

## Summary of Changes: 2024-2027 CNCA/CNTA Collective Bargaining Agreement

- Page 2 – Articles in the CBA were reorganized in a more coherent order
- Page 4 – Article 3 (k): Years of Eligible Experience
  - *Language was changed to reflect the following:*
    - *Full year of service credit was changed from 75% to 60% of an academic year.*
    - *Language was added to clarify process for the submission of verification letters for teachers who earned a full year of service credit with a break in service within a school year.*
- Page 4- Article 3 (m): Teacher on Special Assignment (TOSA)
  - *Article was added to include the definition of a TOSA*
- Page 6- Article 4.10.1: Management Rights (Safety and Security)
  - *Language was added to list safety and security measures to maintain safe work conditions for all.*
- Page 10- Article 11: Work Year
  - *Workdays decreased from 200 to 195. This includes 183 instructional days and 12 professional development days.*
- Page 12- Article 13: Class Size
  - *Ratios remain the same. Language was added to list additional supports for teachers with “clusters” of students with IEP’s, newcomers, and combination classes.*
- Page 12- Article 12: Evaluation
  - *Language was added to reference both evaluation tools for teachers (CNCA Growth Tool and CNCA Inclusion Growth Tool).*
- Page 14- Article 15: Compensation
  - *The salary table was increased by an average of 6.4%.*
  - *Stipend for Teachers with National Board Certification increased from \$2,000/year to \$2,500/year.*
  - *Career Increment at year 16 increased from \$1,000/year to \$1,700/year*
  - *Career Increment at year 21 increased from \$2,000/year to \$2,700/year*
  - *Language was added to define Extra Teaching Assignments*
  - *Longevity Bonus was increased from \$1,000 to \$1,500*
  - *Language from existing MOU between CNCA and CNTA was added to the CBA regarding the reimbursement for the cost of meeting TK requirements.*
- Page 18- Article 17 (a): Sick Leave
  - *Language was updated to reflect the following:*
    - *The maximum number of donated sick days an employee may receive in one calendar year, from another employee, was increased from 10 days to 20 days.*
    - *Language was added to define the reasons donated sick days can be used for.*
    - *A process was added for teachers to request in writing the use of donated sick leave for Catastrophic Illness or injury*
- Page 26- Article 19: Termination
  - *Language was added to clarify grievance process.*
  - *Teacher job description was removed from this section and moved as Exhibit A of the CBA*
- Page 27- Article 22: Negotiations
  - *Article 5: Work Year was added the list of reopeners*
- Exhibit A: CNCA Teacher Job Description

- *New Exhibit that lists the basic responsibilities of a teacher. Description now includes responsibilities of General Education teachers and Inclusion (Special Education) Teachers.*
- *Exhibit B: Teacher Evaluation Tools*
  - *Evaluations were added for both General Education Teachers and Inclusion (Special Education) Teachers*
- *Exhibit D: Salary Schedule*
  - *Salary schedule was updated to reflect increase.*
  - *Career Increment amounts were changed to reflect the following:*
    - *Career Increment at 16<sup>th</sup> year is \$1,700 annually*
    - *Career increment at 21<sup>st</sup> year and beyond is \$2,700*
- *Exhibit I: Request for Donated Sick Leave for Catastrophic Illness or Injury*
  - *New exhibit added to explain the process to request donated sick leave*