

2015-16 Local Association Bargaining Settlement Summary

Local Name: Roosevelt Education Association

AEA OC: Francis Stennis

Send to chris.maza@arizonaea.org or your OC

Across the Board Increase or Increase to the Base	Movement; Horizontal and/or vertical or Year of Service Credit and Professional Growth	Insurance	Other Economic Adjustment	Other Non-Economic Adjustment
<p style="text-align: center;">None (but last year got 5% to 30% and that stays!)</p> <p>Also 50% of performance award (in addition to original reward) is added to base – this increase to base is permanent</p>	<p>last year got increases for years of service and this continues</p> <p>also have professional growth schedule that remains</p> <p>Added “ParaPro III” at Level 16 for library paras and SPED self-contained with severe disabilities paras (movement from Level 15 to Level 16)</p> <p>Moved “School Attendance Clerk” from Level 14 to Level 17</p>	<p>No change – reasonable options still provided – basic plan still paid by district</p>	<p>Paid Time Off (PTO) <i>Sick Leave and Personal Business Leave (Vacation Time for classified) combined and changed to Paid Time Off (PTO)</i> NO LOSS in total number of days accrued annually, however, a cap on total days that can be accrued (basically 75% of a school/work year)</p> <p>Separation from District Employment Have option of payout based on: 1) New PTO formulas or 2) Previous “Sick Leave Buy Back” formula or 3) Continuing Service Pay. INCREASE in new PTO formula to reward 10+ and 20+ years of service (prior was the same for all with 5-15 years and 15+ years)</p>	<p>Added language requiring prior notice of meetings during preparation time unless in case of unusual circumstances</p> <p>Added language that attendance at meetings or trainings beyond the four (4) hours per month is voluntary</p> <p>Grievance Procedure language changed in effort to make the process more “user friendly”</p> <p>Transfer, Assignment, and Reassignment language added that in the event of a grade level change, the employee may request a meeting with Administration to discuss the potential change</p>

			<p>Compensation for Use of Teacher Preparation Time Language changed from “may” receive compensation to “will” receive compensation</p> <p>Added Bilingual Stipend for School Office Staff</p>	<p>Added language requiring each school to have an action plan in place to accommodate classroom coverage when a substitute cannot be secured</p> <p>Change in language regarding breaks for classified employees: Employees who work 6 to 8 hours may observe 15 minute break both morning and afternoon (previously for employees working 7 to 8 hours)</p>
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