



A Union of Professionals

Tentative Agreement

Between

Taylor School District Board of Education

&

Taylor Federation of Teachers, AFT Local 1085 AFL-CIO

Ratification Meeting:

Via Zoom: June 6, 2022 at 4 p.m. (invite will be sent by email)

Voting:

Will be conducted electronically beginning Monday, June 6th at 5:00 p.m. through Tuesday, June 7th^h at 5:00 p.m.

Question: “Shall the Taylor Federation of Teachers accept the Tentative Agreement with the Taylor School District Board of Education expiring 06/30/2024?”

TFT Negotiation Team Roll Call Vote: Yea: 4 Nay: 1

TFT Executive Board Roll Call Vote: Yea: 9 Nay: 1

AGREEMENT

This Agreement is made ~~and effective the 14th day of September 2020,~~ on the xx day of June 2022 by and between the Board of Education of the Taylor School District hereafter referred to as the Employer, and the Taylor Federation of Teachers, Local 1085, American Federation of Teachers, AFL-CIO, hereafter referred to as the Union.

DURATION

- A. This Agreement and provisions hereto, when signed by the proper officers of the Employer and the Union shall become operative as of 12:01 A.M., ~~September 14, 2020,~~ July 1, 2022, unless otherwise stated herein and shall continue through Midnight, June 30, ~~2022~~ 2024, and shall continue in full force and effect from year to year thereafter unless written notice is given by either party on or before January 1 of each year thereafter requesting that the Agreement or section thereof be renegotiated. The notice shall contain the sections to be negotiated and the proposed changes desired by either party.

ARTICLE IV FAIR PRACTICES

- A. The Board agrees to continue its policy of not discriminating against any teacher on the basis of race, creed, ~~color, national origin, sex or~~ **(both parties agree to final language to be completed consistent with applicable legal standards)** marital status or membership or participation in, or association with the activities of, any teacher's organization.
- B. The Union agrees, in accordance with its constitution, to continue to admit persons to membership without discrimination on the basis of race, creed, ~~color, national origin, sex or~~ **(both parties agree to final language to be completed consistent with applicable legal standards)** marital status and to represent equally all teachers without regard to membership or participation in, or association with the activities of, any teacher's organization.
- C. All policies and practices shall relate equally to all employees in the bargaining unit except where specifically directed otherwise by this Agreement.

ARTICLE IX EMPLOYEE MEETINGS

- E. 1. In each school, a weekly ~~monthly~~ faculty meeting shall ~~may be held upon 48-hour notice from the principal.~~ The meeting will be held on a predetermined (regular) day. The weekly ~~monthly~~ faculty meeting shall not exceed ~~one hour and fifteen minutes~~ one hour. The principal shall establish the agenda for the meeting. ~~This~~ These meetings may be held before or after school ~~as indicated~~ agreed upon by the Principal and the teachers at the beginning of the school year. It is further agreed that if the meeting is held after school the meeting hour will start 10 minutes after the scheduled school dismissal time. ~~If the meeting is held before school the 10 minute station time may be used as part of the meeting time. Staff meeting times are to be used only for communicating building/district information. Staff meetings shall not be used for professional development, PLCs, etc.~~

- G. Departmental and grade level meetings shall be held upon notice from the principal at least forty-eight (48) hours in advance. When necessary, the principal may waive the above rule, but shall file a statement with the Superintendent explaining the necessity of the meeting, and reason for the short notice shall be given to the teachers involved.

ARTICLE X DAILY WORK SCHEDULE

H. Class Size Limitations

1. Beginning with the ~~2018-2019~~ 2022-2023 school year, the Board of Education agrees to set class size limitations of 26 28 in Kindergarten, 28 31 in first through third grade, 30 31 in grades 4 through 5. The Board agrees to set class size limitations of 33 35 in grades 6 through 12 if the secondary schools have a 6 period day (teach 5, 1 prep). If the secondary schools have a 7 period day (teach 6, 1 prep), class size limitations shall be an average of 28 35. ~~Because of numerous scheduling problems, the Board of Education will agree that a one (1) student per teacher session variable may exist. If the secondary schools have a 7 period day, TFT members assigned to the secondary schools shall receive overage payments outlined in this Agreement if the total pupil count exceeds 168 185, or if the total pupil count in any one class exceeds 34 35. A review board consisting of a senior high, middle school and an elementary teacher will meet prior to the tenth student day to review class loads throughout the School District.~~
3. An acceptable reason for altering the class size objectives may be any of the following:
 - a. A class larger than 34 38 is necessary and desirable in order to provide for specialized or experimental instruction.
 - b. Special subjects with less than 34- 38 teaching stations be limited to the number of students for stations available.

I. Teacher Planning Time

2. At the high school, one of the blocks of time will be scheduled for a planning time for the teacher. When a middle school/high school teacher is forced to sub during their planning period, they shall be paid ~~\$22.00~~ \$30.00 for the block of subbing.

J. Teacher Programs

3. All elementary school students will be provided instruction in Physical Education, Music and one or more of the following Art/Technology/Media/STEM. Grades K through 6 (if 6th is self-contained) will receive an average of one hundred ninety (190) minutes per week calculated over the school year of Physical Education/Music/Art/Technology/Media/STEM or any combination thereof. The Parties agree that the average minutes per week may increase up to two hundred and fifty minutes (250) per week, at the District's discretion, if electives are added to the elementary schedule. ~~However, Grades K through 6 (if 6th is self-contained) will receive an average of one hundred seventy (170) minutes per week if the elementary enrollment for any year of this contract decreases by more than 150 FTE for the 2018-2019 or 2019-2020 school year.~~

a. TSD will apply for grant opportunities to provide an additional 30 minute weekly instructional/support which will provide a total of 220 minutes. However, this is subject to availability and award of grant.

K. Special Education Programs

10. The TSD agrees to set Special Education caseloads following the State Regulations, State Waiver or RESA Waivers whichever is larger. Overloads or waiver from RESA will be paid as follows:

The following chart applies to Special Education staff members for student caseload overages and coverage matters. "Overages" shall be defined as additional students above the caseload limits prescribed by State Regulations, State Waiver, or RESA Waivers. "Coverage matters" shall be defined as the need to provide services to students whose teacher/ancillary staff member is either on an extended leave or has left the District and a vacancy exists. Coverage matters shall exist once a position has been open for a period of 40 calendar days or more, and the TSD has been unable to fill the position with a certified substitute.

<p>Special Education Self-Contained Classroom Teachers shall be paid overages as follows:</p> <ul style="list-style-type: none"> • \$5.00 per day per additional student over their caseload limits prescribed by State Regulations, State Waiver, or RESA Waivers. <p>Special Education Self-Contained Classroom teachers shall be paid for coverage matters, if providing coverage exceeds their caseload limits, as follows:</p> <ul style="list-style-type: none"> • \$100.00 per additional IEP • <u>\$200.00 per additional evaluation</u> 	<p>Special Education Resource Room Teachers shall be paid overages as follows:</p> <ul style="list-style-type: none"> • \$2.00 per day additional student above their caseload limits prescribed by State Regulations, State Waiver, or RESA Waivers. <p>Special Education Resource Room Teachers shall be paid for coverage/caseload overage matters, if providing coverage/caseload overage exceeds their caseload limits, as follows:</p> <ul style="list-style-type: none"> • \$100.00 per additional IEP • \$200.00 per three-year re-evaluation. <u>Initial or re-evaluation.</u>
<p>Speech and Language Pathologists shall not be paid evaluation or re-evaluation overages or for coverage matters, as they shall be placed on the MA30 lane of the TFT Payscale.</p> <p>However, Speech and Language Pathologist shall be paid \$1.00 per day per student for caseload overages.</p>	<p>OTs/PTs shall be paid overages as follows:</p> <ul style="list-style-type: none"> • 1% of BA Base for <u>full initial or re-evaluations</u> of students over caseload limits prescribed by State Regulations, State Waiver, or RESA Waivers. This shall only be paid for individual students who are actually above the OT/PT caseload limit. For

example, if an OT/PT has 3 students above their caseload, the OT/PT will only be paid the 1% if they do an evaluation for any of the three students who actually cause the OT/PT to go over their caseload limit at the time services are rendered.

~~• ¾% of BA Base for re-evaluations of students over caseload limits prescribed by State Regulations, State Waiver, or RESA Waivers. This shall only be paid for individual students who are actually above the OT/PT caseload limit. For example, if an OT/PT has 3 students above their caseload, the OT/PT will only be paid the ¾% if they do a re-evaluation for any of the three students who actually cause the OT/PT to go over their caseload limit at the time services are rendered.~~

• OT/PT shall be paid \$1.00 per day per student for caseload overages.

OT/PT shall be paid for coverage matters, if providing coverage exceeds their caseload limits, as follows:

- If an OT/PT takes a leave of absence longer than ~~40~~30 calendar days and the TSD is unable to fill the position with a certified substitute, coverage matters shall be paid as follows:
 - 1% of BA Base for **initial or re-evaluations** of students who are in the block of the individual who is on leave.
 - ~~¾% of BA Base for re-evaluations of students who are in the block of the individual who is on leave.~~

Psychologists, Social Workers, and OTs/PTs without caseloads shall be paid for coverage matters as follows:

- If a Psychologist or Social Worker takes a leave of absence longer than 40 30 calendar days and the TSD is unable to fill the position with a certified substitute, coverage matters shall be paid as follows:
 - 1% of BA Base for Initial or re-evaluations of students who are in the block of the individual who is on leave.
- If one person in the department is on a long-term leave of absence longer than 40 30 calendar days, the payment schedule above shall apply, and payment for coverage matters shall take place after 40 30 calendar days. However, if more than one person in the department is on a long-term leave of absence of longer than 40 30 calendar days, compensation for coverage matters shall be paid immediately, and the 40 30 calendar day waiting period shall not apply.

11. Special Education teachers will be issued a swipe card to access the building in which the Special Education Office is housed.

12. Effective with the 2022-2023 school year, special education teachers are entitled to use up to four (4) days per year as records days to complete required special education paperwork and IEP's. Special education teachers may use the records days at their discretion if they notify the building principal at least five (5) school days in advance of the record day and have ensured a substitute is available.

T. General Information

~~19. Cost for certification, registration, or license required for continued employment shall be paid for by the District.~~

ARTICLE XV
ADMINISTRATION - TEACHER RELATIONSHIP

C. New employees, at the discretion of administration, may shall be allowed up to ~~a maximum of four (4) years credit for the number of years of~~ teaching experience on the salary schedule. This provision may be waived when the District is not successful in filling position(s). ~~In those case(s)~~ The District shall have the right to hire at any level on the salary schedule provided that the out of District experience supports the level (years of experience) at which the employee was placed. ~~The District shall consult~~

the Union prior to hiring any individual above the 5th step on the salary schedule. For CTE and Ancillary staff, years of experience may also include industry experience. The Union may request proof of teaching/industry experience for any individual hired pursuant to this paragraph.

Any teacher hired above the 5th step shall remain in that classification (if necessary) for which he/she was hired for the equivalent number of years that was credited at the time of hiring. ~~In the event that the teacher is displaced as a result of being bumped, said teacher shall seek his/her seniority in accordance with the Agreement.~~

NOTE: This provision will be invoked prior to Article XIII, Section B, Subsection 12E.

ARTICLE XVI COMPENSATION

A. Salary Schedules

The Parties agree to further discuss increased compensation once the 2020-2021 per pupil amount is finalized by the State and the District's student count is determined. The Parties shall meet to discuss this no later than October 15, 2020.

The parties further agree to an additional wage reopener for the 2021-2022 school year with the bargaining beginning no later than April 15, 2021.

1. The parties agree that the attached salary schedule will be implemented for the 2020-2021 school year as follows:

a. The number in parentheses represents TFT members current step, and where they will be placed on the new scale. By way of example, a teacher on Step 11 will be placed on Step 9 on the updated salary schedule above.

b. BA Lane:

i. Eliminate Steps 1 and 2.

ii. Individuals currently on steps 1, 2, or 3 move to new step 1.

i. 3% increase for all steps except step 12 (old step 14) has a 4% increase to account for compression of only a 0.5% increase from the previous step and step 8 (old step 10). All members currently on Step 15 would be a Step 13, which is an increase of 5% from the current step 15.

ii. Individuals currently on step 8 (old Step 10), will receive a one time off-schedule payment of \$1,321.00 payable within 3 pays of ratification by both parties.

a. MA Lane and MA+30 Lane:

i. Eliminate Steps 1 and 2

ii. Individuals current on steps 1, 2, or 3 move to new Step 1.

iii. 3% increase for all steps except step 8 (old step 10), step 9 (old step 11) and step 10 (old step 12). In addition, step 12 (old step 14) has a 4% increase to account for compensation of only approximately 0.5% increase from previous step. All

members currently on step 15 would be at step 13, which is an increase of 5% from current step 15.

- iv. Individuals currently on step 8 (old step 10), and step 9 (old step 11) and step 10 (old step 12) will receive a one-time off-schedule payment, as shown below within 3 pays of ratification by both parties.

	<u>MA</u>	<u>MA+30</u>
<u>Step 8 (old step 10)</u>	<u>\$1,353</u>	<u>\$1,403</u>
<u>Step 9 (old step 11)</u>	<u>\$1,402</u>	<u>\$1,537</u>
<u>Step 10 (old step 12)</u>	<u>\$1,712</u>	<u>\$1,759</u>

b. ABD Lane:

- i. Eliminate steps 1 and 2.
ii. Individuals currently on steps 1, 2 or 3 move to new step 1.
iii. 3% increase for all steps except step 8 (old step 10), step 9 (old step 11) and step 10 (old step 12). Individuals currently on step 15 would be at step 13, which is an increase of 5%.
iv. Individuals currently on step 8 (old step 10), step 9 (old step 11) and step 10 (old step 12) will receive a one-time off-schedule payment, as shown below within 3 pays of ratification by both parties.

Step 8 (old step 10) - \$1,477

Step 9 (old step 11) - \$1,607

Step 10 (old step 12) - \$1,706

e. DR Lane:

- i. Eliminate steps 1 and 2.
ii. Create new scale that is commensurate with surrounding school districts. The three individuals who are currently on this would be moved to step 9 which is a 3% increase from what they currently make. All individuals currently on step 15 would be at step 13 which is an increase of 5% from the current step 15.

- d. Teachers will be moved to the appropriate step and salary schedule immediately upon ratification by both parties, and the salary will be prorated over the remaining pays of the year based upon the ratification date.

School Year 2022-2023 (Year One)

- **All TFT Members move one lane laterally to the right**
- **All Members current on Step 11, 12 and 13 move to Step 12**
- **Step 12 BA receives an 8% increase**
- **Step 12 MA and MA30 receives an 7% increase**
- **Step 12 DR receives a 3% increase**
- **Removal of 2020-2021 ABD lane**
- **Removal of 2020-2021 BA lane**
- **All employees receive one step except DR lane which receives 2 steps**
- **Current MA lane becomes the BA lane**
- **Current MA30 lane becomes the MA lane**
- **Current ABD lane becomes the MA30 lane**

School Year 2023-2024 (Year Two)

- **All Members receive one step**
- **All steps and lanes receive a 1% increase**

EL Endorsed staff will be placed in the MA 30 lane effective with the 2022-2023 school year.

Taylor School District
TFT Pay Scale
FY 2022 - 2024

FY 2021 - 2022 (Reference Purposes Only)					
Step	BA/BS	MA/MS	MA30/DM/E S/SW/SLP	ABD	DR
1	\$ 41,729	\$ 44,321	\$ 46,809	\$ 49,089	\$ 55,653
2	\$ 44,003	\$ 46,809	\$ 49,082	\$ 51,416	\$ 57,741
3	\$ 46,385	\$ 48,657	\$ 50,991	\$ 53,626	\$ 59,906
4	\$ 48,766	\$ 50,991	\$ 53,414	\$ 55,901	\$ 62,152
5	\$ 51,097	\$ 53,417	\$ 55,476	\$ 58,177	\$ 64,483
6	\$ 53,537	\$ 55,690	\$ 58,071	\$ 60,451	\$ 66,901
7	\$ 56,467	\$ 58,148	\$ 60,498	\$ 62,876	\$ 69,410
8	\$ 60,047	\$ 61,516	\$ 63,768	\$ 67,151	\$ 72,013
9	\$ 63,718	\$ 67,822	\$ 69,869	\$ 73,045	\$ 74,714
10	\$ 67,331	\$ 74,981	\$ 76,934	\$ 77,547	\$ 78,322
11	\$ 67,655	\$ 77,493	\$ 79,568	\$ 82,388	\$ 83,000
12	\$ 68,638	\$ 78,572	\$ 80,723	\$ 84,895	\$ 86,000
13	\$ 72,511	\$ 82,691	\$ 85,285	\$ 87,875	\$ 96,116

FY 2022 - 2023					
Step	BA/BS	MA/MS	MA30/DM/E S/SW/SLP	ABD	DR
1	\$ 44,321	\$ 46,809	\$ 49,089	\$ 55,653	\$ 55,653
2	\$ 46,809	\$ 49,082	\$ 51,416	\$ 57,741	\$ 57,741
3	\$ 48,657	\$ 50,991	\$ 53,626	\$ 59,906	\$ 59,906
4	\$ 50,991	\$ 53,413	\$ 55,901	\$ 62,152	\$ 62,152
5	\$ 53,417	\$ 55,423	\$ 58,177	\$ 64,483	\$ 64,483
6	\$ 55,690	\$ 58,071	\$ 60,451	\$ 66,901	\$ 66,901
7	\$ 58,148	\$ 60,498	\$ 62,876	\$ 69,410	\$ 69,410
8	\$ 61,516	\$ 63,768	\$ 67,151	\$ 72,013	\$ 72,013
9	\$ 67,822	\$ 69,869	\$ 73,045	\$ 74,714	\$ 74,714
10	\$ 74,981	\$ 76,934	\$ 77,547	\$ 78,322	\$ 78,322
11	\$ 77,493	\$ 79,566	\$ 82,388	\$ 86,000	\$ 86,000
12	\$ 78,312	\$ 88,479	\$ 91,255	\$ 98,999	\$ 98,999
13	\$ -	\$ -	\$ -	\$ -	\$ -

FY 2023 - 2024					
Step	BA/BS	MA/MS	MA30/DM/E S/SW/SLP	ABD	DR
1	\$ 44,764	\$ 47,277	\$ 49,580	\$ 56,210	\$ 56,210
2	\$ 47,277	\$ 49,573	\$ 51,930	\$ 58,318	\$ 58,318
3	\$ 49,144	\$ 51,501	\$ 54,162	\$ 60,505	\$ 60,505
4	\$ 51,501	\$ 53,947	\$ 56,460	\$ 62,774	\$ 62,774
5	\$ 53,951	\$ 55,977	\$ 58,759	\$ 65,128	\$ 65,128
6	\$ 56,247	\$ 58,652	\$ 61,056	\$ 67,570	\$ 67,570
7	\$ 58,729	\$ 61,103	\$ 63,505	\$ 70,104	\$ 70,104
8	\$ 62,131	\$ 64,406	\$ 67,823	\$ 72,733	\$ 72,733
9	\$ 68,500	\$ 70,568	\$ 73,775	\$ 75,461	\$ 75,461
10	\$ 75,731	\$ 77,703	\$ 78,322	\$ 79,105	\$ 79,105
11	\$ 78,268	\$ 80,362	\$ 83,212	\$ 86,860	\$ 86,860
12	\$ 79,095	\$ 89,364	\$ 92,168	\$ 99,989	\$ 99,989
13	\$ -	\$ -	\$ -	\$ -	\$ -

8. **ACADEMIC ASSISTANTS** shall be paid according to the salary schedule below per hour:

<u>7/1/2019-2/21/2021</u>	<u>2/22/2021 and after</u>	<u>Years of Service</u>
\$11.09	\$13.00 per hour	0-2 years
\$12.09	\$14.00 per hour	3-4 years
\$12.59	\$15.00 per hour	5-6 years
\$13.09	\$16.00 per hour	7+ years

<u>2022-23 School year and after</u>	<u>Years of Service</u>
<u>\$14.50 per hour</u>	<u>0-2 years</u>
<u>\$15.50 per hour</u>	<u>3-4 years</u>
<u>\$16.50 per hour</u>	<u>5-6 years</u>
<u>\$17.50 per hour</u>	<u>7+ years</u>

i. Effective with the 2022-2023 school year, Academic Teaching Assistants will be allowed to attend district PD.

H. **Severance Pay:** Severance pay of 100 percent of the accumulated sick leave days will be paid to certified personnel leaving the system after at least 20 years of service, and 50 percent after at least 10 years of service, in the Taylor School System.

5. Effective with the 2022-2023 school year, teachers who retire with at last twenty (20) years of service shall be eligible to receive sick day severance payouts as follows:

a. If a teacher is absent ten (10) days or less in their last school year of work with the District, the teacher shall be paid up to eighty (80) days at a rate of \$125.00 per day.

b. If a teacher is absent ten (10) days or less in each of their last two school years of work with the District, the teacher shall be paid up to one hundred (100) days at a rate of \$150.00 per day.

c. If a teacher is absent ten (10) days or less in each of their last three school years of work with the District, the teacher shall be paid up to one hundred twenty (120) days at a rate of \$175.00 per day.

d. All days off for subparagraphs a-c, above, will be counted against the attendance incentive, except for approved school business, union business, jury duty, workers comp and bereavement.

e. Less than a full day's absence shall be calculated as a full day for purposes of calculating payment.

f. If a teacher does not qualify for section H(5) their severance pay will revert to the preceding language for Severance Pay in section H.

I. When an **emergency substitute** is necessary in the case of an on the job teacher, it shall be on a voluntary basis among teachers in the immediate direct proximity. Where volunteers are not available in either the elementary or secondary schools, the principal may assign the duty on the basis of inverse seniority, on a rotating basis.

5. In the elementary schools, teachers will be paid ~~\$60.00~~ **\$90.00** per A.M. or P.M. session. If the class is split, pay is to be in proportion to the split. When the ~~music/art or physical education specials~~ teacher is absent without a substitute, the teacher will be paid ~~\$6.00~~ **\$10.00** per ten (10) minutes of subbing. (Also use if 6th grade is self-contained classrooms)

**ARTICLE XIX
SUBSTITUTE TEACHERS**

A. Substitute teachers shall be classified as: Daily Subs

5. Building substitutes will receive 5 sick/personal days per year. Building substitutes hired mid-year shall have their sick/personal days prorated. Building substitutes may have sick/personal days carry over; however, their total sick/personal bank shall not exceed fifteen (15) days.

**ARTICLE XXI
TVLA**

A. Upon ratification of this agreement by both parties,

1. TVLA Mentors will now be referred to as TVLA teachers
2. TVLA Teachers will work the same schedule as traditional classroom teachers
3. TVLA Teachers will have a maximum caseload of 50 students.
4. TVLA Teachers will continue their current pay schedule through the last pay of the 2021-2022 school year. TFT & TSD will agree on the placement within the 2022-2023 salary schedule for each TVLA Teacher.
5. For the summer of 2022, TVLA teachers will finish their contract days and will have the two weeks in July off and continue with their work from home days until the start of the 2022-2023 school year.
6. The parties agree article XXI Section B will be removed from future contract books upon expiration of this contract period (June 30, 2024). Included for the July 1, 2022 – June 30, 2024 for reference purposes only.

B. TVLA mentors will:

1. All TVLA mentors who have been employed as a TVLA mentor will be placed on the appropriate step beginning with the year that they became official TSD employees. Eg. TVLA mentors who became official TSD employees on July 1, 2016 will be moved to TVLA Step 2 on July 1, 2018.

	7/1/2019- 2/21/2021	BA 2/22/2021 & after
TVLA Step 1 = 1-2 years	\$37,500.00 annually	\$38,625.00 annually
TVLA Step 2 = 3-4 years	\$40,000.00 annually	\$41,200.00 annually
TVLA Step 3 = 5-6 years	\$45,000.00 annually	\$46,350.00 annually
TVLA Step 4 = 7-8 years	\$50,000.00 annually	\$51,500.00 annually
TVLA Step 5 = 9 years +	\$55,000.00 annually	\$56,650.00 annually

MA

	7/1/2019- 2/21/2021	2/22/2021 & after
TVLA Step 1 = 1-2 years	\$39,500.00 annually	\$40,685.00 annually
TVLA Step 2 = 3-4 years	\$44,500.00 annually	\$45,835.00 annually
TVLA Step 3 = 5-6 years	\$49,500.00 annually	\$50,985.00 annually
TVLA Step 4 = 7-8 years	\$54,500.00 annually	\$56,135.00 annually
TVLA Step 5 = 9 years +	\$59,500.00 annually	\$61,285.00 annually

TVLA mentors will be compensated for additional coursework at the same rate as all certificated/licenses TFT members.

2. TVLA mentors will be scheduled and work 6.5 hours per day with a 30 minute unpaid lunch for 229 days per school year (July 1st – June 30th). Mentors flexible schedule will be coordinated by the building administrator to ensure coverage of program.
3. The TVLA will be closed for ten (10) school days for maintenance purposes during the first two (2) weeks of July to be determined annually.
4. TVLA mentors will have four (4) work from home days each month. Work from home days will be coordinated among the TVLA mentors and the building administrator so that no substitute teacher costs will be incurred by the TSD.
5. The caseload of each mentor will be capped at 60 students. Special Education caseloads will conform to State Regulations or WRESA waivers.
6. TVLA contracts will be adjusted according to the TVLA Salary Schedule outlined in bullet #1 above, after termination notice has been executed and expired.
7. TVLA mentors will only acquire seniority within the TVLA mentor group.
8. TVLA mentors will be given five (5) sick days per year and five (5) personal days per year.
9. TVLA will be given and five (5) bereavement days per year – the contract language will be identical to the language that full time contractual teachers enjoy. All unused sick and personal days will accumulate in the TVLA mentor's sick bank for use in subsequent years.
10. Club stipend percentage pay will be based on the TFT-TVLA Salary Schedule base. Below is a list of the recognized clubs and the corresponding percentage of base pay:
 - TVLA Class Advisor (all levels combined) 7%
 - TVLA Student Council (all levels combined) 5%
 - Honor Society/Technology Assistant (all levels combined)..... 5%
11. For the 2017-2018 and 2018-2019 school year, TVLA mentors will receive single subscriber medical, dental and vision insurance. For the 2019-2020 school year, TVLA mentors will be offered medical, dental and vision insurance identical to all other certificated or licensed TFT members. The cash option will be available for TVLA mentors who opt out of medical, dental or vision insurance. TVLA mentors will receive identical life insurance as full-time contractual teachers.
12. TVLA mentors shall be provided only the benefits outlined below:
 - Access to AESOP (time sheets will be eliminated)
 - The grievance procedure
 - Act of God Days
 - All leaves
 - Central Sick Bank
 - Safe and healthful working conditions

- Due Process
- Article X; Q – 6 & 12
- Article X; T – 6, 8 & 9
- Article X; V

Language clean up: Remove/modify all references to TVLA where needed.