

CPS / CFT TENTATIVE AGREEMENT
July 1, 2017 – June 30, 2020

1. Section 700

a. COLA –

- i. July 1, 2017: 2% (previously negotiated 12-2016, includes all salary schedules)
- ii. July 1, 2018: 2% (with stable local funding, including all salary schedules)
- iii. January 1, 2020: reopener for COLA increase based on stable local funding, including all salary schedules

b. Schedule E –

- i. July 2017: 2% (previously agreed)
- ii. Increased Budget for 2017/18 - \$200,000 to allow for additional activities

c. Re-Index Salary Schedule

d. Add Step 30 to Salary Schedules

e. Class VI - (Master's plus 45 to replace PHD) *All current PHD's will remain in Class VI.

2. Section 500 – Same Class Size Caps

a. Overload payments caps:

- i. Year 1 -\$1.8 Mil
- ii. Year 2 -\$1.7 Mil
- iii. Year 3 - \$1.6 Mil
- iv. Language for enforcement procedures and audit

3. Section 610 – Special Teachers

- a. Language for ELL Students and ESL Teachers
- b. Service Delivery Range –
- c. Inclusionary Practices
- d. ESL Coordinators - \$15.00 stipend per student
- e. ILT Rep at High Incident Schools

4. Testing MOU

- a. Yearly Review of all testing by Testing Review Committee with recommendations to EIP
- b. SGM alignments to ODE Recommendations

5. Section 145

- a. Team Leader and School Wide LT Selection Process

6. Section 250

- a. Teacher Transfer Process
 - i. Internal Staff may participate with the Job Fair.
 - ii. If Not one teacher applies for a position during the rounds, schools may begin new hire interviews.
 - iii. All Surplussed teacher will be placed by June 30

7. Section 230.3c - Sungard Language

- a. Aligned with ORC – Sick Leave credit from another district

8. Appendix D – Clean –Up and Clarification Language –

- a. Department Chair selection based on MOU Language

9. Section 210 – Clean-up to align with the current process

- a. Active NBCT Certification satisfies LT Evaluation requirement and Continuing Contract Evaluation requirements
- b. Teachers should get Observation Reports electronically within 15 days of the observation
- c. The post observation conference must be held within 15 days of the first formal observation of the year.

10. Sections 220 / 400 Grading Practices

- a. Weekly electronic communication of student progress with parents and students
- b. PD for Best Practices of Grading

11. Section 130 – Federation Rights – Cancellation of Dues Deduction Date