

**2010 Joint Summary of the Issues / Team Notes**  
**WSD/WNEA Bargaining**

**District Team**

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**WNEA Team**

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Lori Roach, MNEA

**Meeting Dates**

March 9, 2010  
March 30, 2010  
April 12, 2010  
May 25, 2010  
May 27, 2010

**T1 Association Leave –**

The WNEA proposed changing the amount of time available for Association Leave. After several discussions, the WNEA pulled this issue from the table.

**T2 Leaves –**

The teams agreed to adding temporary leave days and allowing unlimited sick leave accumulation. This language will be added to the Agreement.

**T3 Insurance –**

WNEA presented an initial proposal and later pulled it from the table.

**T4 Daily Schedule –**

WNEA proposed the creation of a scheduling committee. The district countered with language that allows for teacher input and representation on a committee if there is one created. Language changed in the Agreement.

**D4/T6 Teaching Standards –**

The Board created a policy in November regarding teaching standards due to changes in the law. WNEA proposed changes to the policy. The district tabled the issue until June 30, when DESE is set to release guidelines regarding the issue.

**T7 Master Agreement –**

WNEA proposed adding Tuition Reimbursement, Short Term Leaves, Long Term Leaves, Class Size, Personnel Files, Grievance Procedure, Right to Representation, and Evaluation to the Master Agreement. Both parties agreed to add the following to the Agreement:

- Short term leave
- Long term leave
- Leave buy back
- Right to representation

The District Team stated that the District does not intend to change the items left in policy.

**T8 Sub Rate for Retirees –**

Both parties agreed to extend the retiree sub rate of \$160 for 2010-2011 school year. This language will be in the Agreement.

**T9 Employee Children School Transfer –**

Policy 2230 was amended to state that teachers will be notified of their enrollment request by June 1 and that if denied, the teacher can submit subsequent requests.

**T10 Years of Experience –**

Both parties agree to increase the credit for years of experience to 8 years for 2010-2011 (start step 9), 9 years for 2011-2012 (start step 10) and 10 years for 2012-2013 (start at step 11). These changes will be made to the Agreement.

**D1/D2/D3 Compensation Package, Salary Schedule, Adding Days –**

The teams agreed to the following:

- 3.9% additional spending on teacher salary (district proposed salary schedule)
- Two (2) additional instructional days (student attendance days) in teacher contract, making 184 day contract for teachers.
- Two additional sick leave days
- Four early dismissal days
  - Two days will include District-wide professional development opportunities and time for building, department, team and/or grade level collaboration. Activities will follow the DESE guidelines for high quality professional development and be aligned with the district Comprehensive School Improvement Plan goals.
  - Two days will be utilized for teacher initiated and led collaboration approved by the building PD committee and administrator. Approved activities will be aligned with the building and/or District CSIP.