

SBBC POSITION	STATUS	BTU POSITION
ARTICLE 5: CONDITIONS OF EMPLOYMENT		
Section E. Unilateral action to implement 4-day work week.	PENDING	The issue must be negotiated.
Section V. Early Release Days (2) scheduled solely by management.	PENDING	Management must develop and schedule -- consulting with BTU.
Section W. Eliminate 196 work days for teachers.	PENDING	Maintain 196 teacher work days.
Add Section Z. In 2009-10, reduce calendar 3 days, salary reduction.	PENDING	No reduction in work and salary.
ARTICLE 11: STUDENT DISCIPLINE		
Section Q. Eliminate language that the SBBC and BTU will meet to recommend student discipline strategies.	PENDING	BTU and SBBC should work together on student discipline issues.
ARTICLE 15: ACCOUNTABILITY		
Sections A through E. Eliminate school site accountability, teacher training, intervention team and shared governance.	PENDING	Teachers must share in accountability needs and requirements.
Section G. Eliminate teacher waiver voting for a change in schedule or calendar in high schools and middle schools.	PENDING	Teachers must have some control and input into work schedules in high schools and middle schools.
Section I. Eliminate accountability funding for teachers.	PENDING	Oppose change.
Section J. Eliminate \$1,000 award for new teachers with National Board Standards.	PENDING	Oppose change.

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ARTICLE 18: DUE PROCESS / PERSONNEL FILES / EVALUATION		
Section A. Two-day notice to teacher in writing a Performance Development Plan.	PENDING	Oppose restraints to assist teachers, PDP should not be discipline.
Section C. Eliminate notice and continued employment of AC teachers. No guarantee of continued employment.	PENDING	Strongly oppose objective actions to terminate teachers.
Section D. Eliminate needs improvement recognized as satisfactory evaluation.	PENDING	Evaluations of teachers must be maintained.
Section E. Allow items detrimental to teacher in personnel file to remain without any recourse.	PENDING	Oppose, maintain language.
Section F. Eliminate IPAS training for administrators and teachers.	PENDING	Oppose.
Eliminate NESS material.	PENDING	Oppose.
Eliminate that a needs improvement is considered as a satisfactory IPAS evaluation.	PENDING	Oppose.
ARTICLE 19: PROFESSIONAL COMPENSATION		
No step increases, no salary increases, salary reductions.	PENDING	Strongly oppose.
ARTICLE 22: INSURANCE		
Section B. SBBC will pay the current dollar amount for health insurance premiums. All premium increases paid by teachers.	PENDING	Strongly oppose.

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ARTICLE 23: LEAVES		
Section D17. Limit and cut TDIF funds and applications for conference requests.	PENDING	Oppose.
ARTICLE 25: REASSIGNMENTS & TRANSFERS		
Section C1. Transferred teacher required to stay at new location 3 years.	PENDING	Oppose.
Section D. Eliminate superseniority protection for stewards in surplussing.	PENDING	Oppose.
ARTICLE 27: SCHOOL CALENDAR		
Eliminate 196 day work schedule and 3 days of unpaid leave.	PENDING	Strongly oppose, teacher salary must be maintained.
ARTICLE 29: UNION RIGHTS		
Section C. CAB disallowed for district employees on leave.	PENDING	Oppose.
Section D. Release time for stewards cut from 6 to 2 days.	PENDING	Oppose.
Section P. Union leave days cut to conduct union business.	PENDING	Oppose.
Section V. Eliminate contract language concerning harassment of stewards.	PENDING	Oppose.
Section W. Eliminate superseniority for stewards for summer school.	PENDING	Oppose.
Section Y. Eliminate release time for union meetings.	PENDING	Oppose.

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ARTICLE 33: ESOL		
<u>Section D.</u> Eliminate ESOL training classes.	PENDING	Oppose.
ARTICLE 34: GRIEVANCE PROCEDURE		
Increase grievance appeal days to 15 for management response.	PENDING	Oppose.
NEW ARTICLE: DIFFERENTIATED ACCOUNTABILITY		
<u>Article A through F.</u> DA schools may transfer teachers in and out.	PENDING	Oppose.
Performance merit pay system.	PENDING	Oppose.
Eliminate IPAS.	PENDING	Oppose.
Transfer and reassign teachers not contributing.	PENDING	Oppose.
District may unilaterally reassign teachers.	PENDING	Oppose.
ARTICLE 36: TERM OF AGREEMENT		
Limit issues that can be negotiated.	PENDING	Oppose.

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APPENDIX D:		
Eliminate student discipline form in contract.	PENDING	Oppose.

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PREAMBLE:		
Purpose to promote professional working conditions.	PENDING	Oppose.
ARTICLE 3: DEFINITIONS		
<u>Section I.</u> MOU's be made a part of contract.	PENDING	Counters.
ARTICLE 4: PROFESSIONAL QUALIFICATIONS		
<u>Section C.</u> Teachers determine assignment preferences.	PENDING	Oppose.
ARTICLE 5: CONDITIONS EMPLOYMENT		
<u>Section D.</u> Duty-free lunch.	PENDING	Oppose.
<u>Section E.</u> Length of workday.	PENDING	Oppose.
<u>Section J.</u> Breaks determined by employee.	PENDING	Oppose.
<u>Section V.</u> Early release days.	PENDING	Oppose, cut days to 4.
<u>Section W.</u> 197 days for new teachers.	PENDING	Eliminate work days.

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Section X. Employee input into Principal evaluation.	PENDING	Oppose.
Section Y. Teacher after-school program.	PENDING	Oppose.
Section Z. Voluntary activities comp time.	PENDING	Oppose.
Sections AA, AB, AD. Medical procedures in contract.	PENDING	Oppose.
ARTICLE 6: GENERAL EMPLOYEMENT PRACTICES		
Section B. TDA approval.	PENDING	Oppose.
Section F. All summer school positions filled by seniority.	PENDING	Oppose.
All stewards wishing summer school will be assigned.	PENDING	Oppose.
Section L. Eliminate second back-to-school night.	PENDING	Counter.
Section O. No sign-in sheets at worksites.	PENDING	Oppose.
ARTICLE 8: CURRICULUM AND INSTRUCTION		
Section B. Software access for teachers.	PENDING	Oppose.
Section E. Grades are submitted end of day on last day of grading period.	PENDING	Oppose.

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ARTICLE 9: DEPARTMENT CHAIRS		
<u>Section A.</u> Teachers select department chairs, not Principals.	PENDING	Oppose.
<u>Section A3.</u> Duties of department chair.	PENDING	No response.
ARTICLE 10: PREPARATION AND PLANNING		
<u>Section C.</u> Limit teaching stations.	PENDING	No response.
<u>Section F.</u> Class size limit.	PENDING	No response.
ARTICLE 11: STUDENT DISCIPLINE		
<u>Section E.</u> Code student discipline.	PENDING	No response.
<u>Section M.</u> Limit student teacher ratio (10-1) in expulsion centers.	PENDING	No response.
<u>Section O.</u> Principals cannot override teacher's decision on exemption of students on field trips.	PENDING	No response.
ARTICLE 12: REDUCTION IN PAPERWORK		
<u>Section 6.</u> Teachers can grieve Principal's refusal to reduce paperwork.	PENDING	No response.

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ARTICLE 17: FACULTY COUNCILS		
<u>Section C.</u> School budgets must be furnished.	PENDING	No response.
<u>Section 6.</u> Input into Principal vacancies.	PENDING	No response.
ARTICLE 18: DUE PROCESS, EVALUATIONS		
<u>Section A.</u> 3-day notice for discipline meetings.	PENDING	Counter.
<u>Section B.</u> Discipline information must be provided.	PENDING	No response.
<u>Section E.</u> Notification of information placed in personnel file.	PENDING	No response.
<u>Section M.</u> Peer review plan.	PENDING	No response.
ARTICLE 19: PROFESSIONAL COMPENSATION		
<u>Section A.</u> 3% salary increase effective 7-1-09.	PENDING	Strongly oppose.
4% salary increase effective 1-1-10.	PENDING	No salary increases.
5% increase in advanced degree stipends.	PENDING	No increases.
<u>Section R.</u> Regular rate of pay for insurance workshop.	PENDING	Strongly oppose.

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ARTICLE 22: INSURANCE		
<u>Section B.</u> BTU shall cover health insurance at 100% with 10% increases annually.	PENDING	No response.
<u>Section J.</u> Cafeteria insurance plan increase \$50 per month, \$600 per year.	PENDING	Strongly oppose.
ARTICLE 23: LEAVES		
<u>Section A3.</u> Bereavement Leave paid and separate from Sick Leave.	PENDING	Oppose.
<u>Section A4.</u> Eliminate management's right to determine abuse of Sick Leave.	PENDING	Oppose.
<u>Section C.</u> Contract language on workers compensation.	PENDING	Oppose.
<u>Section D17.</u> TDIF funds established on seniority rotating basis.	PENDING	Oppose.
<u>Section F.</u> Two hours paid leave to vote.	PENDING	Oppose.
<u>Section L.</u> Permission to teach while on leave.	PENDING	Oppose.
<u>Section P.</u> One year contract used to fill position of teacher on board-approved leave.	PENDING	Oppose.
<u>Section S6.</u> FMLA can be taken on intermittent basis.	PENDING	Oppose.
<u>Section S10.</u> Teacher guaranteed reinstatement to same position.	PENDING	Oppose.

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ARTICLE 24: EMPLOYEE ASSISTANCE PROGRAM		
<u>Section B.</u> Definition of plan and describe purpose.	PENDING	Oppose.
<u>Section F5.</u> Written completion of EAP program will eliminate discipline.	PENDING	Oppose.
ARTICLE 25: REASSIGNMENTS & TRANSFERS		
<u>Section A1.</u> Reassignment filled by bargaining unit members.	PENDING	Oppose.
<u>Section A2.</u> Reassignment by seniority.	PENDING	Oppose.
<u>Section A4a & b.</u> Grievance process for unfair administrative reassignment.	PENDING	Oppose.
<u>Section C7.</u> Regular transfer(s) procedure.	PENDING	Oppose.
<u>Section D6.</u> Superseniority for all stewards.	PENDING	Oppose.
ARTICLE 26: REDUCTION IN PERSONNEL		
<u>Article A1.</u> BTU notification, input and agreement in reduction in personnel process.	PENDING	Oppose.

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ARTICLE 28: EMERGENCY SCHOOL CLOSING		
<u>Section C.</u> Emergency school closing waiver to cancel make-up days.	PENDING	Oppose.
ARTICLE 29: UNION RIGHTS		
<u>Section M.</u> Membership rights to organize and display union materials.	PENDING	Oppose.
<u>Section P.</u> Paid additional union pool days.	PENDING	Oppose.
<u>Section S.</u> Contract BTU enforcement without loss of pay.	PENDING	Oppose.
<u>Section W.</u> Superseniority for all stewards.	PENDING	Oppose.
<u>Section Y.</u> Release time for Union meetings.	PENDING	Oppose.
<u>Section Z.</u> Steward planning periods.	PENDING	Oppose.
<u>Section AA.</u> Union TV access BECON.	PENDING	Oppose.
ARTICLE 30: MISCELLANEOUS		
<u>Section E.</u> Printing costs and distribution of contract.	PENDING	Oppose.

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ARTICLE 34: GRIEVANCE PROCEDURE		
<u>Section M.</u> Expedited arbitration procedure.	PENDING	Oppose.
ARTICLE 35: INCLUSION		
<u>Section D.</u> Administrative compliance with contract.	PENDING	Oppose.