



2009-2012

SUCCESSOR CONTRACT

Effective July 1, 2009 through June 30, 2012

Highlights of the Tentative Agreement

- All eligible employees will advance a step during the 2009-10 school year. Employees shall be placed onto the previously negotiated 2008-09 salary schedules (AO, UO, U1).
- The salary schedules contain the previously negotiated improvements, such as the elimination of Pay Grade 16 for clericals and the 3rd Step Acceleration for teachers.
- Steps/schedule improvements shall be effective on December 25, 2009 and be reflected in paychecks on January 15, 2010. Steps include an increase to the top step of each schedule.
- Teacher's salary schedule improvements shall be made to steps 1-13 of the AO salary schedule on February 19, 2010 and be reflected in paychecks on March 12, 2010. Employees will receive retroactive pay for the schedule improvements back to December 25, 2009.
- All employees will be required to choose between two Open Access, Point of Service (POS), health insurance options. One is available, at no cost, for employee only coverage. The District is now self-insured and both plans will be managed by Cigna.
- Dependent rates will decrease for some employees and increase for other employees due to increased costs and a new salary banded structure. This is the first increase of dependent rates in four years.
- The required afternoon and evening parent conferences added to the contract during the previous administration will be eliminated.
- A committee will address the layoff provisions for Paraprofessionals, Clericals and School Support Personnel. The UTD priority for this committee is the adoption of a new layoff procedure that provides additional job security based on seniority in the event layoffs become necessary.
- Retired teachers will be able to be rehired by the district at a salary step based on half of their experience up to step 12.
- Small improvements will be made to the Paraprofessional career ladder.
