

**Draft Proposal**

**DIVISION OF ADMINISTRATIVE AND INSTRUCTIONAL LEADERSHIP**

**Of**

**THE SCHOOL OF EDUCATION**

**ST. JOHN'S UNIVERSITY**

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EDU 5721  
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# Draft Proposal

## Article III Section 1

Salary schedules for teachers are set forth on appendices attached hereto. Step movement for eligible teachers will be implemented each year of this agreement.

*Teachers salary increment will be the median raise from the surrounding 10 school districts who settle contact prior to June of each calendar year.*

## Article III Section 1 (b)

*Delete current language and replace with new:*

The annual salaries set forth on the schedules referred to in subsection (a) hereof are payable for services rendered by teachers, as assigned, for a normal work year of ~~187~~ **normal work days as scheduled by the board. At least six (6) of the normal work days shall be used for staff development.**

The annual salaries set forth on the schedules referred to in subsection (a) hereof are payable for services rendered by teachers, as assigned, for a normal work year of **190 normal work days as scheduled by the board. At least six (6) of the normal work days shall be used for staff development.**

## Article III: Teachers' salaries Section 2a: Schedule

*Add new as follows:*

**Teachers may not advance more than 15 credits within a school year. All courses must be recorded on My Learning Plan and approved at least 21 days prior to the start of the course. Courses used toward advancement in salary must be graduate level from an accredited university and related to the teacher's subject area. Online courses will not be accepted as part of advancement.**

## ARTICLE III

**Section 9. Co-curricular Advisors.** (a) The annual rate pay for Teachers assigned to co-curricular positions (other than coaching) for which additional stipends are paid are set forth on Appendix C, which is attached hereto and made a part hereto and made a part hereof. Said positions shall be posted annually, and are non-exclusive, so that the Board will continue to have the right to eliminate such positions and/or add new positions at any time. The placement, in the appropriate category of positions established

by the Board will be determined by the Superintendent and/or his/her designee by and with the consent of the Board, after negotiations with the Association. Such teachers will be paid their stipends in equal installments distributed with their regular paychecks issue over their respective period of assignments. Teachers performing less than the complete assignment will be paid proportionate to the portion of the assignment, they complete. If disability ends prior to the end of the period of assignment, the Teacher will perform whatever duties are assigned to him or her by the Superintendent in connection with the activity for the balance of the period.

*See appendix C, for category change.*

### **Article III:**

#### **Section 10. Intramurals. (a)**

*Delete current language and replace with new:*

~~A “session” is defined as ninety (90) minutes in length.~~

**Teachers assigned to coach intramurals throughout the system will be paid at a rate of \$48 for each session they coach during the 2009-2010 work year, \$49 for each session they coach during the 2010-2011 work year and a rate of \$50 for each session they coach during the 2011-2012 work year. A “session” is not defined as a specific amount of time. Teachers will be paid per session at the stated rate. Expected minimum enrollment in each session is fifteen (15) students. Sessions with less than fifteen (15) students will not constitute a paid activity for teachers.**

### **Article III:**

#### **Section 13. Mentors.**

*Add new as follows:*

**Teachers who are assigned mentees must spend a minimum of one and one half (1 ½) hours per week meeting and mentoring the mentee.**

### **Article IV:**

#### **Section 1(a). Medical Plan.**

*Add new as follows:*

Level of Covered services

The Board will make comprehensive group hospital, prescription drug and medical coverage, as described herein (collectively, the “medical plan”), available during the term of this Agreement to each eligible teacher who applies for it and to his or her eligible

dependants. Covered services will be made available at a level that is substantially equivalent to the level of covered services available under the Medical Plan effective July 1, 2009 (the “medical plan”) subject to the terms and conditions set forth in Appendix E and in this article. **Medical insurance will not be effective until the 31<sup>st</sup> day of work for new employees.**

#### **Article IV:**

##### **Section 5. Costs of Coverage. (a) Medical Plan.**

*Delete current language and replace with new:*

~~the Board will pay an amount equal to eighty three percent (83%) of the premium cost for coverage under the medical plan format the Board offers (whether in a PPOP, HMO, MCP, Indemnity plan or other type of format), regardless of which format the teachers selects, provided that the Board contributed toward premium for the plan shall be reduced to eight two percent (82%) effective July 1, 2010, and to eighty one percent (81%) effective 2011.~~

The Board and each regular full-time teachers will share the premium cost for the individual, two-person or family coverage that the teacher selects from among the medical plans formats made available by the Board pursuant to section 1 of this article as follows: **the Board will pay an amount equal to seventy-five percent (75%) of the premium cost for coverage under the medical plan format the Board offers (whether in a PPOP, HMO, MCP, Indemnity plan or other type of format), regardless of which format the teachers selects, provided that the Board contributed toward premium for the plan shall be reduced to seventy percent (70%) effective July 1, 2013, reduced to sixty-five percent (65%) effective 2014.** The Teacher will pay the balance of premium cost for coverage under the Medical Plan format he or she selects and will authorize the Board to make regular periodic payroll deductions, as determined by the Board, to pay his or her share of the premium cost.

#### **Article VI. Leaves of Absence.**

*Delete current language and replace with new:*

~~Each teacher will accumulate sick leave entitlement at the rate of fifteen (15) day’s year up to a maximum of 187 days.~~

**section 1(a) Each teacher will accumulate sick leave entitlement at the rate of twelve (12) day’s year up to a maximum of 187 days.** If the teacher is absent from work because of his or her disability caused by illness, injury or pregnancy, he/she will be granted sick leave without loss of pay at the rate of one (1) day of sick leave for each day of absence caused by the aforesaid disability, up to a maximum of the number of sick leave entitlement days the teacher has accumulated. A teacher may use up to two days

per year of his/her accumulated sick leave for illness of members in the immediate family who reside in his/her household.

## **Article VI**

### **Section 3(a). Personal/Funeral Leave.**

*Delete current language and replace with new:*

~~All full time teachers will be entitled to leaves for personal reasons not to exceed five (5) days per year for the following reasons:~~

1. Death in the immediate family
2. Sickness or member of immediate
3. Legal Obligation
4. Other justifiable reasons

**All full time teachers will be entitled to leaves for personal reasons not to exceed three (3) days per year for the following reasons:**

1. Death in the immediate family
2. Sickness or member of immediate
3. Legal Obligation
4. Other justifiable reasons

## **Article XIII: School Meetings**

### **Section 2**

*Delete current language and replace with new:*

~~Teachers may be required to attend staff or department meetings outside the regularly scheduled work day up to one and one-half (1 ½) hours two (2) days each month or the equivalent of three (3) hours per month.~~

**Teachers may be required to attend staff or department meetings outside the regularly scheduled work day up to one and one-half (1 ½) hours four (4) days each month or the equivalent of 6 hours per month.**

## **Article IX**

### **Vacancies and Promotions**

#### **Section 3.**

*Add new as follows:*

**Nepotism should be avoided. If a candidate is a known relative of an employee, that candidate should not be preferred over another candidate due to the employee's relationship.**

**Appendix B-1**  
High School Coaches Pay Levels

<b>CATEGORY</b>	<b>HEAD COACHES</b>	<b>ASSISTANT COACHES AND JUNIOR VARSITY</b>
<b>I</b>	<b>FOOTBALL</b>	
<b>II</b>	<b>BASKETBALL-BOYS</b> <b>BASKETBALL-GIRLS</b> <b>ICE HOCKEY-BOYS</b> <b>ICE HOCKEY-GIRLS</b> <b>LACROSSE-GIRLS</b> <b>LACROSSE-BOYS</b> <b>VOLLEYBALL-GIRLS</b> <b>VOLLEYBALL-BOYS</b> <b>GYMNASTICS</b> <b>SOCCER-GIRLS</b> <b>SOCCER-BOYS</b> <b>BASEBALL</b> <b>SOFTBALL</b> <b>WRESTLING</b> <b>INDOOR TRACK-BOYS</b> <b>INDOOR TRACK-GIRLS</b> <b>OUTDOOR TRACK-BOYS</b> <b>OUTDOOR TRACK-GIRLS</b> <b>SWIMMING BOYS-</b> <b>SWIMMING GIRLS</b> <b>FIELD HOCKEY</b>	<b>ASSISTANT FOOTBALL (6)</b>
<b>III</b>	<b>TENNIS-BOYS</b> <b>CHEERLEADING FALL (COED)</b> <b>CHEERLEADING WINTER (COED)</b> <b>TENNIS-GIRLS</b> <b>FOOTBALL (FRESHMAN)</b> <b>GOLF (COED)</b> <b>CROSS COUNTRY-BOYS</b> <b>CROSS COUNTRY-GIRLS</b> <b>SKI RACING – (COED)</b> <b>SAILING – (COED)</b> <b>SQUASH – (COED)</b> <b>BASKETBALL (FRESHMEN) –BOYS</b> <b>BASKETBALL (FRESHMEN)-GIRLS</b> <b>SOCCER (FRESHMEN) – BOYS</b>	<b>J.V. BOYS BASKETBALL</b> <b>J.V. GIRLS BASKETBALL</b> <b>ICE HOCKEY BOYS ASSISTANT</b> <b>ICE HOCKEY GIRLS ASSISTANT</b> <b>LACROSSE ASSISTANT- BOYS (2)</b> <b>LACROSSE ASSISTANT-GIRLS (2)</b> <b>ASSISTANT BASKETBALL-BOYS</b> <b>ASSISTANT BASKETBALL-GIRLS</b> <b>SWIMMING ASSISTANT-BOYS</b> <b>SWIMMING ASSISTANT-GIRLS (2)</b> <b>SOCCER ASSISTANT-BOYS</b> <b>SOCCER ASSISTANT-GIRLS</b> <b>J.V. SOCCER-BOYS</b> <b>J.V. SOCCER-GIRLS</b>

<p><b>III</b></p>	<p> <b>SOCCER (FRESHMEN) – GIRLS</b>  <b>BASEBALL (FRESHMEN)</b>  <b>SOFTBALL (FRESHMEN)</b>  <b>FIELD HOCKEY (FRESHMEN)</b>  <b>LACROSSE (FRESHMEN)-BOYS</b>  <b>LACROSSE (FRESHMEN) GIRLS</b>  <b>VOLLEYBALL GIRLS (FRESHMEN)</b> </p>	<p> <b>J.V. BASEBALL</b>  <b>J.V. SOLFTBALL</b>  <b>WRESTLING ASSISTANT</b>  <b>INDOOR TRACK ASSISTANT-BOYS (2)</b>  <b>INDOOR TRACK ASSISTANT-GIRLS (2)</b>  <b>OUTDOOR TRACK ASSISTANT-BOYS (3)</b>  <b>OUTDOOR TRACK ASSISTANT-GIRLS (3)</b>  <b>ASSISTANT FIELD HOCKEY</b>  <b>J.V. FIELD HOCKEY</b>  <b>J.V. VOLLEYBALL GIRLS</b>  <b>J.V. VOLLEYBALL BOYS</b>  <b>JV ICE JOCKEY BOYS</b>  <b>JV GOLF BOYS</b>  <b>JV GOLF GIRLS</b>  <b>J.V. LACROSSE-BOYS</b>  <b>J.V. LACROSSE-GIRLS</b>  <b>J.V. TENNIS BOYS</b>  <b>J.V. TENNIS GIRLS</b>  <b>ASSISTANT SKIING</b>  <b>ASSISTANT GYMNASTICS</b>  <b>ASSISTANT BASEBALL</b>  <b>ASSISTANT SOFTBALL</b>  <b>ASSISTANT CROSS COUNTRY BOYS</b>  <b>ASSISTANT CROSS COUNTRY GIRLS</b>  <b>ASSISTANT SAILING</b>  <b>FOOTBALL ASSISTANT (FRESHMAN)</b>  <b>FACULTY MANAGER – BOYS</b>  <b>FACULTY MANAGER – GIRLS</b>  <b>FACULTY MANAGER – FALL (2)</b>  <b>FACULTY MANAGER- SPRING (2)</b> </p>
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## APPENDIX B-2

### HIGH SCHOOL COACHES' SALARY SCHEDULE

EFFECTIVE JULY 1, 2009

	LEVEL		
CATEGORY	1	2	3
I	\$6,064	\$7,414	\$8,154
II	\$4,300	\$5,253	\$5,779
III	\$2,838	\$3,467	\$3,816

EFFECTIVE JULY 1, 2010

	LEVEL		
CATEGORY	1	2	3
I	\$6,185	\$7,562	\$8,317
II	\$4,386	\$5,358	\$5,5895
III	\$2,895	\$3,536	\$3,892

**EFFECTIVE JULY 1, 2011**

	<b>LEVEL</b>		
<b>CATEGORY</b>	<b>1</b>	<b>2</b>	<b>3</b>
<b>I</b>	<b>\$6,309</b>	<b>\$7,713</b>	<b>\$8,483</b>
<b>II</b>	<b>\$4,474</b>	<b>\$5,465</b>	<b>\$6,013</b>
<b>III</b>	<b>\$2,953</b>	<b>\$3,607</b>	<b>\$3,970</b>

Individuals occupying High School Coaches' positions will advance one level with each satisfactory year of service completed.

## Appendix C-1

CATEGORY	HIGH SCHOOL	MIDDLE SCHOOL	ELEMENTARY SCHOOL
I	Community council (2) Contemporary Strings Ensemble Director of Blue Wave News Director of Dramatics Director of School Musical Marching Band National Honor Society NEIRAD Tudor Singers Webmaster Yearbook		
II	Senior Class Advisors (2) Debate Coach First Assistant Drama First Assistant Musical Literary Magazine Math Team (2) Percussion Instructor	Webmaster Musical Director	Webmaster
III	Assistant Blue Wave News Drill Team Instructor Future Problem Solving Gay/Straight Alliance (2) Junior Class Advisors (2) Music Concerts (3) NEIRAD Assistant Second Assistant Drama Second Assistant Musical Sophomore Class Advisors (2) Tri-M Advisory Yearbook Assistant AMICA French/Spanish (2) Art Club Black History Day Buddy System Club Building with Books Computer Club CT Challenge Quiz Bowl Culture Club Freshman Club Advisor H.S. Productions –Bs. Mgr. Human Rights (2) JETS Club Kids Giving Back Outdoor Club (2) School Drama Lights and Sound School Musical Band Director School Musical Choreographer School Musical Lights and Sound Technology Club United Nations Club Weekend Alternative Club	Debate Coach Music Concerts (6) Newspaper Outdoor Club (2) Student Council (2) Yearbook (2) Ambassador Club (2) Assistant Musical Director Camerata Singers Contemporary String Ensemble Coordinator-Grade 6 Trip (2) Coordinator-Grade 8 Trip (2) Geography Bee Coordinator Jazz Ensemble Literary Magazine Math Club 2 Odyssey of the Mind School Musical Choral Director School Musical Choreographer School Musical Lights & Sound School Musical Set Design	All Town Band All Town Chorus All Town Orchestra Music Concerts (15) Enrichment Club (5) Literary Magazine (5) Safety Patrol (5) Student Council (5)

**CO-CURRICULAR STIPENDS**  
**EFFECTIVE JULY 1, 2009**

	<b>LEVEL</b>			
<b>CATEGORY</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>I</b>	\$2,253	<b>\$2,453</b>	<b>\$2,652</b>	<b>\$2,853</b>
<b>II</b>	<b>\$1,691</b>	<b>\$1,889</b>	<b>\$2,089</b>	<b>\$2,289</b>
<b>III</b>	<b>\$995</b>	<b>\$1,192</b>	<b>\$1,394</b>	<b>\$1,594</b>

**Individuals Occupying Co-Curricular Positions will advance one level with each satisfactory year of service completed up to year four.**

**CO-CURRICULAR STIPENDS**  
**EFFECTIVE JULY 1, 2010**

	<b>LEVEL</b>			
<b>CATEGORY</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>I</b>	\$2,298	<b>\$2,502</b>	<b>\$2,705</b>	<b>\$2,911</b>
<b>II</b>	<b>\$1,725</b>	<b>\$1,927</b>	<b>\$2,131</b>	<b>\$2,335</b>
<b>III</b>	<b>\$1,015</b>	<b>\$1,216</b>	<b>\$1,422</b>	<b>\$1,626</b>

**CO-CURRICULAR STIPENDS**  
**EFFECTIVE JULY 1, 2011**

	<b>LEVEL</b>			
<b>CATEGORY</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>I</b>	\$2,344	<b>\$2,552</b>	<b>\$2,759</b>	<b>\$2,969</b>
<b>II</b>	<b>\$1,760</b>	<b>\$1,966</b>	<b>\$2,174</b>	<b>\$2,382</b>
<b>III</b>	<b>\$1,035</b>	<b>\$1,240</b>	<b>\$1,450</b>	<b>\$1,659</b>