

The Uxbridge School Committee (herein referred as the Committee) and the Uxbridge Teachers Association (herein referred as the Association) agree to the following changes in the contract dated July 1, 2005 – June 30, 2008. All of the provisions not mentioned in this Agreement will remain in full force.

### **1. Preamble (Add)**

The Committee and the Association are collaboratively committed to a high quality educational experience for the students of the Uxbridge Public Schools. The Committee and the Association believe that positive professional conditions are an essential component in creating a productive learning and teaching environment. Positive morale with the professional staff and collegial environment are critical to that goal.

The Committee and the Association believe that they will provide the highest attainable professional conditions for the professional staff of the Uxbridge Public Schools.

The Association and the Committee agree a quality school system depends on the free flow of ideas. The Association, Committee, and Administration will work to create and preserve an atmosphere in which members of the staff can freely express their views.

The Committee and Association affirm that an enlightened school system would be guided by an informed School Committee and an actively involved professional staff. Both recognize the value of monitoring and promoting the success of this Agreement.

### **2. Article 6 – Sick Leave Bank**

Section 6.1 Replace *”to a maximum of 250 days.”* with *“300”*

Section 6.1.1 Replace whole section with *“Membership in the sick bank is automatic. If the Sick Leave Bank falls below 50 days in reserve, each member will contribute one (1) sick day.”*

### **3. Article 11 Professional Development**

Replace entire Article 11 with the following:

#### **11.1 District Professional Days**

The district will provide three (3) Professional Development Days within the Teachers’ school year.

## 11.2 Personal Professional Days

Each Teacher may request a professional day(s) from the Superintendent through the Principal/Director by stating the date of said day and how the attendance at such a conference or workshop will benefit the Uxbridge Public Schools. Each school will be allocated a sum of money to be expended on professional development activities approved by the Principal/Director, in consultation with the School Council and Professional Development Committee. Professional Development funds may be used for re-certification activities required by the Education Reform Act. The Professional Development expenses will be not less than \$60,000 as a system-wide total.

## 11.3 Tuition Reimbursement

Course reimbursement may be obtained through prior approval of the Superintendent. Teachers with initial and preliminary licenses will be reimbursed 75% of the state college rate for tuition and academic fees for up to three courses per year. Teachers holding professional licenses will be reimbursed at 50% of the state college rate for tuition and academic fees.

## 4. Article 13

Add 13.1.4 “The Teacher Day shall consist of 182 days, 1 Teacher Orientation / Prep Day and 3 District Professional Development Days equaling 186 Days.

13.2.1 The regular teacher day shall be 15 minutes longer than the student day. The 15 minutes shall be at the beginning or the end of the student day, and assignment of the teachers to morning supervision or dismissal duty will be on an equitable basis. A teacher may leave earlier or arrive later with permission from his/her supervisor for good cause. Each teacher will remain available to students on one (1) day per week for a period of time not to exceed 45 minutes. If no pupils appear for help or assistance within 15 minutes after the general student dismissal, the teacher may leave.

13.2.2 Add “morning supervision,” after to and before dismissal duty.

13.2.4 Teachers may be required to attend three (3) 2 hour sessions, two of which are part of the work year, and one which will be compensated at the teachers’ hourly per diem rate for three (3) hours, including on (1) hour of prep time.

13.3 Para “A” Replace the “(10) workdays” with “five (5) workdays”  
Para “C” Add after Team Chairs (1<sup>st</sup> sentence) “Coordinator Lead Teacher for the Educational Therapeutic Program for Young Children with Autism Spectrum Disorders”

Para “D” Eliminate entire paragraph.

**5. Article 14**

14.2 Delete entire para and renumber subsequent paragraph

**6. Article 15**

15.1.1 Replace first sentence with “One (1) year of credit will be given for each year of related full time public school experience and/or comparable private school/sector employment.”

**7. Article 21**

21.5 Add “be” to “which teacher is to reassigned”

**7A Article 22**

All evaluations will be done in adherence to the evaluation program as outlined in the Evaluation Manual created in 2008 (see Appendix C). A copy will be given to each teacher.

**8. Article 27**

Replace first para with “The children of unit members’ households will be admitted under School Choice if allowed by State Regulations, and to the extent the Committee continues to offer school choice”.

**9, Article 28**

Replace para with “The children of unit members’ households will be given preference in preschool/day care/kindergarten enrollment at the established rates.

**10. Article 31**

Replace 2<sup>nd</sup> sentence with “There will be a standing Professional Development team.”

**11. Article 33**

33.4 Eliminate entire and renumber subsequent para

**12. Article 34**

This Agreement effective on the date of July 1, 2008 until June 30, 2011

**13. Appendix A - COLA**

Year 1 (2008-2009) 2% across the board all steps and lanes.

Year 2 (2009-2010) 2% across the board all steps and lanes.

Year 3 (2010-2011) 3% across the board all steps and lanes.

**14. Appendix B**

All stipends will be frozen for the duration of this Agreement.

**15. Health Insurance**

Year 1 (2008-2009) 22.5% Employee / 77.5% Employer Contribution

Year 2 (2009-2010) 25% Employee / 75% Employer Contribution

All Employees with Date-of-Hire after July 1, 2008, will contribute 30% to their health insurance and the School Committee will contribute 70%.

**For the Committee:**

**Date: August 18, 2008**

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**For the Association:**

**Date: August 18, 2008**

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