

TENTATIVE AGREEMENT – 10-15-20
SCHOOL TOWN OF HIGHLAND – HIGHLAND CLASSROOM TEACHERS ASSOCIATION

1. **STARTING BASE SALARY** – remain at \$40,000 [Article V(A)(1)]
2. **SALARY RANGE** - 2020-2021: \$40,000 - \$73,343 [Article V(B)(2)]
3. **2020-2021 COMPENSATION PLAN/FUNDING** – [Article V(D); Appendix I]

Appendix I - 2020-2021 Compensation Plan

A. **Factors.** The compensation plan utilizes two factors:

1. **Effectiveness Rating.** Each eligible teacher who receives a performance evaluation rating from the School Town of Highland for the immediately prior school year of highly effective or effective will receive a \$400 increase in base salary and a \$340 stipend (stipend payable on the last payroll prior to winter break).
2. **Experience.** Each eligible teacher who worked 120 or more days in a certificated position for the School Town of Highland in the immediately prior school year will receive a \$100 increase in base salary.

[Note: the experience factor accounts for 20% of the maximum base salary increase available (Experience \$100 / Maximum Available \$500 = 20%)]

B. **Eligibility.** In order to receive a stipend a teacher must 1) complete the immediately prior school year at School Town of Highland in good standing, 2) work at least 120 days of the immediately prior school year, 3) receive a performance evaluation rating of “effective” or “highly effective” for the immediately prior school year, and 4) remain employed with the School Town of Highland and not on an unpaid leave of absence at the time of distribution. Teachers who receive a performance evaluation rating of “improvement necessary” or “ineffective” are ineligible for the stipend.

C. **Redistribution.** Based on calculation method, the parties believe that all funds will be distributed and that no redistribution will be necessary. However, in the event that there are funds that were otherwise allocated for base salary increases for teachers rated ineffective or improvement necessary or who have left employment prior to distribution, those funds will be reallocated proportionately to the stipends to all other eligible teachers.

4. **LIMITED DURATION LEAVE BENEFITS** – [Article IV, New Section H] (see attached)
 - a. COVID-19 leave of absence – unpaid leave of absence during 2020-2021 school year for COVID-19 related reasons
 - b. FFCRA paid leave benefits through Emergency Paid Sick Leave and Expanded FMLA will be provided through 12/31/20 (when Act sunsets)

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Article IV

New: H. Limited Duration Covid-19 Leaves of Absence

1. COVID-19 Leave of Absence. Eligible teachers will be granted an employment-protected leave of absence only for the 2020-2021 school year as described below. This benefit sunsets at the end of the 2020-2021 school year.
 - a. Eligibility: Employee must:
 - i. be in good standing and
 - ii. provide completed request form for consideration no later than October 30, 2020.
 - b. Qualifying reasons: due to teacher concerns about Covid-19 vulnerabilities
 - c. Terms:
 - i. the period of leave is limited to the 2020-2021 school year
 - ii. the leave of absence is unpaid
 - iii. service credit for 2020-2021 will depend on length of leave (e.g., full year leave, no service credit earned)
 - iv. teachers participating in the district' group hospitalization and major medical plan and, if applicable, vision and dental plans at the time of application may continue to participate during the leave of absence provided the teacher pays the entire premium for the applicable coverage tier. Premium payments are due in advance and must be received in central office no later than the first day of each month.
 - v. Teachers will receive no other benefits during the period of leave.
 - vi. Teachers returning at the beginning of the 2021-2022 school year will be assigned to a bargaining unit position as determined in the administration's discretion at their 2019-2020 rate of pay and without loss of any employment benefit that accrued prior to the start of the COVID-19 leave.
2. Families First Coronavirus Response Act Leave. Eligible teachers will be granted paid leave benefits through Emergency Paid Sick Leave and Expanded FMLA on terms provided in the Act upon submission of an appropriate request and supporting documentation, as applicable. These leave benefits are available up to and including December 31, 2020 when the Act sunsets.