

ARTICLE XXIII

MULTI-TRACK

A. DEFINITIONS

1. "Contractual days" means days on whichever track the member of the unit is required to report to work pursuant to an annual contract of employment.
2. "Extended Contract" means days agreed to by the District and the employee for a period of service beyond the regular traditional or year-round contract year.

B. EMPLOYEE RIGHTS

Employees shall have the right to exchange up to ten teaching days each year with another qualified bargaining unit member, subject to the approval of the appropriate immediate supervisor. Additional exchange teaching days may be approved by the immediate supervisor for unusual circumstances.

C. WORK HOURS/WORK YEAR

1. School Schedules

- a. The traditional schedule shall provide for seven (7) hours on campus, excluding lunch, and on year round schedule, which includes 180 workdays, shall provide for seven and one-quarter (7.25) hours on campus, excluding lunch.
- b. Year-round employees may be required to attend faculty meetings only when they are "on track."

2. Work Year

a. Duty Days

- 1) During the use of the 180 workday, year-round calendar, returning employees shall have a work year of 180 days. Newly hired employees assigned to a year round schedule will be required to work one additional day.
 - 2) Speech therapists and resource specialist support employees assigned to the year round school site shall have an extended contract or not more than 20 days and shall be subject to the following conditions:
 - a) Support employees assigned to the year round school site would have the first right to accept an extended contract at that site. If the existing employee declines the extended contract offer, the District shall offer the extended contract District wide in accordance with the existing Transfer Article provision.
 - b) If the District receives no volunteers who meet the employee-initiated transfer provisions for the extended contract, the District may assign the extended contract to the incumbent support employees at the year round school site.
 - c) The salary of incumbent employees working the entire extended contract shall be subject to STRS credit.
3. At year round sites the District shall strive to offer at least two (2) work schedule alternative for Speech and Language therapists that would allow these employees to schedule their non-workdays during any two (2) week period in either August or October (depending upon the schedule chosen) and in April (either schedule).

- a. For Resource Specialist teachers required to serve extended contract, the district will strive to provide two (2) alternative work schedules at year round sites.
- b. For Psychologists serving year round sites, the district will strive to provide two (2) alternative work schedules.

D. Calendar

1. The year round school calendars attached herein as Appendices C-4, C-5, and C-6 shall contain a maximum of 174 instructional and 180 (181 for newly hired teachers) contract days and shall include minimum days where needed for track rotation and shall include a minimum day on the last day of school.
2. The instructional minutes for minimum days required to facilitate track rotation shall not be required to be made up.

E. Parent Conference Days

Employees on a year round schedule will be paid for two (2) parent conference days, one of which will be scheduled on the calendar. The second day will be served before and after the regular workday. The principal, in consultation with the teaching staff, will develop the schedule for the morning/afternoon/evening conferences.

F. Workshops and In-service Activities

1. On year round calendars, each year round employee shall serve:
 - a. One (1) workshop day at the beginning of the school year, which shall be served during the regular working hours. Not more than one-half (1/2) of the day shall have meetings scheduled for district/site business.
 - b. Three (3) additional workshop days shall be served, on the workday prior to the beginning of each track, or when there are only three track changes, on the day following the last student day. On these three (3) additional workshop days, the employee shall be required to report to the site no later than one and one-half hours before the student minimum day dismissal time. This 1.5 hours may be used by the district for meetings. The balance of the employee's required workday for classroom preparation shall be consecutive with the 1.5 hours.
2. In the event that there are extenuating personal circumstances that prevent an employee from serving a designated workshop or classroom preparation day, that day may be served during the year when other tracks are in session provided a plan is established and approved by the principal in advance. Nothing in this language shall release the employee from having the classroom prepared for the beginning of the next track.
3. Employees with scheduled workshop days that fall prior to a holiday recess (ex: Thanksgiving and winter breaks) or occur after the last student day of the school year may arrange for another workday as outlined above. The district form shall reflect these exceptions.

G. Track Change

1. Employees whose track is ending, who rotate or rove, and whose students are on a minimum day may leave the campus following student departure and completion of checkout procedures in the office.
2. Track change room utilization may be by rotation or roving. However, the determination of an employee who roves shall be voluntary only. In the absence of a volunteer in a team, the team shall rotate at track change. No staff member or principal shall pressure an employee to rove.
3. Effective July 1, 2000, while the year round school 60/20 calendar is in effect, employees who rove or rotate and whose fourth of four prep/workshop days falls at the end of the school year, after the final student instructional day, that day will be considered a comp day and employee attendance will not be required.
4. Effective July 1, 2000, for those employees who rove or rotate and who have four rotations and prep days, each teacher may, with advanced planning and prior approval by the principal, obtain a substitute at the daily rate of pay, for the purpose of taking one comp day during the instructional year.

H. LEAVES

A job sharing program previously approved for the full school year may be terminated by the District when a track goes off at year round schools or at the trimester at schedules with a traditional calendar.

I. TRANSFERS

1. District-Initiated Transfer

- a. Notice of District-initiated transfers for the coming school year shall be given in writing to the employees as soon as practical and normally no later than fifteen (15) contractual days before the end of the traditional school year or the employee's track for year-round employees.
- b. Classroom employees shall not be transferred from a traditional school to a year-round school, or vice versa, after the start of that employee's school year, unless enrollment declines would require movement of the employee. Such transfer shall be structured so that, should the new assignment result in a shorter work year, no loss of pay shall be experienced unless the employee declines the alternate duty for the balance of the days of the contract.

2. Track Assignments

For the initial year of implementation of a year-round school, the track assignment shall be based on the following criteria:

- a. Employee certification
- b. Seniority in the district
- c. Instructional requirements
- d. Program requirements
- e. Preference of the unit member

J. SALARIES

The payroll period shall be defined as monthly beginning with the first (1st) month of the contract year for each track

Appendix A-3	Salary Schedule (Group 17 YRS) 7/1/01 – 12/31/01
	Salary Schedule (Group 17 YRS) 1/1/02 – 06/30/02
Appendix A-4	Salary Schedule (Group 18 YRS to Trad) 7/1/01 – 12/31/01
	Salary Schedule (Group 18 YRS to Trad) 1/1/02 – 6/30/02
Appendix A-5	Salary Schedule (Group 19 Ext Contract) 7/1/01 – 12/31/01
	Salary Schedule (Group 19 Ext Contract) 1/1/02 – 06/30/02

K. BASIC TEACHER SALARY SCHEDULE

1. Substitute Teaching Regular Staff

- a. Employees will be eligible for substitute employment.
 - b. Employees so employed will be paid at a rate not less than the current rate paid long-term substitute teachers.
2. Whenever possible, the following guidelines will apply to these substitute teaching opportunities:
- a. Employees will normally be given priority over substitute teachers and will be called in accordance with their requests as filed with the Personnel Office.
 - b. Long-term substitute teaching assignments will not be considered as intersession assignments.

- c. If possible, the substitute teaching opportunities will be shared equally with all employees who indicate an interest.
- d. When possible, employees will be called to substitute in their school of assignment.
- e. Employees retain the right to modify their preferences of assignment, including school, dates available, and grade level assignments.

EXTRA PAY

YRS Administrative designee position, when off track

Designee's per diem rate

YRS Administrative designee position, release days

Ten days in the form of release time, with a substitute provided an additional \$750 annual stipend will be paid to compensate the Designee for the additional responsibilities assumed on the 10 days and throughout the year, to be prorated if less than 10 are served.

Substitute teaching when off-track

15% above Long-term Substitute rate (currently 100 = \$115/day)

SIDE LETTER OF AGREEMENT

Rainbow Work Schedules

A committee comprised of two (2) representatives each for Speech and Language, Resource Specialist, Title 1, Miller-Unruh, Psychologists (selected by EEEA), site administration, and district office will meet within sixty (60) days of the completion of bargaining to review the present Rainbow Support Staff Work Schedule and to recommend revisions to the schedule for 2002 – 2003. Committees comprised of Speech and Language, Resource Specialist, and Psychologists with the other comprised Miller-Unruh and Title 1 will meet separately.

For the Association

For the District

Date _____

Date _____