

HS Contract Negotiations Administrative Proposals(5/12/16)

May 15, 2017

1. Article XVIII Section 3 page 58: The High schools will no longer pay for the Dental Coverage of Confederation members.

Rationale: Cost has increased and it is not used by the membership as their primary coverage.

2. Article VI Section E page 19 Article VII Section 1 D page 20 , Article IX Section 4C page 31, Appendix H Section II A, page 82, Appendix I Section A 1 and 2, page 87: All listed notification dates should be changed or set to April 22.

Rationale: This provides one date to remember. The Dates listed in Appendix H and I do not appear to be in sync with each other.

3. Article II Section 4 and Section 6 page 4: Need to be defined to explain the specific intent.

Rationale: The Office of Catholic Schools should have the right to undertake specific actions without having to notify the Confederation except in certain instances wherein the action undertaken by the OCS has a material impact on the Confederation.

4. Article XX: Individual High Schools shall have the ability to supplement the pay of new hires and current employees in hard to fill licensure areas: Math, Science, Foreign Language, and Theology

Rationale: These positions are integral to the success of our schools and are increasingly hard to fill. YSU graduated two High School certified Math Teachers last year. All teachers are valuable but these are in demand and we must keep and retain them.

5. Article VIII pages 23-24: Teachers on a nontax as part of DOY policy and as required by contract must take classes towards licensure and do not take the contracted number of classes/ academic hours may be nonrenewed if they do not meet the academic requirement. If they at the principal's discretion, retain their job despite not meeting the contractually required classes/academic hours they will not move up a step in pay. Teachers who have both a nontax and a professional license must renew keep the professional license current.

Rationale: A nontax is to be a temporary and extra-ordinary step in the ongoing professional development. It is imperative that teachers work towards and continue to be fully licensed in their fields.

6. Article XII page 38: Remove section 2 C1. Additionally the last sentence on section 2 C3 needs to replace IPDP with professional development workshops. The second to last sentence of section 2 C3 needs to add the words "if completed."

Rationale: While collaboration with teachers is encouraged, school planning of calendars and professional development is an administrative responsibility. The wording in section 2 C3 should be changed to be more accurate.

7. Article XII: Remove Section 9 A page 41

Rationale: Class assignment is an administrative responsibility and has led to disgruntled teachers when the principal did not assign them to their preferred courses.

8. Appendix J page 92: Move to Article 2 Section 8.

Rationale: It fits under OCS Rights and Responsibilities, and eliminates an appendix.

9. Article V: The Office of Catholic Schools shall determine procedures for grievance hearings (i.e. is taping allowed, are minutes to be kept, shall it be in person or in writing.)

Rationale: There are no formal procedures or directives.

10. Replace certified Mail notifications with email notifications. Article III Section 15 C page 9, Article IV Section 1 page 11, Article V Section 3 Step 1. C page 14, Article V Section 3 Step 2. E page 15, Replace mail to email in Article XXI Section 2 C page 63, Appendix H Section IV F page 84

Rationale: It is 2017 and email is time stamped, thus serving the same purpose as certified mail.

11. Reference FMLA has changed since the last contract and changes will need to be made as appropriate.

Rationale: Always have current information.

12. Article 12 Section 5 page 39: Change each teacher shall have 200 minutes of professional preparation/conference time per week to 180 minutes.

Rationale: This provides increased flexibility to cover classes without violating the contract, while still providing sufficient time for planning and preparation.

13. Article X Page 32 add section 4: To retain tenure a teacher must keep Ohio professional license they had when granted tenure current. Religion teachers must keep Religious Education Certificate current. If the certification lapses they will lose tenure.

Rationale: Teachers who hold both an Ohio license and a nontax certificate are choosing not to renew the Ohio license.

14. Article VII Section 2 C page 21: Add except in the first three years

Rationale: To be consistent with Article VII Section 2 B.

15. Article XII Section 14 A. Rewrite to say: “Faculty and Departmental Meetings shall not extend more than an 1 hour beyond when they commence. The meeting will commence when all faculty members are present. Section 14 B should be rewritten to reflect that time frame.

Rationale: This ensures a full hour available for meeting time if necessary.

16. Article VII Section 8 page 22: Add the phrase “unless proclaimed by the Bishop”

Rationale: To recognize the authority of the Bishop in regards to Catholic Teachings and Morality.

17. Article V Section I C page 13: eliminate the last sentence starting with “Failure to expedite ... ” and ending with “stage of the procedure.”

18. Article V Section I D page 13: Add the following: “A grievance not presented in writing (appendix F) within twenty (20) calendar days, excluding weekends and holidays, beginning with the day the act or condition which caused the grievance was or could have been commonly known is forever barred

19. Article V Section 2 D page 14: Eliminate and make changes suggested in 18.

20. Article V Section 3 Step I A page 14: Reword it as follows: “In the event the matter is not resolved informally, the grievance, stated in writing, shall be submitted to the principal of the school and the superintendent within the time frame required under Section 1D.

Rationale for 17-20: to streamline and clarify some ambiguities in the grievance procedure.