

ARTICLE 33 –~~ENHANCED SUPPORT SCHOOLS~~ **ACCELERATED IMPROVEMENT SCHOOLS (AIS)**

The parties agree that schools identified as Level 2 or 3 shall require enhanced support. The following shall be enacted for schools currently identified as Level 2 or 3, **and designated as Accelerated Improvement Schools (AIS)**, and will remain in effect until the school is no longer identified as either Level 2 or 3. After receiving the KDE designation of schools, the District shall determine which schools are Level 2 and 3 schools, shall designate them as Accelerated Improvement Schools (AIS) for the following academic year. Schools whose designation from KDE removes them from being Level 2 or 3 schools shall remain as AIS through the end of the current academic year. The provisions of this Article apply solely to Level 2 and 3 schools **identified as AIS**.

Section A

To better address staffing needs and promote student success at enhanced support schools, the normal Employee transfer process (Article 16) will be modified as follows for Level 2 and 3 schools: Any school identified as a Level 2 or 3 school will be exempt from any requirements in the Agreement that mandate placement of voluntary transfers ~~or overstaffed employees until such time as the school is no longer identified as Level 2 or 3.~~ **is exiting AIS designation. Active** Level 2 and 3 schools shall participate in the transfer process but will not be required to select any staff from the transfer list. **The District may place overstaffed employees at AIS locations due to necessary adjustments based on enrollment numbers on the 5th day (or the day determined for student enrollment counts). However, the placed overstaffed employees will remain in overstaffed status and have the option of being placed in a non-AIS location for the following academic year or remain at the AIS location by mutual agreement of both the employee and the principal. Active Level 2 and 3 schools including those entering AIS status, shall receive the entire transfer list one week earlier than other schools. **Those schools exiting AIS status will not have advanced viewing of the transfer list. Active** Level 2 and 3 school principals including those entering AIS status, may recruit and recommend employees for a transfer that are on the transfer list but did not request a transfer to their school. Such employees who are recruited are not obligated to accept interviews at or a transfer to the Level 2 or 3 school. **Those schools exiting AIS status will not be allowed to recruit and recommend employees for a transfer that are on the transfer list who did not request a transfer to the exiting AIS school.****

The Parties agree that pursuant to state law, the provisions of this collective bargaining agreement shall not supersede the statutory requirements for Comprehensive Improvement Schools.

Section B

Employees who teach at Level 2 and 3 schools will receive the following stipends, in addition to their normal salary and benefits, on the **pay** days noted, provided they have

been employed at a Level 2 or 3 school as noted: since the date of payment of the preceding stipend (or for the first stipend, since the first student day of school) **as follows**: For example, a teacher who begins teaching at a Level 2 or 3 school September 1 will receive the December 1 stipend, but a teacher beginning September 2 (or thereafter up to November 30) would not receive a stipend until March 1.

~~September 1 – \$400~~

~~December 1 – \$400~~

~~March 1 – \$400~~

~~June 30 – \$400~~

1st Stipend – paid on 2nd pay date in October; teacher must be assigned to the AIS school since the 21st student day through October 1st

2nd Stipend – paid on 1st pay date in December and the teacher must be assigned to the AIS from the last AIS pay date in October through the last pay date in November

3rd Stipend – paid on 2nd pay date in March and the teacher must be assigned to the AIS school from the first student day after December 31st through March 1st

4th Stipend – paid on last regular paycheck in June and the teacher must be assigned to the AIS school from the last AIS pay date in March through the last contract work day in the fiscal year

~~The above stipends will be paid on the first regular payroll cycle after the dates listed above.~~

For teachers who have served five (5) consecutive years at a Level 2 or 3 school, each of the above stipend payments will be increased by \$100. For each additional five (5) consecutive years of service at a Level 2 or 3 school, the above stipend payments will be increased by \$100.

Teachers who travel to multiple schools must spend half or more of their work time at ~~Level 2 or 3~~ **an identified AIS** schools to be eligible for the full amount of the above stipends. No partial stipend will be paid to those who spend less than half of their work time at a Level 2 or 3. **These teachers will have the AIS location listed as their payroll location.**

For purposes of this section, five (5) consecutive years at a Level 2 or 3 school shall mean years completed beginning with the 2018-19 school year and those completed thereafter. Service prior to 2018-19 shall not be credited to the five (5) year period.

In addition to the above benefits, any teacher at a school other than a Level 2 or 3 school with eight (8) years or more of teaching experience within the District will receive a \$1000 stipend upon completion of a voluntary transfer to a Level 2 or 3 school. A teacher is eligible only once for this benefit from the Employer. The stipend will be paid on the first payroll following the teacher completing three (3) months of service at a Level 2 or 3

school. If the teacher fails to complete two (2) full years of service at a Level 2 or 3 school after receiving the stipend, the entirety of the stipend must be repaid to the District.

The Employer may, at its discretion, increase any of the monetary amounts listed in this Section at any time before the expiration of this Agreement. Any decrease of the monetary amounts in this Section would require mutual agreement of the Employer and the Association pursuant to Article 37, Section C.

Section C

Employees at a Level 2 or 3 school who obtain National Board Certification and teach at a Level 2 or 3 school for 3 full school years thereafter will be reimbursed for fees paid obtaining National Board Certification upon request and presentation of documents evidencing the fees paid. Employees who have been at a Level 2 or 3 school for 3 years or more who obtain a recertification of an existing National Board Certification will be reimbursed for their recertification fees upon request and presentation of documents evidencing the fees paid.

Section D

In an effort to recruit, retain, and develop highly effective teachers in Level 2 and 3 schools, the Employer and the Association agree to work in collaboration to provide the following comprehensive supports:

1. The Employer may offer certified teachers hourly pay in order to provide targeted interventions for students either before or after school.
2. The Employer, in collaboration with teachers, may provide additional instructional resources and materials in order to provide struggling students with needed resources and materials for learning.
3. Starting in the 2019-2020 **2021-2022** school year, **as in the past two years**, Level 2 and 3 schools will extend the school year for teachers by adding five (5) additional professional development days at the beginning of the school year, paid at the hourly rate. **This will apply to: 187-day teachers, 190-day Academic Instructional Coaches, and 194-day librarians. No other staff may receive pay for attending these five (5) additional days unless required by the building principal to attend and the school pays the hourly rate.** Level 2 and Level 3 schools may adjust when these extra days are utilized by using the normal contract deviation procedure prior to February 1. **Teachers eligible to attend may use sick, personal, emergency or unpaid leave during these additional five (5) days.**
4. The Association and the District agree to work together to develop a plan for the 2019-2020 school year to provide extended planning (professional learning time during the instructional day) for Level 2 and 3 schools.

5. The Association and the District agree to explore reducing class sizes at Level 2 and 3 schools.
6. Employees at Level 2 and 3 schools may apply for designated funds for professional development and professional team development, to address identified professional and student needs.

Section E

The Association and the Employer agree that the entry of assignments with grades may need to be more frequent at Level 2 and 3 schools.

Section F

The Association and the Employer agree that improvement of Level 2 and 3 schools is of critical importance and that the Superintendent, in consultation with school principals, may transfer a teacher from an **Active** Level 2 or 3 school including those entering AIS status, to another school for good cause and to address educational needs. **Schools exiting AIS status in the coming academic year will not be allowed to invoke this section in the spring semester prior to exiting AIS status.**

ARTICLE 33 ACCELERATED IMPROVEMENT SCHOOLS (AIS)

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_____ Diane Porter Chairperson, JCBE	_____ Date	_____ Brent McKim President, JCTA	_____ Date
_____ Dr. Martin Pollio Superintendent, JCBE	_____ Date	_____ DeeAnn Flaherty Executive Director, JCTA	_____ Date
_____ O'Dell Henderson Director of Labor Management and Employee Relations, JCPS	_____ Date		