Sec. 1: Decrease number of days (decrease bank accumulation in anticipation of retirees) Article VI Sec. 3: Decrease personal days from 5 to 2
Staff Development, required by employer (outside of work hours)	Mandatory	Increase after-school meetings Article XIII Sec. 2 ---- increase Article XIII Sec. 3 --- increase
Staff Development, required by employer (during of work hours)	Nonmandatory	
Staffing levels (number of employees on duty at a particular time or location)	Nonmandatory	
Student contact time, increase of (without affecting the length of work day)	Nonmandatory	
Transfer procedures	Mandatory	
Vacation (leave of absence)	Mandatory	
Work day (length of)	Mandatory	Increase (it does not appear to have a set time in this contract)
Work duties (within the inherent nature of employment)	Nonmandatory	
Work duties (not within the inherent nature of employment)	Nonmandatory	Duty period
Work load	Mandatory	Increase # of classes taught
Work locations	Nonmandatory	
Work rules, procedures for issuing	Mandatory	
Work year, length of	Mandatory	Increase (currently 183 days of which 180 are school days) Art. III Sec. 2: New teachers to start earlier (unpaid)

I adjusted the number of co-curricular positions in the table below...

APPENDIX C-1
CO-CURRICULAR POSITIONS – WITH REVISIONS

CATEGORY	HIGH SCHOOL	MIDDLE SCHOOL	ELEMENTARY SCHOOL
IA	Director of Dramatics		
	NEIRAD Is this necessary		
	Yearbook		
	Student Council (2) Reduce to 1		
	Marching Band		
	Tudor Singers		
IB	Senior Class Advisors (2) Reduce to 1	Webmaster	Webmaster
	Webmaster		
II	Cheerleaders (Two Seasons) JV and Varsity		Young Astronauts
	First Assistant Drama Director		
	Student Council Assistant Eliminate		
	Writing Center		
	Debate Coach		
	Literary Magazine		
	Outdoors Club (2) Reduce to 1		
	Percussion Instructor		
	Blue Wave Dancers		
III	A.V. Club	Drama Club	All Town Orchestra
	Second Assistant Drama Director Eliminate	Music Concert	Music Concert
	Junior Class Advisors (2) Reduce to 1	Newspaper	Mission to Mars (2) Reduce to 1
	Sophomore Class Advisors (2) Reduce to 1	Outdoor Club (2) Reduce to 1	
	Drill Team Instructor	Student Council	
	Ski Club	Yearbook	
	NEIRAD Assistant Eliminate	Debate Coach	
	Yearbook Assistant		
	Future Problem Solving and Assistant Eliminate		
	Video Yearbook		
	Karate Club		
	JETS Team		
	Math Team		
	Music Concerts		
	Tri-M Advisory		
IV	Freshman Class Advisors (2) Reduce to 1	Assistant Debate Coach	Literary Magazine
	AMICA French/Spanish (2) Reduce to 1	Assistant Drama Directors (3) Reduce to 1	Enrichment Club
	H.S. Production - Business Manager	Literary Magazine	Student Council
	National Honor Society	Math Club (2) Reduce to 1	Safety Patrol
	Science Club	Ambassador Club (2) Reduce to 1	Art Club
	Mathematics Club	Coordinator Washington Trip (2) Reduce to 1	
	History Club	Coordinator Quebec Trip	
	Ecology Club	Student Council Assistant Eliminate	
	Human Rights (2) Reduce to 1	Colebrook Coordinator (2) Reduce to 1	
	Technology Club	Camerata Singers	
		Jazz Ensemble	