

**ASASP NEGOTIATIONS
PROPOSAL UNIT III
FISCAL YEAR 2020 - 2022**

ARTICLE III — PERSONNEL POLICIES

3.02 Work Day, Work Week, Work Year, Working Conditions

Proposed Language Update:

A. All unit members employed on an eleven (11) month basis may be scheduled to work 210 days of the fiscal year between July 1 and June 30. Unit members who are employed for twelve (12) months will be scheduled to work all days that central offices of the school system are open. It is understood and agreed that because of the nature of the unit positions, bargaining unit employees may have responsibilities that extend beyond the work day and work week.

Proposed Language Update:

C. Parties recognize that the nature of the jobs performed by members of the unit is such that work beyond the customary 8:00am to 5:00pm core hour work-day is often required.

Proposed Language Update:

D. All unit members shall have a duty free lunch period of at least 30 minutes inclusive of the work day. This lunch break will be scheduled by the member's supervisor to accommodate normal duty responsibilities.

Proposed Language Update:

E. The Board of Education and the Association of Supervisory and Administrative School Personnel Unit III recognize the nature of the jobs performed by members of the unit is such that work beyond the customary 40-hour work week is often required. The Board further recognizes that professional staff will exercise professional judgment in determining when the needs of the school system permit them flexibility to attend to personal business of relatively brief duration of up to two (2) hours during the normal working hours without using leave for those absences from the work site. Supervisors will receive prior notice of such absences to maintain work site stability and employee accountability. The parties further recognize that unit members will not abuse these rights and the Board, at the appropriate supervisory level, retains the rights to deny such rights to any unit member who pattern of absences from work appears inconsistent with performance of his/her duties.

ARTICLE VI— SALARY

6.01 Salary Schedule

Proposed Language Update:

- A. A unit member who is promoted to a higher level position shall be placed on a salary step that will provide an increase of no less than 7% over the current salary unless such an increase would result in a salary that exceeds the top step on the grade of the new position on the salary schedule.
- B. An external candidate who is offered employment within Unit III shall be placed on the salary step commensurate with his or her experience. Salary setting guidelines will be commensurate with the standards used for internal candidates.
- C. Salary tables for FY2020 improved as follows:
- 1% COLA effective July 1, 2019 applied to the base salary
 - One Step Increase on July 1, 2019 applied to base for all eligible employees. *(Eligible is defined as a Unit III members who has served in his/her current position for one calendar year.)*
 - One additional Step (18) will be added to the top of the salary scale effective July 1, 2019
- D. Salary tables for FY2021 improved as follows:
- 2% COLA effective July 1, 2020 applied to the base salary
 - One Step Increase on July 1, 2020 applied to base for all eligible employees. *(Eligible is defined as a Unit III members who has served in his/her current position for one calendar year.)*
 - Differential of \$1,000 will be added to the base salary of all Unit III employees who do not receive a step increase at the top of the salary scale
- E. Reopener for salary, compensation and up to three (3) language items per Board of Education & ASASP Negotiations Teams for FY2022.
- 6.08 Should additional funds become available for employee compensation from newly designated sources during the term of the Negotiated Agreement, the parties agree to reopen negotiations solely for the purpose of salary.