

**Bargaining
2016 – 2025**

Salary Increase	Ratification Date	Contract Language
<p><i>2016 – 2017 School Year Increase</i></p> <p>\$500 - COLA \$1,350 - HE \$1,000 - E</p>	<p>June 26, 2016</p>	<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><i>2017 – 2018 School Year Increase</i></p> <p>\$420 – COLA \$705 – HE \$420 – E \$500 – Retention Bonus</p>	<p>August 16, 2017</p>	<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 to 2.5 duty days • Performing Arts language added to supplements
<p><i>2020 – 2021 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 School Year Increase</i></p> <p>TSIA \$100 – COLA \$400 – HE \$200 – E</p>	<p>February 11, 2022</p> <p>Increase Date: March 2, 2022</p>	<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

\$2,500 – Supplement Three-year retention supplement based on years of experience with OCPS		<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
<i>2022 - 2023 School Year Increase</i> \$900 - COLA \$2,425 - HE \$1,800 - E Line Item: 6%	July 28, 2022 COLA Increase: August 17, 2022 Performance Increase: November 9, 2022	
<i>2023 - 2024 School Year Increase</i> 2% - COLA 7.7% - HE 5.75% - E Line Item: 9%	April 1, 2024 Increase Date: April 10, 2024	<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><i>2024 - 2025 School Year Increase</i></p> <p>0.20% - COLA 2.05% - HE 1.50% - E</p> <p>Line Item: 2%</p>	<p>November 13, 2024</p> <p>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><i>2025 - 2026 School Year Increase</i></p> <p>4.01% - HE 3.01% - E Line Item: 3.65%</p>	<p>November 22, 2025</p> <p>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.