

George-Little Rock CSD Initial Proposal April 12, 2017

1. For the 2017-18 school year the Board proposes the following changes:

The Board is proposing to delete certain permissive language in its initial proposal. The Public Employment Relations Board ("PERB") requires that a party identify any permissive items in its initial proposal in order to reserve the right to remove it from the contract. The Board's identification of this language as permissive does not mean that the Board will not discuss and/or bargain over permissive language, but that the Board reserves its right to remove the language from the contract.

Article I	Recognition A. Unit B. Definitions	Delete, Permissive
Article II	Employment Terms	Delete, Permissive
Article III	Employee Hours A. Extra duty 1-6 B. Duty free Lunch C. Preparation time D. Supplemental Pay Schedule B requirements E. Requirements for teachers delays due to weather.	Delete, Permissive Delete, Permissive Delete, Permissive Delete, Permissive Delete, Permissive
Article IV	Health Provisions A. Physical Fitness - New employees B. Physical Fitness - Continuing Employees C. Statement on safe environment	Delete, Permissive
Article V	Leaves A. Sick Leave B. Personal Leave C. Jury Duty D. Military Leave E. Association Leave F. Leaves for Funeral and Serious Family Illness G. Emergency Leave H. Short term Absence I. Extended Leave J. Child/Elder illness Leave K. Use of Leave	Delete, Permissive Delete, Permissive Delete, Permissive Delete, Permissive Delete, Excluded Delete, Permissive Delete, Permissive Delete, Permissive Delete, Permissive Delete, Permissive Delete, Permissive
Article VI	Formal Evaluation Procedure	Delete, Excluded

Article VII	Transfer Procedures A. Volunteer Transfers B. Involuntary Transfers	Delete, Excluded
Article VIII	In-service Education	Delete, Permissive
Article IX	Dues Deduction	Delete, Excluded
Article X	Staff Reduction Procedure	Delete, Excluded
Article XI	Salaries A. Teacher Salary Schedule (Teacher Supplemental Salary) B. Extended Contract C. Placement and Advancement Salary Sch. A. Methods of Payment and Exceptions	Delete, Permissive Delete, Excluded Delete, Excluded Delete, Permissive Delete, Permissive

2. For the 2017 2018 contract, the Board is proposing each eligible employee “base wages increase” of \$335, which is equivalent to about 1%. Includes any Teacher Salary Supplement payment the Board identifies such supplemental payment as an excluded topic of bargaining.

Article XII	Supplemental Pay	Delete, Excluded
Article XIII	Insurance	Delete, Excluded
Article XIV	Grievance Procedure	Delete, Permissive
Article XV	Seniority	Delete, Permissive
Article XVI	Mentoring Program	Delete, Excluded
Article XVII	Compliance and Duration A. Savings Clause B. Printing Agreement C. Notices D. Duration Period E. Signature Clause	Delete, Permissive

3. The George-Little Rock CSD Board of Directors will approve an Employee Handbook prior to July 1, 2017.