



Below is a summary of all of the changes to the contract your team made over the spring and summer. All of the changes list have been agreed to by both LVEA and LVUSD. These are the changes you are voting on for the ratification of the contract.

Your bargaining team spent 10 days in preparation and meeting to negotiate this contract (including FOUR summer vacation days). If you see them around, please take a moment to thank them for their hard work! Joanne Kress (Chair) (WO), Lisa Hatfield (AEW), Mike LaFrenz (LCMS), Darci Miller (AEW), Diane McEvoy (CHS), Joan Woods (RM), and Christine Zakha (BL and AHS).

If you have any questions, please contact Craig Hochhaus, Joanne Kress, or Jake Anderson.

**General Changes-** Added “her” to references to “his” so it will now say “his/her”, changed “employee” or “teacher” to “unit member” wherever necessary, also changed specific references to sub rates (for example \$22/hour) to simply “sub rate” so as the rate changes we don’t need to change the contract, and changed “class” to “column” to reflect language we use.

**Article 1-** Cleared up the definition of terms and made list of LVEA members clearer.

**Article 2-** NO CHANGE

**Article 3-** Changed where Association mail sent via district-mail is sent in order to reflect current practice (3.7).

**Article 4-** NO CHANGE

**Article 5-** Clarified how a timeline may be changed for a written grievance (5.1.3), clarified what is required in a written grievance (5.3.1), and made where the grievance form is found reflect current practice (5.4.2).

**Article 6-** Added a layer to the process of principals changing work schedules to give members a chance to appeal to the DO (6.1.2), struck old language that no longer has any bearing on the contract (6.1.4), clarified language about sub availability and added the ability to earn one’s hourly rate after doing class-coverage 12 times in a year (6.4.4.1), clarified part-time unit member language (6.6), added the ability of unit members to earn staff development time or comp time for staff development hours performed outside of the regularly assigned amount per year (6.7.2.1), and added the ability to use conferences to attain staff development credit (6.7.2.4).

**Article 7-** Modified definition of “immediate family” (7.1.1), clarified sick leave crediting language (7.2.1.1), eliminated unnecessary language (7.2.1.2), cleaned up when sick leave can be used (7.2.1.3), added parameters to catastrophic leave (7.15.1), clarified how catastrophic leave days will be collected to make it more equitable (7.15.2 & 7.15.20)), clarified the definition of catastrophic leave (7.15.4), and added a note to contact personnel for questions about family leave (7.17).

**Article 8-** Modified when a transfer can occur during the school year (8.2.1.1.5), rearranged the listing of qualifications for vacancies (8.2.2.4), clarified how vacancies are announced during the summer (8.2.3.3), and reordered the list of criteria for transfers (8.3.2.2.6).



**Article 9-** Clarified what is part of class size, modified the balancing of class sizes (9.1), and increased the elementary combo class stipend (9.2).

**Article 10-** Moved the evaluation cycle up to reflect earlier start of school year (10.1), added temporary teachers to evaluation cycle (10.3), clarified five-year evaluation cycle (10.4), added language to ensure enough time is spent in the evaluation process (10.5), and shifted the evaluation cycle for new folks to give time to improve (10.6), cleaned up language (10.8).

**Article 11-** Clarified who a part-time member is (11.1.2), clarified who receives job share requests at DO and when info is shared (11.2.1.6), and cleaned up language related to part-timers and their sick leave (11.2.1.7, 11.3.1.6, & 11.3.1.7).

**Article 12-** NO CHANGE

**Article 13-** Eliminated old language (13.1.1, 13.1.2, 13.1.3, 13.1.4, 13.1.15, and 13.1.6) and added current salary agreement of 5.5% (NEW 13.1.1 and 13.1.2), cleaned up language (13.2.5), added “certification” to reasons to attain upper division units (13.2.5), broadened the time units can be submitted for movement (13.2.8.1), made it easier to move columns upon completion of units of school (13.2.8.2), clarified that part-time members get anniversary increments (13.2.11), eliminated old language no longer used (13.2.13), and cleared out old language (13.3.2.1).

**Article 14 –** No substantive changes.

**Article 15-** Added an informal follow-up for verbal warnings (15.2.1).

**Article 16-** Broadened safety language and added a committee to look at unsafe conditions (16.1).

**Article 17 and 18-** Combined and eliminated Article 18.

**Article 19-** Clarified the language.

**Article 20-** Modified to reflect current practice.

**Article 21-** NO CHANGE

**Article 22-** Added language clarifying it is not the intent of site-based decision making to have one group at a school without their consent (22.4).

**Article 23-** Changed how long the contract will be in effect.