

**Bargaining
2016 – 2025**

Salary Increase	Ratification Date	Contract Language
<p>2016 – 2017 School Year Increase</p> <p>\$500 - COLA \$1,350 - HE \$1,000 - E</p>	June 26, 2016	<ul style="list-style-type: none"> ● Timeline for pre- and post-conference ● The deliberate Practice element can be observed multiple times but only the highest rating will count. ● Requesting an additional informal just to observe the deliberate practice element. ● Add temporary contract teachers to voluntary transfer process. ● Appeals timeline was added to the contract ● Student Learning Growth appeal language was added
<p>2017 – 2018 School Year Increase</p> <p>\$420 – COLA \$705 – HE \$420 – E \$500 – Retention Bonus</p>	August 16, 2017	<ul style="list-style-type: none"> ● Language allowing ARs to have monthly meeting was added. ● Language allowing ARs to send approved emails was added ● Category 2A teachers will only have one evaluative Domain 4 observation. ● Student Learning Growth language was added to the contract addressing what happens when an assessment doesn't meet the requirements of the model. ● Deliberate Practice score changes were made eliminating the negative score for the beginning rating. Teachers rate as Not Using will receive -.1 instead of -.2 ● Added language that requires only three pieces of evidence for the deliberate practice plan ● Added language that says: an overall “not using” score will only be given to teachers who do not complete all three components of the deliberate practice plan ● Evaluation Due Dates: When the actual day of the due dates listed within this article fall on a weekend or non-duty day, the due date shall be the next scheduled duty day ● School Psychologists will work an 8-hour day with a duty free 25-minute lunch ● School Psychologists will be paid advanced degree supplement for which they submit verification ● School Psychologists will be credited with prior teaching experience for which they submit verification ● The evaluation score moved from conjunctive to rounded average ● Both parties agreed to a condensed learning map ● Category 2A teachers first observation to be done by November 15 ● Teachers can request an additional informal by December 1st ● Union dues deduction authorization can be signed electronically ● CTA and the District agreed to use 1 year of data for the student learning growth calculation

		<ul style="list-style-type: none"> • CTA and the District agreed to use a local calculation instead of the state calculated VAM • The magnet program coordinator supplement was added • Agreement on insurance changes for the 2018 – 2019 School Year
<p><i>2018 – 2019 School Year Increase</i></p> <p>\$550 – COLA \$1,525 – HE \$1,100 – E \$500 – Retention Bonus</p>	July 24, 2018	<ul style="list-style-type: none"> • \$1,450 supplement for teachers at Phyllis Wheatley Elementary School • \$1,500 recruitment and Retention bonus for teachers at Jones, Evans, and Oak Ridge High Schools • All instructional personnel will receive the student learning growth scores through district calculated models • Add school psychologists to existing contract language • Instructional personnel shall be permitted to work up to three days prior to preplanning to prepare their classroom • Fifth Wednesday • Teachers will be provided during preplanning the student referral form and any forms reference in disciplinary plans • Teachers will be provided the disposition of the referral within five duty days • Teachers hired after pre-planning will be provided three student contact days for preparation • Teachers in schools that no longer qualified for the supplement may continue to receive the supplement for one additional school year
<p><i>2019 – 2020 School Year Increase</i></p> <p>\$700 – COLA \$2,100 – HE \$1,400 - E</p>	December 6, 2019	<ul style="list-style-type: none"> • Lesson plan agreement • Substitute agreement • Teachers returning to the district will return to their previous salary or new teacher salary, whichever is greater • Extra pre-planning day • Two Wednesdays are to be used at the discretion of the administrator and the remainder of Wednesdays are used for uninterrupted planning time • For ratings lower than applying the administrator must provide comments and teachers have the right to request a conference to discuss the ratings • Second-semester domain 4 observation has to be completed by April 15 • Tie breaker language for appeals • New employee orientation language • Bulletin board language • Replacement badge at no cost to the employees

		<ul style="list-style-type: none"> Employees needing to use the restroom may call the office at any time of the day to receive relief without a delay Pre-planning week schedule - Schedule activities are limited to no more than 2.5 duty days Performing Arts language added to supplements
<p><i>2020 – 2021</i> <i>School Year Increase</i></p> <p>TSIA Entry salary increase to \$47,500 1.27% increase to all members of the bargaining unit</p>	December 18, 2020	<ul style="list-style-type: none"> Remaining funds from the best and brightest award to be distributed among effective and highly effective teachers Best and Brightest bonus for CTE teachers serving students at select high schools Teachers cannot be observed while teaching the mental health course. The course would not be used for the calculation of the student learning growth. 03.18.2020 - First COVID MOU Temporary Assignments and Transfer - transfer should not last more than 30 days / employees will return to their original assignment and work location Hardship Transfer - Teachers can request a middle of the year transfer due to medical conditions or serious personal problem Bereavement leave language was added to the contract MOU – Distance learning working conditions / teachers right and responsibility School Psychologists – add winter holiday to holiday calendar Non-classroom teachers may be out for less than two hours during the duty day MOU providing teachers access to their classrooms during July 2020. The district will provide masks, hand sanitizer, and disinfectant wipes or cleaner as needed. MOU clarifying the expectations of the first day of pre-panning for the 2020-2021 school year. School Counselors and SAFE Coordinators were added to the learning map for non-classroom personnel. Mental and Emotional Health Education MOU. Substitute language from the substitute agreement was added to the contract Signed health and safety MOU
<p><i>2021 – 2022</i> <i>School Year Increase</i></p> <p>TSIA \$100 – COLA \$400 – HE \$200 – E</p>	February 11, 2022 Increase Date: March 2, 2022	<ul style="list-style-type: none"> Health and Safety MOU School psychologists would be considered for summer employment Accrual of summer sick leave Employee to employee sick leave donation Nurses - Substitute pay / equipment and supplies for district nurses / 5% supplement for district nurses Health Insurance Agreement

<p>\$2,500 – Supplement Three-year retention supplement based on years of experience with OCPS</p>		<ul style="list-style-type: none"> o Changes start on the 2022 – 2023 school year o No premium changes for three years (2021 -2022 / 2022 – 2023 / 2023 – 2024) o Coverage changes o Add SureFit
<p><i>2022 - 2023 School Year Increase</i></p> <p>\$900 - COLA \$2,425 - HE \$1,800 - E Line Item: 6%</p>	<p>July 28, 2022 COLA Increase: August 17, 2022 Performance Increase: November 9, 2022</p>	
<p><i>2023 - 2024 School Year Increase</i></p> <p>2% - COLA 7.7% - HE 5.75% - E Line Item: 9%</p>	<p>April 1, 2024 Increase Date: April 10, 2024</p>	<ul style="list-style-type: none"> ● Advanced Degree Supplement Increases by 2% ● A 25% increase to the retention supplement ● One-time supplements ranging from \$1,500 - \$8,000 for ESE teachers, speech language pathologists, audiologists, and licensed clinical social workers, mental health counselors, and registered nurses. ● Increased salary placement for rehired retirees ● The District's health insurance proposal will be implemented beginning with plan year 2024-25. However, the District will provide a premium discount for plan year 2024-25 totaling \$4.4 million. The parties will continue to meet to identify improvements and cost-saving measures that may help avert future premium increases. ● Creates a committee to work on a maintenance tracking system accessible to teachers. ● All non-student contact days/half days can be completed virtually with agreement of an administrator. ● When a non-student contact day is provided for IEP and 504 prep, it may be completed virtually with agreement of administrator. ● Areas for counseling and other services must be conducive to those services. ● Increases High School Sports Coach Allocation.

		<ul style="list-style-type: none"> Reinstate the dues deduction if there is a change in the law allowing it.
<p>2024 - 2025 School Year Increase 0.20% - COLA 2.05% - HE 1.50% - E Line Item: 2%</p>	<p>November 13, 2024 Increase Date: November 27, 2024</p>	<ul style="list-style-type: none"> Extends the retention supplement through at least the 2024-2025 school year. Extends select supplements ranging from \$1,500 - \$8,000 for ESE teachers, speech language pathologists, audiologists, and licensed clinical social workers, mental health counselors, and registered nurses, through at least the 2024-2025 school year. Evaluations - Eliminates provisions regarding the evaluation system. The evaluation manual is grievable. Bereavement leave – Provides 3-days of district-paid bereavement leave (previously agreed to by the parties) Adds pumping protections for nursing mothers to the contract Expands advanced degree supplement eligibility to include all advanced degrees Changes professional day from October to April Provides that a non-classroom teacher may work remotely on days when they do not have students assigned Establishes a Labor Management Partnership Committee Keep academic freedom language and add that CRMs are not required Administrators will receive notification to not schedule unnecessary meetings the Wednesday before report cards or progress reports are due
<p>2025 - 2026 School Year Increase 4.01% - HE 3.01% - E Line Item: 3.65%</p>	<p>November 22, 2025 Increase Date: November 26, 2025</p>	<ul style="list-style-type: none"> Advanced Degree Supplement Increase by 1.01% Entry salary increase from \$49,475 to \$50,000 (\$525) MOU - Three Weeks Maternity Leave - Commitment to continue to work on Parental Leave. MOU - Meet the Teacher / Open House Contract protection about Artificial Intelligence Protections against False Claims Extend the lunch from 25 to 30 minutes On the last Wednesday, students are in attendance before the end of the school year, no meetings or professional development will be scheduled, so teachers can use the day for year-end activities. The sick leave donation requirement has been reduced, so recipients now need a minimum balance of 4 sick days instead of 10 to be eligible.