**Administrator Summary of New OHEA CBA**

**September 1, 2013 to August 30, 2016= Three Year Duration**

**5.5.5 Conference or Seminar Leave**

**Effect:** Employees on leave do not pay for their substitute

**Comment:** In practice, employees haven’t had to pay when they attend professional development opportunities.

**6.3.1 SPDT**

 **Effect:** SPDT is employee initiated and verification is not required

**Comment:** It is still assumed that employees complete 16 hours of professional development and are compensated for it. This can be district initiated such as T3 participation, extended PLC work, or other professional development in support of improved student achievement.

**6.3.2 Staff Start Up**

**Effect:** Day before students start is employee controlled for length of contract

**Comment:** Continues current schedule. In extenuating circumstances due to an emergency or medical situation, this day may be made up in September through communication with a supervisor.

**6.3.3 End of First Semester**

**Effect:** Creates an optional non-student workday for teachers between semesters and creates an added student day in June.

**Comment:** Optional work day but no leave allowed so no work=no pay. (Note: Not a work day for 176 day classified instructional staff)

**6.3.4 Professional Activity Days and 6.3.5 PLC Time**

 **Year Days PLC**

|  |  |  |
| --- | --- | --- |
| **2013-2014** | **2** | **0** |
| **2014-2015** | **2** | **1** |
| **2015-2016** | **3.5** | **1.5** |

**Effect:** This provides paid time for teachers to complete the following activities outside their contracted day. These are recognized as professional activities:

* Preparation of the classroom or workspace before, after and during the school year for quality instruction or support of instruction;
* Building activities outside the workday, such as fall and spring open houses, curriculum nights, parent education nights, school award nights and other school and community functions and concerts;
* Self-reflection, goal setting and related professional growth activities such as workshops, classes, conferences, seminars or research projects;
* Grade level, department and faculty meetings;
* Fulfillment of basic contract expectations that may fall outside the regular work day such as planning of instruction and curriculum, the evaluation of student work, the preparation of student assignments, the preparation of summative progress and grade reports for timely distribution, IEP and Section 504 meetings, and communicating with parents and students.

(Also note that the PLC time in years two and three will support sustaining the DOD, CORE and new evaluation collegial work.)

**Comment:** For administrators, please work collaboratively with staff to schedule events and/or meetings to meet student needs while providing adequate lead time so staff members can schedule time for these events and meetings.

**6.4 SPED Stipend**

**Effect:** One extra day for nursesfor new school year preparation

**Comment:** Working to prepare health plans and other duties.

**6.8** **Fringe Benefits**

**Effect:** Increase HCA, carve out to full amount for 2015-2016

**Comment:** Get OHSD to the level of all regional districts in the area of fringe benefits/HCA.

**6.8.2.2Pooling**

**Effect:** Changes pooling fromOctober to November.

**Comment:** Compliance

**6.8.4 Fringe Benefits**

**Effect:** Compliance language to account for changes to health care system.

**Comment:** Health care is a dynamic area right now in WA and America.

**7.2.2 Impact of SPED**

**Effect:** Allows general education staff to request a review of resources.

**Comment:** Broadens scope of possible complainants but the previous language was ambiguous and likely allowed complaints from general education staff to be addressed through this venue already.

**7.2.4 Class Size Limits**

**Effect:** Secondary PE capped at 40 students. Retains larger class sizes in other secondary specials.

**7.2.5 Split Classes**

**Effect:** Codifies current practice for split support

**Comment:** These options were already offered without contract language.

**7.9 ERM**

**Effect:** Eliminates redundant outdated bullets and continues 3 ERM’s focused on new evaluation system.

**Comment:** Administrators need to schedule out the ERM year and ensure that the time is effectively spent in activities that have a direct impact on improving classroom instruction.

**8.0 Evaluations**

**Effect:** Continues the “old” system (contract) along the with for “new” system. (MOU)