
**MEMORANDUM
FROM THE
SUPERINTENDENT OF SCHOOLS**

TO: School Board
FROM: Jean Briggs Badger
SUBJECT: DTU Agreement Changes
DATE: 4/8/2013

The School Board and the Dover Teachers' Union reached a tentative agreement on March 20, 2013. The changes to this Bargaining Agreement are listed below:

- This is a one year contract .
- Negotiations will begin in fall of 2014
- There is no change to the wage scale from FY13 to FY14

Article IV WORKING CONDITIONS

M. 4. EVALUATIONS

All evaluations will be in accordance with evaluation forms and procedures adopted by the School Board or the Superintendent prior to the start of a school year. **All teachers will be informed of the position of the person that will be conducting any formal evaluations within three weeks after the start of the school year. At no time will a written evaluation be prepared by a member of the same bargaining unit. Nothing herein shall be construed to limit the sources of information used in the evaluation process.**

Article V COMPENSATION

E. ANNIVERSARY DATES

For purposes of salary payment teachers serving ninety (90) school days or more **during the 2012-2013 school year**, excluding authorized leave, will advance a step on the salary schedule on **December 1, 2013.**

Article VII LEAVES

A. 1. SICK LEAVE

Each teacher will be allowed up to 15 days with full pay annually **of which 5 may be used for the care of a sick family member** and shall accumulate such sick days to a maximum of 155 days.

B. 2. PERSONAL LEAVE

No more than five (5) teachers (except when the Superintendent authorizes more) per school day may be authorized personal leave. A list of all available personal days will be kept at the building level and made available to bargaining unit members upon request.

Article IX ASSIGNMENTS, TRANSFERS, VACANCIES, PROMOTIONS, AND JOB-SHARING

B.2 INVOLUNTARY TRANSFERS

When an involuntary transfer or reassignment is necessary, a teacher's area of competence, grade level experience, major and minor field of study, length of service in the Dover School District, length of service in the particular school building, the needs of the Dover School District and other relevant factors shall be considered in determining which teacher is to be transferred or reassigned. Teachers with less than five (5) years seniority may be transferred without regard to seniority. When teachers with more than five (5) years seniority are involved then the least senior may be transferred first. Transfers within the school building will be excluded from this section. All transfers will be for sound educational reasons.

E. PROMOTIONS

1. Promotional positions are defined as curriculum advisors academic coordinators and positions outside the collective bargaining unit, which require greater supervisory responsibility and authority.

2. Beginning in August 2014, academic coordinators will be selected every two years prior to the start of the school year. Whenever any vacancy in a promotional position occurs during the school year (September to June), it will be adequately publicized by the Superintendent by means of a notice placed on the school bulletin board in every school as far in advance of the appointment as possible. During the months of July and August, if a vacancy occurs written notices of any such vacancy will be posted in each school building and also sent to the Union President's home address. No promotional vacancy will be filled except in an emergency within fifteen (15) days from the date the notice is posted in the schools or the giving of notification to the Union President.

3. All qualified teachers will be given adequate opportunity bi-annually to make application for such position. The School Board agrees to give due weight to the

professional background and attainments of all applicants including their area of competence, major and/or minor fields of study, quality of teaching performance, and length of service in the Dover School System. The needs of the system will also be considered in the selection. ~~Permanent~~ Appointments will be made as soon as possible. If, however, a vacancy occurs during the school year, the successful applicant shall forthwith be notified in writing, but the School Board may postpone the actual assignment until the beginning of the school year.

ARTICLE X LAYOFFS AND RECALL

X. REDUCTION IN FORCE

6. For purposes of layoff, when seniority is equal, lay-off shall be determined by lottery.

SALARY SCHEDULE EFFECTIVE SEPTEMBER 1, 2013 - AUGUST 31, 2014

YRS EXP.	STEP	BA	BA+15	BA+30	MA	MA+15	MA+30
0	1	33,407	34,259	35,133	36,029	36,947	37,889
1	2	34,477	35,355	36,257	37,182	38,130	39,102
2	3	35,580	36,486	37,418	38,372	39,350	40,352
3	4	36,719	37,653	38,615	39,600	40,610	41,644
4	5	37,894	38,858	39,850	40,867	41,909	42,976
5	6	39,106	40,101	41,125	42,175	43,250	44,351
6	7	40,358	41,385	42,441	43,525	44,634	45,770
7	8	41,649	42,709	43,799	44,917	46,061	47,235
8	9	42,983	44,075	45,201	46,355	47,535	48,746
9	10	44,358	45,485	46,647	47,838	49,056	50,306
10	11	45,777	46,941	48,140	49,370	50,626	51,916
11	12	47,242	48,443	49,681	50,949	52,246	53,578
12	13	48,753	49,993	51,270	52,579	53,918	55,293
13	14	50,313	51,593	52,911	54,262	55,643	57,062
14	15	51,923	53,244	54,603	55,998	57,424	58,888
15	16	53,585	54,947	56,351	57,790	59,261	60,772
16	17	55,299	56,706	58,155	59,640	61,157	62,716
17	18	57,069	58,521	60,015	61,548	63,115	64,723
17+	19	59,895	61,394	62,936	64,517	66,135	67,794

\$1,000 one-time (non-cumulative) stipend for those at top of scale as of 6/30/2013.

Stipends: CAGS: MA+30 plus \$825
(All years) DOC: MA+30 plus \$1651

Memorandum of Understanding Regarding Preparation Periods

A committee will be established consisting of four members of the DTU, an elementary building principal, the middle school principal, the high school principal, and the Superintendent (or designee) to reach an agreement relative to equity in the award of prep time and the most effective length of instructional periods, with the goal of modifying Article IV (E). The committee shall meet no later than 4/15/13, and the agreement to modify Article IV(E) will be submitted to the School Board and the DTU for ratification no later than 5/31/13. If the parties do not ratify an agreement, Article IV (E) shall remain unchanged from the 2009-2013 Agreement.