

Ludington Board of Education
Public Meeting Notice

Please Post

Mission: The Ludington Area School District, in partnership with parents and community, will educate and empower students to adapt and succeed in their future.

PERSONNEL/POLICY COMMITTEE

Date: August 16, 2023

Time: 7:00 a.m.

Place: Ludington Area School District Administration Office
809 East Tinkham Avenue, Ludington, Michigan

- 1) CALL TO ORDER & ROLL CALL
- 2) CITIZEN PARTICIPATION
- 3) AGENDA MODIFICATION
- 4) DISCUSSION ITEMS
 - a) Unbound Library Program
 - b) Staffing for 2023-2024 School Year
 - c) LEA Contract 2023-2025
 - d) Updates from Other Committees
- 5) OTHER ITEMS OF BUSINESS AND ANNOUNCEMENTS
- 6) ADJOURNMENT

This is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. Official minutes of the Ludington Board of Education are available for public inspection during normal business hours at the Board of Education's Central Business Office, 809 E. Tinkham Avenue, Ludington, Michigan, 231-845-7303. The Ludington Area School District is an equal opportunity employer and provider. If you are an individual with a disability who is in need of special accommodations to attend or participate in a public meeting please contact Interim Superintendent Dr. Kyle B. Corlett at 231-845-7303 at least 24 hours prior to the meeting or as soon as possible.

Memorandum - Office of the Superintendent

TO: Board of Education
FROM: Dr. Kyle Corlett, Superintendent
RE: Committee Meeting – Agenda Notes

CITIZEN PARTICIPATION

Review Board Policy 0167.3: Public Participation at Board Meetings

The Board of Education recognizes the value of public comment on educational issues and the importance of allowing members of the public to express themselves on District matters.

To permit fair and orderly public expression, the Board shall provide a period for public participation at every regular meeting of the Board and publish rules to govern such participation in Board meetings. The rules shall be administered and enforced by the presiding officer of the meeting.

The presiding officer shall be guided by the following rules:

- A. Public participation shall be permitted as indicated on the order of business, or at the discretion of the presiding officer.
- B. Participants must be recognized by the presiding officer and will be requested to preface their comments by an announcement of their name, address, and group affiliation, if and when appropriate.
- C. Each statement made by a participant shall be limited to three (3) minutes duration.
- D. No participant may speak more than once.
- E. Participants shall direct all comments to the Board and not to staff or other participants.
- F. The presiding officer may:
 1. interrupt, warn, or terminate a participant's statement when the statement is too lengthy, personally directed, abusive, obscene, or irrelevant;
 2. request any individual to leave the meeting when that person does not observe reasonable decorum;
 3. request the assistance of law enforcement officers in the removal of a disorderly person when that person's conduct interferes with the orderly progress of the meeting;
 4. call for a recess or an adjournment to another time when the lack of public decorum so interferes with the orderly conduct of the meeting as to warrant such action;
 5. waive these rules with the approval of the Board when necessary for the protection of privacy or the administration of the Board's business.
- G. The portion of the meeting during which the participation of the public is invited shall be limited to thirty (30) minutes, but the timeframe will be extended, if necessary, so that no one's right to address the Board will be denied.
- H. Tape or video recordings are permitted. The person operating the recorder should contact the Superintendent prior to the Board meeting to review possible placement of the equipment, and agrees to abide by the following conditions:
 1. No obstructions are created between the Board and the audience.
 2. No interviews are conducted in the meeting room while the Board is in session.
 3. No commentary, adjustment of equipment, or positioning of operators is made that would distract either the Board or members of the audience while the Board is in session.
- I. Each Board agenda will include the following statement, "Public participation shall be permitted only as indicated on the order of business."

Revised: January 21, 2019

Legal: M.C.L.A. 15.263(4)(5)(6), 380.1808

DISCUSSION ITEMS

Unbound Library Program

We will review the protocols in place to ensure students receive grade level appropriate materials.

Staffing for 2023-2024 School Year

We will review the new staff hires for the upcoming school year and current position openings.

LEA Contract 2023-2025

We will review the negotiated language and financial changes to the LEA contract.

Updates from Other Committees

We will review updates from each of the other committees in preparation for the Board meeting on Monday.

ARTICLE 3
TEACHER AND ASSOCIATION RIGHTS

Section 3.7

Association Business Leave.

The Association Executive Board members and committee chairpersons shall be permitted a combined total of ~~eight (8)~~ **ten (10)** days of release time from school responsibilities to transact official Association business without loss of salary or other benefits. The financial responsibility for such days will be assumed by the Association at the current substitute rate. The Association shall reimburse the District on a current basis those sums paid to the Office of Retirement Service for Association release time. The Association representative will assume the responsibility of notifying the building principal when he/she **they** expects to be absent and when he/she **they** expects to return.

B. 1M
4/20/22

TA YLB 7/20/23

Proposal to the Ludington Board of Education
Presented: July 31, 2023
Time: 9:00 AM

ARTICLE 5
PROFESSIONAL COMPENSATION

Section 5.2

Pay Periods & Schedule B Activities Pay Periods.

The salary schedule is based upon a normal week teaching load, as hereinafter defined, for the school calendar year during normal teaching hours.

Teachers shall be paid in equal installments distributed bi-weekly throughout the calendar year. A teacher may apply to have pay prorated over twenty-one (21) pays instead of twenty-six (26). Such a request must be filed no later than thirty (30) days prior to the beginning of the first day of school. Any new teacher hired with less than thirty (30) before the beginning of school may make such determination at the time of hire. The first installment will be paid two weeks following the last pay of the previous contract.

Seasonal Schedule B assignments will be paid in the following manner: Seasonal Schedule B assignments shall not be included in the teacher's daily rate. Year long Schedule B assignments will be included in the teacher's bi-weekly pay. **Teachers may elect to receive the Schedule B stipend in two ways. (1) in two payments (beginning of the season and at the finish of the season) or (2) prorated based on the length of the season and paid bi-weekly starting with the first regular paycheck after the start of the athletic season. Payment will begin the first payroll date after practices for an athletic season begin and with the final pay on the payroll after the last regular season game.** If a seasonal Schedule B assignment, for which an employee earns compensation, does not commence due to circumstances beyond the control of the Board, the employee shall be entitled to no greater than 25% of the total compensation for the Schedule B assignment to cover pre-planning and preparation for the Schedule B activity. An employee who starts an activity for which they earn Schedule B compensation, but completes no greater than 50% of the season, the employee will be entitled to receive 50% of the Schedule B compensation for that position. If an employee completes more than 50% of the season, the employee will be entitled to 100% of the Schedule B compensation for that position. This compensation will be paid at the time that the Schedule B activity would normally have commenced. The Board and the Association agree that payroll deductions are acceptable for charitable contributions, insurance, credit unions, savings bonds or any other plans or programs jointly approved and permitted by law.

7/31/23
B-AM

JCBWA 7/31/23
TA

Proposal LASD Proposal- 8/1/23

Proposal- Special Ed. Ratio

Contract Location- Article 7- Teaching Conditions, 7.2- Student-Teacher Ratio

It is recommended that the number of special education students, students identified as having an attention deficit disorder (ADD), attention deficit hyperactivity disorder (ADHD), and habitually disruptive students comprise no more than 25% of a Young 5's, K-5 classroom population, **when possible**. It is further recommended that the number of special education students comprise no more than 25% of a 6-12 classroom population, **when possible**. Also, the number of special education students will comprise no more than 49% of any Young 5's, K-12 inclusion special education room, **when possible**.

When scheduling elementary students, every reasonable effort will be made to balance numbers of special education, at-risk, and Title I students across grade-level classrooms within a building.

TENTATIVELY AGREED

For the District ALBLO Its superintendent Date 8/2/23

For the LEA BAM Its SEA Date 8/2/23

Counter Proposal to the Ludington Board of Education
Presented: July 20, 2023
Time: 9:00 AM

Section 7.3
Equipment and Supplies and Facilities.

The board recognizes that appropriate equipment and supplies are necessary to facilitate a sound educational program. Accordingly, teachers, either individually or through their departments, shall be given the opportunity to request and make recommendations concerning supplies and equipment they deem necessary to fulfill their daily teaching responsibilities. Such requests and recommendations will be made at the end of the preceding school year, and/or whenever it becomes apparent to the teacher that such supplies and equipment are needed.

The Board shall make efforts to provide and make available:

- 1) Adequate restroom facilities exclusively for staff use in each building.

B. J. M.
7/20/23

TA- JLBW 7/20/23

Counterproposal - 7/25/23
Proposal 7 - Retirement Language

**ARTICLE 13
RETIREMENT**

Section 13.1
Retirement Benefits

Upon retirement from the Ludington Area School District, a retiree will be given retirement pay according to the following schedule for years of service, to be deposited into a tax-sheltered plan identified by the employee.

- \$100 per year for years 1 through 10 of service **as a teacher** to the LASD;
- \$150 per year for years 11 through 20 of service **as a teacher** to the LASD;
- \$200 per year for years 21 and over of service **as a teacher** to the LASD thereafter.

In order to qualify for this benefit, an employee must inform the Superintendent of her/his retirement in writing no later than the last day of the trimester prior to the employee's final trimester of service.

BAM
7/25/23

JFB
7/25/23 TA

ARTICLE 13
RETIREMENT

Section 13.3

Purchase of Retirement Years.

~~Public Act 92 of 2017 amended the Public School Employees Retirement Act, effective September 29, 2017, to discontinue the option to purchase retirement service credit, except for active duty military service, repayment or refund, weekly worker's compensation, payment for MIP window, Act 88.~~

B.M.
7/20/23

TA - Y/L/L 7/20/23

Proposal LASD Proposal- 8/2/23

Proposal - Financials and 2 Year Contract

Contract Location-

ARTICLE 21

TERMS OF AGREEMENT

Section 21.1

Duration.

This Agreement shall be effective prospectively upon ratification by the parties and shall continue in effect until midnight, the 1st day of August, ~~2023~~ 2025. This Agreement shall not be extended orally, and is expressly understood that it shall expire on the date indicated.

In the event that in any given year the revenue to the District is reduced by ten percent (10%) or more than that received in the prior school year, the Board of Education may terminate the balance of this Agreement by serving written notice to the Association. If such notice is served, the parties shall forthwith commence negotiations concerning wages, hours, terms and conditions of employment.

Approved and signed this ~~July 20, 2021~~ August 2, 2023.

BAM 8/2/23

JFB 8/2/23

ARTICLE 22

SCHEDULE A

Section 22.1

2023-2024 2022-2023 Salary Schedule

The 2023-2024 2022-2023 Salary Schedule will be increased by 3% on this 2023-2024 2022-2023 Salary Schedule.

2023-2024 2022-2023 Salary Schedule

Teachers will receive a step on the salary schedule above for the 2023-2024 2022-2023 school year.

2024-2025 2023-2024 Salary Schedule

The 2024-2025 2023-2024 Salary Schedule will be increased by 3% on this 2024-2025 2023-2024 Salary Schedule.

Section 22.2

2024-2025 2023-2024 Salary Schedule

Teachers will receive a step on the salary schedule above for the 2024-2025 2023-2024 school year.

TENTATIVELY AGREED

For the District _____ Its _____ Date _____

For the LEA BJM Its LEA Date 3/2/23

ARTICLE 22

SCHEDULE A

Section 22.1

2023-2024 ~~2022-2023~~ Salary Schedule

The 2023-2024 ~~2022-2023~~ Salary Schedule will be increased by 3% on this 2023-2024 ~~2022-2023~~ Salary Schedule.

2023-2024 ~~2022-2023~~ Salary Schedule

Teachers will receive a step on the salary schedule above for the 2023-2024 ~~2022-2023~~ school year.

2024-2025 ~~2023-2024~~ Salary Schedule

The 2024-2025 ~~2023-2024~~ Salary Schedule will be increased by 3% on this 2024-2025 ~~2023-2024~~ Salary Schedule.

Section 22.2

2024-2025 ~~2023-2024~~ Salary Schedule

Teachers will receive a step on the salary schedule above for the 2024-2025 ~~2023-2024~~ school year.

TENTATIVELY AGREED

For the District [Signature] Its 8/2/23 Date _____

For the LEA [Signature] Its 8/2/23 Date _____

Proposal LASD Proposal- 8/2/23

Proposal - Financials and 2 Year Contract

Contract Location-

ARTICLE 21

TERMS OF AGREEMENT

Section 21.1

Duration.

This Agreement shall be effective prospectively upon ratification by the parties and shall continue in effect until midnight, the 1st day of August, ~~2023~~ 2025. This Agreement shall not be extended orally, and is expressly understood that it shall expire on the date indicated.

In the event that in any given year the revenue to the District is reduced by ten percent (10%) or more than that received in the prior school year, the Board of Education may terminate the balance of this Agreement by serving written notice to the Association. If such notice is served, the parties shall forthwith commence negotiations concerning wages, hours, terms and conditions of employment.

Approved and signed this ~~July 20, 2021~~ August 2, 2023.

ARTICLE 22
SCHEDULE A

Section 22.15

2021-2022 Salary Schedule

~~Teachers will receive a one-time, off-schedule, stipend of 5% of their salary for the 2021-2022 school year to be paid after the District receives its first state-aid payment for the 2021-2022 school year. The payment will be made to teachers no later than November 18, 2021.~~

2022-2023 Salary Schedule

~~Teachers will receive a one-time, off-schedule, stipend of 3% of their salary for the 2022-2023 school year to be paid after the District receives its first state-aid payment for the 2022-2023 school year. The payment will be made to teachers no later than November 17, 2022.~~

BJM 7/20/23

TA- YJB. W

7/20/23

ARTICLE 25 SCHEDULE B

Section 25.2

Supplemental Pay for Schedule B Activities.

F. OTHER

1. Assignments not included in Schedule B assigned by the Principal, which are in addition to the normal load (such as teaching additional classes beyond the contract requirement) will be reimbursed at their normal hourly rate.

2. A teacher who substitutes for another teacher (during their conference period) shall have the option of being paid at a substitute rate of .102% of the BA base or banking the class period and receiving a compensatory day upon reaching five (5) compensatory substitute class periods. No more than three (3) compensatory days may be earned in any one year. This/These day(s) may be used at any time, subject to twenty-four (24) hours advance notice, availability of substitutes, and may be used in conjunction with other personal days found in the contract, but may not be used in conjunction with personal days to extend a scheduled school vacation. These days may not be used the day before spring break, but may be used at any other time. Two (2) days may be carried over into the next year. The third unused day or portion thereof shall be paid at the substitute rate or ERC rate, whichever applies, in the teacher's last check of the year.

Elementary teachers shall receive one (1) hour compensatory time for each two (2) periods of Physical Education and General Music they cover because no substitute is available for a teacher in one of the named areas.

An elementary teacher grades Young 5's, K-5 shall receive compensatory time for each scheduled period of Elementary Specials they cover because no substitute is available.

3. Notwithstanding any item in Schedule B, any teacher may volunteer to cover a regularly or irregularly scheduled activity that is of benefit to our students or school system. If the activity is not listed in Schedule B, the teacher may arrive at a method of compensatory time with the building principal, subject to final approval by the Association Representative and Superintendent.

4. Certified First Aid persons (including CPR) shall be assigned according to the following formula and will receive 1.5% of the BA base for such assignment. This/These person(s) shall be first-call individuals in emergency medical situations.

Building Size:

0- 200- one (1) person

200 - 400 - two (2) persons

400- 600- three (3) persons

600 - four (4) persons

5. Special Education Stipend

All teachers who have the majority of their schedule dedicated to teaching special education courses and that have a caseload of special education IEPs will receive an \$800 stipend.

B-1 M
7/20/23

TA- JLB W 7/20/23

Proposal 5- LES Robotics

Add LES Robotics to Schedule B

Contract Location- Section 25.2 Supplemental Pay for Schedule B Activities.

D. ELEMENTARY

1. Safety Patrol - 5%
2. Service Club - 2%
3. Building Network Team Leadership - 12% per building

4. Robotics- Each of two (2) coaches will receive 2%

TENTATIVELY AGREED

For the District [Signature] Its superintendent Date 7/25/23

For the LEA BM Its LEA Date 7/25/23

Proposal 4- Sideline Cheer

Add Sideline Cheer to Schedule B

Contract Location- Section 25.2 Supplemental Pay for Schedule B Activities.

A. ATHLETICS BOYS & GIRLS

1. Head Varsity Coaches for Basketball (boys and girls), Football, Swimming (boys and girls), Track (boys and girls), and Wrestling:
 - a. 13% + 2% for Junior Varsity Program + 1% for Freshman Program.
 - b. All Assistant Coaches: 9%
2. Head Varsity Coaches for Baseball, Softball, Volleyball, and Soccer:
 - a. 11% + 2% for Junior Varsity Program + 1% for Freshman Program.
 - b. All Assistant Coaches: 8%
3. Head Varsity Coaches for Bowling (boys and girls), Tennis (boys and girls), Golf (boys and girls), Cross Country, Strength & Conditioning:
 - a. 9% + 2% for Junior Varsity Program + 1% for Freshman Program.
 - b. All Assistant Coaches: 7%
 - c. Summer Strength & Conditioning: 5%
4. All Middle School Coaches - 7%
 - a. Cheerleading:
 - b. Varsity Football - 6%
 - c. Junior Varsity Football - 3%
 - d. Competitive Cheer - 7%
 - e. Middle School Competitive Cheer - 2%

f. Sideline Cheer- 2%

TENTATIVELY AGREED

For the District _____ Its _____ Date _____

For the LEA _____ Its _____ Date _____

Proposal 3- HSA

Contract Location- Section 24.1Section 24.1Insurance.

The Board agrees to contribute toward the cost of insurance for all teachers electing medical coverage for MESSA ABC Plan 1 \$1400/\$2800 HSA 0% MESSA ABC Rx, MESSA ABC Plan 2 \$2000/\$4000 HSA 0% MESSA ABC Rx, MESSA ABC Plan 2 \$2000/\$4000 HSA 0% 3-Tier Rx with Mandatory Mail, MESSA ABC Plan 2 \$2000/\$4000 HSA 20% 3-Tier Rx with Mandatory Mail, and other benefits as described below. **If MESSA offers a new plan before the open-enrollment period of this contract, the District agrees to offer this plan.** The District will pay the State decreed cap amounts the current calendar year, to the extent allowed by law. Any amounts in excess of the Board contributions will be payroll deducted.

In January each year, and where permitted under Internal Revenue Service rules and regulations, the District will advance a contribution of \$1,400 for a single subscriber and \$2,800 for a two party or full family subscriber deductibles. The advanced contributions are included in the above referenced annual contributions made by the district. If the teacher leaves employment with the district, is laid off or goes on an unpaid leave (where benefits are not required to be continued under the Family Medical Leave Act) before the end of the deductible year, the teacher must repay 1/12 of the deductible amount for each month remaining in the deductible year. Such amounts will be repaid by the teacher through payroll withholdings under this agreement and if insufficient funds exist, the teacher will remit the balance due within thirty (30) calendar days.

The District will offer voluntary HSA contributions to staff that qualify for an HSA account as a result of enrolling in the District high deductible health insurance plan. Voluntary contributions beyond the districtBoard-funded HSA contribution are subject to the annual contribution limits set by the IRS. At the start of employment, or prior to December 1 of each year, an HSA election form will be provided to staff to make contribution changes for the new calendar year. Contribution changes will be accepted by the payroll department throughout the year, but will be effective in payroll as described below. The below effective dates do not apply to a new employee, or if the Superintendent determines the change to be time sensitive.

- Election forms received by December 20 will become effective on the first pay in January.
- Election forms received after December 20, but by March 20, will become effective on the first pay in April.
- Election forms received after March 20, but by June 20, will become effective on the first pay in July.
- Election forms received after June 20, but after September 20, will become effective on the first pay in October.

Sponsored dependents may be enrolled in the hospitalization, dental and vision plans at teachers expense if afforded by the underwriters rules and regulations.

Teachers electing not to enroll in Plan A will be enrolled in Plan B benefits described below and will receive at least \$242.00/ month that may be retained as cash or may be used to purchase options available through the Business Office on conditions that: (1) the employee voluntarily and in writing opts out of health benefits coverage available under Plan A; and (2) provides documentation to the Board that the employee has other health coverage that meets the minimum value and coverage requirements of the

DS
BML

DS
D&BC

Affordable Care Act. This amount will be increased as follows depending upon the number of teachers electing Plan B:

Number of teachers enrolled	Monthly Cash Amount
17	\$242 300
20	300 325
23	325 350
26	350 375
29	375 400
33	400 425
35	425 450
38	450 475

TENTATIVELY AGREED

For the District DocuSigned by: Dr. Kyle B. Corlett Its Superintendent Date 8/2/2023
F4191ECFE38647B...

For the LEA DocuSigned by: Brenda Massie, LEA Its Lea Date 8/2/2023
B85DB4B6175342E...

Proposal 1- Curriculum Rate

Increase Curriculum Rate from \$15 to \$25 an hour

Contract Location- Article 25 Schedule B, Section 25.2 E.

E. CURRICULUM WORK

1. There shall be allotted 1,800 staff hours for curriculum work and other committees such as PA 25, Drug Free, etc.
2. 700 hours shall be allotted to grades 6-12 and 700 to Young 5's, K-5. 400 hours shall be reserved for other committees.
3. Pay shall be at a rate of ~~\$15.00 per hour~~: **\$25.00 per hour**
4. Curriculum study committees may be administrator or staff initiated. A plan must be submitted to the Superintendent for approval. Plan shall include:
 - a. statement of problem;
 - b. number of members on the committee;
 - c. number of hours needed by each committee member;
 - d. deadline for final report;
 - e. any other pertinent information.
5. District Red Cross/ CPR Instructor - \$20 per hour.
6. In addition to the stipend of ~~\$15.00~~ **\$25.00**, the chairperson of each committee shall be granted one (1) day of release time to complete the final report.

TENTATIVELY AGREED

For the District JBLA Its superintendent Date 7/31/23

For the LEA B/M Its SEA Date 7/31/23

Proposal LASD Proposal- 7/25/23

Proposal 1- Supplemental Pay

Contract Location- Section 25.2

Section 25.2

Supplemental Pay for Schedule B Activities.

The salary is computed by multiplying the percentage listed for each activity times the step on the BA Salary Schedule corresponding to years of experience in that particular activity giving one full step credit for each two (2) years of experience, to a maximum of twelve (14) full years or to Step 8 on the BA Schedule, except the following items which shall be computed by multiplying the BA base salary by the percentage listed:

- B-6 – Outside School Day Educational Interventions
- B-13 – Lunch Duty, Senior High
- C-6 – Lunch Duty, Middle School
- F-2 – Other (substituting for another teacher)

These items will also follow the Procedure for Hiring Schedule B Personnel outlined in 25.1. However, the rate of pay for non-bargaining unit members will be different for: Lunch Duty, Senior High, Lunch Duty, Middle School, and Other (substituting for another teacher).

Section E – Curriculum Work pay shall be computed by multiplying the number of hours by a straight hourly rate.

Half credit will be given for years of experience on, a lower level in the same activity when that person assumes the head position in the activity.

Salary for non-bargaining unit members shall not exceed that of a bargaining unit member who might serve in the same capacity.

All positions listed may not necessarily be filled.

TENTATIVELY AGREED

For the District DocuSigned by: Dr. Kyle B. Corlett Its Superintendent Date 8/2/2023
F4191ECFE38647B...

For the LEA DocuSigned by: Brenda Massie, LEA LEA Date 8/2/2023
B85DB4B6175342E...

Counterproposal to the Ludington Board of Education
Presented: July 25, 2023
Time: 9:00 AM

Section 25.2

Supplemental Pay for Schedule B Activities.

A. ATHLETICS - BOYS & GIRLS

1. Head Varsity Coaches for Basketball (boys and girls), Football, Swimming (boys and girls), Track (boys and girls), and Wrestling:
 - a. 13% + 2% for Junior Varsity Program + 1% for Freshman Program.
 - b. All Assistant Coaches: 9%

2. Head Varsity Coaches for Baseball, Softball, Volleyball, and Soccer:
 - a. 11% + 2% for Junior Varsity Program + 1% for Freshman Program.
 - b. All Assistant Coaches: 8%

3. Head Varsity Coaches for Bowling (boys and girls), Tennis (boys and girls), Golf (boys and girls), Country, Strength & Conditioning:
 - a. 9% + 2% for Junior Varsity Program + 1% for Freshman Program.
 - b. All Assistant Coaches: 7%
 - c. Summer Strength & Conditioning: 5%

4. All Middle School Coaches - 7%

5. Cheerleading:
 - a. Varsity Football: 6%
 - b. Junior Varsity Football: 3%
 - c. Competitive Cheer: 7%
 - d. Middle School Competitive Cheer: 2%
 - e. Sideline Cheer: 2%

B/M
7/25/23

YJB LA TA
7/25/23

TA

Proposal LASD Proposal- 8/2/23

Proposal- 25.2

Contract Location- Section 25.2 Supplemental Pay for Schedule B Activities.

F. OTHER

1. Assignments not included in Schedule B assigned by the Principal, which are in addition to the normal load (such as teaching additional classes beyond the contract requirement) will be reimbursed at their normal hourly rate.
2. A teacher who substitutes for another teacher (during their conference period) shall have the option of being paid at a substitute rate of .102% of the BA base or banking the class period and receiving a compensatory day upon reaching five (5) compensatory substitute class periods. No more than three (3) compensatory days may be earned in any one year used for the purpose of taking leave within one school year. Teachers will be paid out for earned compensatory days at the end of each trimester or teachers may elect to receive payment at the end of the school year. This/ These day(s) may be used at any time, subject to twenty-four (24) hours advance notice, availability of substitutes, and may be used in conjunction with other personal days found in the contract, but may not be used in conjunction with personal days to extend a scheduled school vacation. These days may not be used the day before spring break, but may be used at any other time. Two (2) days may be carried over into the next year. The third unused day or portion thereof shall be paid at the substitute rate or ERC rate, whichever applies, in the teacher's last check of the year.
3. Elementary teachers shall receive one (1) hour compensatory time for each two (2) periods of Physical Education and General Music they cover because no substitute is available for a teacher in one of the named areas.
4. An elementary teacher grades Young 5's, 1<-5 shall receive compensatory time for each scheduled period of Elementary Specials they cover because no substitute is available.
5. Notwithstanding any item in Schedule B, any teacher may volunteer to cover a regularly or irregularly scheduled activity that is of benefit to our students or school system. If the activity is not listed in Schedule B, the teacher may arrive at a method of compensatory time with the building principal, subject to final approval by the Association Representative and Superintendent.
6. Certified First Aid persons (including CPR) shall be assigned according to the following formula and will receive 1.5% of the BA base for such assignment. This/ These person(s) shall be first-call individuals in emergency medical situations.
7. Building Size:
 - 0 - 200 - one (1) person
 - 200 - 400 - two (2) persons
 - 400 600 - three (3) persons
 - 600 - four (4) persons
 - >800 - five (5) persons
8. High School online content area mentors- \$500 each for certified teachers to be available to answer content specific questions for students taking online courses for the entire school year. The teacher will not be responsible for delivering instruction in these online courses and will not be evaluated based on these students' performance in the online courses.

TENTATIVELY AGREED

For the District SLBLA Its LASD Date 8/2/23

For the LEA BJM Its LEA Date 8/2/23

ARTICLE 26
SCHEDULE C - ADDENDUM

Section 26.1

2023-2024 Calendar

2023-2024 DISTRICT CALENDAR

K-12 TEACHERS

8/28 New Teacher Orientation - Half Day New Teachers Only
8/29 **LASD Professional Development Day (K-12 Staff); 3 hours of PD ½ Day**
8/30 **LASD Professional Development Day (K-12 Staff); All LASD Staff Opening Day**

TEACHERS & STUDENTS

9/05 First Day of School
9/05-06 Kindergarten Students Half Day
9/29 **No School; LASD Professional Development Day (K-12 Staff)**
10/04 Pupil Membership Count Day
10/06 Homecoming
10/18 Half Day School K-5 Only; Elementary Conferences
10/19 Half Day School K-12; Elementary & Secondary Conferences
10/20 Half Day School K-12; Afternoon Professional Work 1/2 day 6-12 Staff (K-5 Staff Off)
11/10 **LASD Professional Development Day (K-12 Staff)***
11/21 Half Day School 6-12 Only; Secondary Exams
11/22 Half Day School K-12; Secondary Exams; (Afternoon All Staff Off)
11/22 End of First Trimester
11/23-24 No School; Thanksgiving Break

11/27 Second Trimester Begins
12/15 **No School: LASD Professional Development Day (K-12 Staff)**
12/20 Winter Break Begins
1/03 **No School: LASD Professional Development Day (K-12 Staff)**
1/04 School Resumes
1/25 Half Day School 6-12 Only; Secondary Conferences
1/26 Half Day School K-12; Professional Work 1/2 Day
2/07 Supplemental Pupil Membership Count Day
2/28 Half Day School K-12 Elementary Conferences/ Secondary Exams
2/29 Half Day School K-12 Elementary Conferences/ Secondary Exams
3/01 Half Day School K-12: Afternoon Professional Work 1/2 day 6-12 Staff (K-5 Staff Off)
3/01 End of Second Trimester

3/04 Third Trimester Begins
3/15 **No School: LASD Professional Development Day (K-12 Staff)**
3/22 No school; Spring Break Begins
4/01 No School due to Good Friday/Easter Sunday occurring during Spring Break
4/02 School Resumes
4/17 New PSAT/SAT Testing Schedule: 6-12 Half Day of School;
Virtual day for Seniors on 4/17
K-5 in session (6-12 Staff Afternoon Off)
5/24 Half Day of School K-12 Staff and Students; Districtwide Graduation
5/27 No School; Memorial Day
6/06-07 Half Day School K-12; Secondary Exams
6/07 Last Half Day for Students; End of Third Trimester

B.M.
5/25/23

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