

ABCE Proposal #1

June 24, 2021

12.2 Teachers not employed on continuing contract/ professional services contract will be employed on an annual or probationary contract by the School Board. At the expiration of this annual or probationary contract there will be no guarantee of a position for the coming year. If the position will be available the next year, the teacher may be considered for another year. **A teacher on annual contract can be exempted from the non-renewal process if: the teacher is rated Highly Effective or Effective on their most recent appraisal, and their cost center has confirmed the continuation of their "unit" for budget purposes.** If he/she is non-renewed he/she shall be notified, in writing, of his/her employment status no later than twenty-five (25) school days prior to the last teacher workday of the school year. If a teacher with a Highly Effective or Effective instructional practice rating is not renewed by the last teacher workday of the school year, he or she may be renewed by any cost center manager on or before the last District workday in June without going through the interview process or considered as having a break in service.

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New language is identified in **boldface and is underlined**.

ABCE Proposal #2

June 24, 2021

11.A.1 Alternative schools, defined as those who serve students whose educational goals are expressed through IEPs, 504s, PBIPs or other behavior-based plans, will utilize those student documents as the basis for the Student Performance section of the faculty's annual appraisal.

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ABCE Proposal #3

June 24, 2021

6.18 Teachers providing direct instruction to students with disabilities and managing an exceptional education caseload greater than 15 students in grades K-12 or 10 students in grades K-12 at an alternative school will be provided one day of planning time each semester to accomplish ESE related administrative work. **Additionally, teachers with such caseloads will receive a stipend of \$1000 for each school year.**

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ABCE Proposal #4

June 24, 2021

17.1 The Board shall provide basic comprehensive, hospital, medical, obstetrical, major medical, group life insurance protection for a twelve (12) month period. The Board shall pay a maximum per 2021 calendar year of seven thousand, eight hundred, thirty-three dollars (\$7,833.00) for such coverage. (Group health \$7,731.00, Group Life \$102.00) **The Board will assume 100% of any increase in premium for both the school year of 2020-2021 and the calendar year of 2021 and 2022.** In the event the Board offers an insurance plan option that costs less than the amounts referenced above, the Board will pay only the actual cost associated with that plan's design. If the employee selects a plan option whose design includes a Health Savings Account (HSA), the Board will contribute the difference between the Board's group health contribution and the cost of the employee only HSA plan to the employee's HSA. The Board will pick up any increase in health insurance for the 2020-2021 school year for an amount not to exceed the increase in the Employee Only Option.

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ABCE Proposal #5

June 24, 2021

5.25 DESIGNATED PROFESSIONAL DEVELOPMENT DAYS: For ~~2019-2020~~
~~and 2020-2021~~ **2021-2022 and 2022-2023** school year only, the district
will provide three (3) professional development days designated for teachers
to work/plan together in PLCs, grade groups, departments/teams. The three
days will be in addition to the two days of district in-service and two days of
school-based in-service that already occur during pre-school. Principals may
use up to one (1) hour of each of the PLC designated days for faculty
meetings. The three additional professional development days will occur as
determined by the district calendar committee.

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