

**CENTER CASS SCHOOL DISTRICT 66
CCEA NEGOTIATIONS
TENTATIVE AGREEMENT SUMMARY**

The following represents a summary of the tentative agreements reached to date in the negotiations between the Center Cass Board of Education and the Center Cass Education Association, IEA/NEA.

- Expand use of paid Bereavement Leave to include step children, aunts, uncles, nieces, nephews and cousins and allow up to three days of paid sick leave to be used for bereavement purposes. (Art. I, Definitions and Art. X, B – Leaves. June 25, 2018)
- CCEA to be provided 30 minutes within the workday to hold a general membership meeting on the first and last days of school. Those days will be extended by 30 minutes to accommodate the meeting. (Art. II, C – Recognition. May 16, 2018)
- Ensure that teachers who are involuntarily transferred are offered a colleague to serve as a mentor in the teacher’s new position. Commit the District to reasonable efforts to avoid involuntarily transferring a teacher more frequently than every three years. (Art. VII, E.2 – Working Conditions. June 25, 2018)
- Clarification that days off using paid leave time generally will not count toward earning a year of service credit with the District for seniority and tenure purposes. (Art. VII, New Section H – Service Credit. May 16, 2018)
- Clarification of the Joint Evaluation Committee and that key information about the evaluation process will be made available to teachers on the District’s website. (Art. VIII, B – Evaluation. June 5, 2018)
- Create new system of teacher-proposed professional growth to expand teacher capacity-building beyond traditional college courses, conferences and workshops. Allows individual or team-based approaches to professional development. (Art. IX, New Section D – Professional Growth. June 5, 2018)
- Streamline paid personal leave procedures and allow all teachers to take a third personal day each year by converting an unused sick day to personal leave. (Art. X, A – Personal Leave. June 25, 2018)
- Clarification of deductions for teacher insurance premiums over the summer for teachers who will not be returning the next school year. (Art. XI, A – Medical Benefits. May 1, 2018)
- Clarification of Board reimbursement of a portion of teacher health insurance deductibles. (Art. XI, A – Medical Benefits. May 1, 2018)
- Post-retirement service stipends paid at the first regular payroll in January, rather than the first business day of January. (Art. XII, C.2 – Service Stipend. May 1, 2018)