
THE SECONDARY SCHOOL SYSTEM'S TOP TEN OFFENSIVE CONTRACT PROPOSALS WERE PRINTED IN THE APRIL ACT NEWSLETTER.

WE PROMISED THAT A LISTING OF MANY ADDITIONAL OFFENSIVE PROPOSALS WOULD BE POSTED ON THE ACT WEBSITE.

THEY ARE LISTED BELOW.

**SECONDARY SCHOOL SYSTEM
CONTRACT PROPOSALS
2011**

ARTICLE I - Purpose and Scope of Agreement

The right to hire part-time teachers to replace full-time teachers.

ARTICLE III - Union Representation

Materials shall remain in the teacher's file in perpetuity.

Proposals regarding disciplinary matters not yet presented to the Association. "OCE reserves the right to change any contract section involving disciplinary matters to incorporate these proposals."

ARTICLE IV - Tenure

Additional proposals regarding discharge and non-renewal not yet presented the the Association. "OCE reserves the right to change any contract section involving disciplinary matters to incorporate these proposals."

Repeal of a teacher's tenure.

ARTICLE V - Seniority

Deletion of school seniority.

ARTICLE VI - Leave

Teachers shall accrue 3 days per quarter for a total of 12 sick days per year.

Sick days may be accumulated up to 65 days. If more than 65 already accumulated, cannot accumulate additional days until all days over 65 have been used.

Absence from faculty or department meeting without prior approval of an administrator considered an absence from a work period.

Docked a day if absent before or after a holiday or absent from in-service or retreat day and no doctor's note.

Cannot use personal days on in-service or retreat days without administrator's prior approval.

Sabbatical Leave deleted.

The one paid academic leave deleted. Career and personal leave deleted.

All Extended Leave, including for accident or illness, now available for up to three semesters, shortened to 20 weeks. If granted one, can only reapply for another after 10 years. Maximum of three (3) lifetime extended leaves.

ARTICLE VII - Transfer Policy

System wants the right to reduce teaching personnel to conform to any constriction at any time with 20 days notice given to the Association.

System wants to be able to constrict a teacher without dropping at least three sections in a department.

Teachers laid-off according to certain criteria listed in a Constriction Table. Certain teachers exempt from local school constriction.

All teachers constricted, even those with high seniority, would be laid-off. Only able to apply for openings; no right to continued employment.

ARTICLE VIII - Teacher Assignments

No ability to grieve if preferences not honored.

Teachers will receive rosters 2 weeks prior to the first day of school.

Roster changes after opening of school without consultation with the teacher.

Teachers may be assigned 4, 5 or 6 consecutive teaching and service periods if "the needs of the school dictate."

Teachers can be assigned three (3) preparations.

No more than 11% variance in teaching load deleted.

Class Size increased.

ARTICLE IX - Duties and Activities

2012-2013 school year - 191 teacher days

2013-2014 school year - 192 teacher days

Effective 2012-2013, System permitted to schedule teacher days during last full week of August.

Teachers shall be present 30 minutes before the start of the school day and 30 minutes after the last class of the school day.

Effective 2012-2013, the school day shall not exceed 7.5 hours. 5.5 hours of instructional time.

Consultation with parents and/or pupils within one hour of the close of the school day or thirty minutes prior to the start of the school day.

Teachers are required to use and maintain all features of the on-line course management program. Weekly updating is obligatory.

Teachers must be present from the start to the end of the in-service. Program not extend more than 1 hour beyond the length of the normal school day.

Increase number of professional meetings outside the school day from 7 to 10. Graduation not one of the days if scheduled at a time during a normal school day.

Faculty and department meetings not to extend more than one and a half hours beyond normal school day.

“The Superintendent of Schools is solely responsible for formulating and promulgating the yearly calendar that is to be followed in each school.”

Information Media Specialist and Director of Guidance and full-time counselors shall have rosters designed to meet the needs of the school community.

Teaching period shall be a minimum of 45 minutes.

All teachers required to create weekly lesson plans and/or unit plans. Template will reflect framework of Understanding by Design.

Study Period and Cafeteria numbers increased. Can have a corridor of 20. Present numbers are 100 to 1 for Study Periods and 175 to 1 for Cafeteria.

Preparation period can be utilized for post observation conferences, parent/guardian meetings and other school related duties. Teacher must be on site for this period.

ARTICLE X - Extra-Curricular Activities

All stipends for compensated activities frozen at 2010-2011 amounts.

ARTICLE XI - Advancement

Department heads appointed only if there are three members in a department. These 3 can be any combination of full and part time teachers.

Department heads serving 8 consecutive years or 4 consecutive year, if acting, may not be renewed for an additional term unless extenuating circumstances warrant such reappointment.

Department head review in 1st and 3rd years of term determines whether the department head continues.

Department heads expected to conduct classroom walkthroughs.

AV Director and Computer Resource Persons deleted.

ARTICLE XIV - Grievance Procedure

Association not able to initiate or appeal a grievance for any teacher or on its own behalf.

2/3 majority vote of the total faculty at the local school required to file a local school past practice grievance.

ARTICLE XVIII - Substitute Teachers

Sick days for long-term subs lowered from 5 per semester to 2 per quarter.

ARTICLE XIX - Term of Agreement

Zipper Clause - do away with all school and system past practices.

System can reopen any article and section of the contract that "is impacted by the recommendations of the Blue Ribbon Commission as approved by the Ordinary."

ARTICLE XII - Salary

2011-2012 - Freeze

2012-2013 - \$500

2013-2014 - \$500

Department Head Stipend - No increase

TV Directors - No increase

ARTICLE XIII - Fringe Benefits

Medical proposals will be forthcoming.

Early Retirement Incentive deleted.

\$5,000, if early retiree does not take medical insurance, deleted

Effective September, 2012, teachers with dependent children attending the archdiocesan high schools shall receive a 40% discount on tuition and fees.

Tuition for dependents of a retired teacher deleted.