

Association Team Instructions

The Darien Education Association Team has met and had determined the following goals for the Bargaining Team:

- Salary increases of 4.0%, 4.5%, and 5.0% for the next three (3) years.

What do we want, at least 2% cost of living and CPI index supports the increase

- Add Columns to salary schedule to make it easier to move.

Add columns: add 18 19 and 20.

- Include more incentives to early retirement package – paying the \$10,000.00 fee is simply not enough.

Incentives: willing to forgo the incentives based on the average age of our staff

- Child care leave changed so that a teacher may take up to one (1) calendar year after child is born. Currently can only take time to end of school year.

We are asking for a full year for leave but are willing to settle on the semester or school year or whichever is greater.

- Remove the various exclusion of “tenure” teacher in benefits found in contract. All provisions shall be available to all teachers.

Article 4 section 4 LTD, remove exclusion of non tenure teachers.

- Remove study halls, lunch, and recess, hall, and bus duties along with various other non-professional duties from the teacher’s daily responsibilities.

We want duties eliminated willing to concede on study halls but will educational duties IE mentoring.

- Establish site based management at each school which will be democratically lead by a team of teachers and administrators.

- Interviewing and recommending new teachers and administrators will be the responsibility of teachers in the buildings where the vacancies occur. All nominations will still be submitted to the Superintendent/Board for final approval.

We want to oversee the interviewing process willing to concede to be participants.

- All teaching vacancies will be available to current staff on a seniority and first refusal basis.

We will take teacher vacancies based on current staff senior and first refusal basis.

- The Board will establish child care centers in the district as a benefit to working parents/employees.

We want the child care center we are willing to concede that we will pay 30% of the cost

- No after school meetings may be required without the approval of a teacher's committee based in each school.

Change the language to say that we can approve the time and location of the meeting that the Administration sets with the exception of emergency meetings.

- Staff development decisions will be the teacher's responsibility. The Board will fund staff development at an amount of no less than 5% of teachers' salaries per year.

Staff development choices will be at the teachers' responsibility but subject to the Principals approval willing to negotiate the 5%

- Evaluations – no more unannounced visits under this article, do not allow for the erosion of management rights.

An unannounced visit may not be used for evaluation in writing.