

2011-2012 INTEREST-BASED BARGAINING AGREEMENT CHANGES

The base state aid per pupil (BSAPP) continues to decline from its high of \$4,400 in the 2007-08 school year.

2007-08 = \$4,400
2008-09 = \$4,400
2009-10 = \$4,012
2010-11 = \$3,937
2011-12 = \$3,780

For the 2011-12 school year, the base state aid per pupil declines to \$3,780. The base budget will drop \$232 below the previous year's level (\$4,012), which was the amount budgeted this year before reductions. It is \$620 less than the high point for the base. The total revenue lost is approximately \$1.9 million over the last four years.

The district will pay \$356.53 toward the district health insurance plan. Step and column movement for teachers will be funded and \$150 will be added to the base. The supplemental salary positions will be frozen.

BASEHOR-LINWOOD UNIFIED SCHOOL DISTRICT NO. 458 2011-2012 INTEREST-BASED BARGAINING AGREEMENT

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ARTICLE V, HEALTH INSURANCE PLAN

Effective April 1, ~~2010~~ **2011**, the Board of Education shall make available, to ~~contracted certified~~ **full-time licensed employees** staff, on an optional basis, health insurance for which it agrees to pay ~~\$356.53 toward the full single premium for the~~ Board approved **health insurance plan. HMO or POS plan, whichever premium is lower.** This article of agreement terminates March 31, ~~2011~~ **2012**, unless renewed by the Board of Education.

A **full-time licensed** employee who has been with the district for 20 or more years will be able, upon taking KPERs retirement, to obtain insurance coverage through the District as permitted by State and/or Federal law(s). Premiums for such insurance coverage will be paid by the retiree with payment(s) due for said coverage by the first of each month. Any changes to the retired employee coverage must be made before the insurance renewal date. Retired employees will be able to use this benefit until they are eligible for Medicare. It will be the responsibility of the district retiree to keep the district informed of his/her current mailing address and telephone number. Revised ~~6/2010~~ **6/2011**

ARTICLE XI, PAY FOR UNUSED SICK LEAVE

If a professional employee is eligible for KPERs retirement and leaves the employment of the District, that professional employee shall be entitled to compensation for accumulated and unused sick leave. Upon leaving the employment of the District, the professional employee will be compensated at the current rate of substitute pay per day for accumulated and unused sick leave. A maximum of ~~100~~ **110** days may be compensated for the ~~2010-2011~~ **2011-2012** school year. The maximum number of days to be compensated will increase by 10 days each year until it reaches 120 days. At the professional employee’s written request, he/she may donate to the personal illness bank any portion or all of his/her accumulated sick leave upon retiring from the district. Revised ~~6/2010~~ **6/2011**

ARTICLE XIX, MENTORING

Each first year teacher or teacher new to the district will be assigned a trained mentor to work with prior to the start of and during their first year of service. Prospective mentors should be a fully ~~certified~~ **licensed**, tenured teacher with a minimum of four years experience. If possible, the mentor teacher should be in the same field and teaching the same grade level or subject area as the mentee. Mentor training will occur in the spring before their year of service. Interested staff members should fill out the "Should I Be A Mentor" checklist and return it to their building principal. The administrative team including the building principal will work with the **Superintendent or his/her designee** ~~Director of Curriculum and Instruction~~ to determine assigned mentors. Following selection, mentors will need to complete the Letter of Intent to be a mentor and return it to the **Superintendent or his/her designee** ~~Director of Curriculum and Instruction~~. Mentors will provide on-call support and assistance for the mentees. Mentors **for first year teachers** will attend two days of new teacher orientation in August for the specific purpose of mentoring. **Mentors for new experienced teachers will attend one day of orientation in August for the specific purpose of mentoring.** A mentor may be required to attend one additional meeting outside the duty day during the school year, as determined by the **Superintendent or his/her designee** ~~Director of Staff Development~~. The dates for this training will be set by the **Superintendent or his/her designee** ~~Director of Curriculum and Instruction~~. Mentor teachers will receive a \$500.00 stipend per mentee. **Mentors for new experienced teachers will receive a \$250.00 stipend per mentee. The stipend will be paid in a lump sum at the end of the school year.** A mentor who will be gone for an extended period of time during the year shall relinquish his/her duties as a mentor and a new mentor will be assigned during this time. The mentor's stipend will be adjusted according to the amount of time missed.

(The second year mentor program will be suspended until future funding is available.) Each second year teacher in the district will be assigned a trained mentor to work with during their second year of service. Prospective second year mentors should be a fully certified, tenured teacher. Second year mentor training will occur in the spring of each year. The administrative team including the building principal will work with the **Superintendent or his/her designee** ~~Director of Curriculum and Instruction~~ to determine assigned mentors. Following selection, second year mentors will need to complete the Letter of Intent to be a mentor and return it to the **Superintendent or his/her designee** ~~Director of Curriculum and Instruction~~. Second year mentors will provide on call support and assistance for the mentees as well as provide support in the development of the mentee's professional growth plan and any other needs identified by the mentee. Second year mentor teachers will receive a \$250.00 stipend per mentee. **Revised 6/2011**

ARTICLE XX, SUPPLEMENTAL CONTRACTS

Supplemental contracts may be agreed upon by the Board of Education and a teacher. Supplemental assignments constitute duties apart from the primary contracts. These duties are assigned by the administrator and appear on a written contract. Persons who wish to fill these assignments may apply for such work in writing to the administrator of the building where the position is located.

A complete list of approved supplemental positions are included as Appendix B. Supplemental contract salary shall be based on a percentage (%) of the extended bachelor's column (Appendix C). The step on which the salary is calculated is based on the coach/sponsor's years of experience in that area of supervision only. All experience in an accredited school outside the District shall be accepted.

Supplemental salaries and positions shall be reviewed every ~~two~~ five years by a subcommittee of the IBB team. Recommendations for changes will be presented for consideration by the full IBB team. Recommendations will be based on data collected by the subcommittee.

All proposals for new student activities, requesting a supplemental contract, shall be submitted in writing to the building principal. Proposals shall include all pertinent information, including, but not limited to: rationale for hours required. Proposals approved by the building principal shall be presented to the IBB subcommittee to determine the percentage for the new activity. Final approval for implementation rests with the Board of Education. Revised 6/2011

RECORD TO NOTES

1. Training dates for IBB team members for the 2011-2012 school year will be determined following appointments for next year's team.
2. Pay for hourly extra duty assignments for 2011-2012 will be frozen at \$15.00 per hour. This rate will increase \$1.00 per hour each year until it reaches \$18.00.
3. Activity passes issued by the district will be honored at all school-sponsored activities with the exception of music events, drama events and KSHSAA sponsored events.
4. Administration will make every effort to procure grants to help defray costs to the district.
5. Central Office Administration will share information from the exit interviews with the IBB team at the first meeting of the year.
6. Central Office personnel will attempt to share budgetary information with the IBB budget committee throughout the school year.
7. A subgroup of IBB representatives, administration and board members will examine the supplemental salary schedule during the 2011-2012 school year.

Dayna Miller, President
USD 458 Board of Education

Betsy Hermreck, President
Association of Basehor-
Linwood Educators