

New Agreements to be Ratified

PD days

For the 2014/15 School Year, the parties agree to a continuation of district-wide in-services and teacher preparation.

2014-2015 Calendar - First Semester

Alternative Calendar

Wednesday, July 16 th	Registration/Orientation
Thursday, July 17 th	Registration/Orientation
Friday, July 18 th	Site defined Professional Development Day (formerly known as the 184th Day)
Monday, July 21 st	District Defined Professional Development day at the school sites
Tuesday, July 22 nd	Teacher Preparation day
Wednesday, July 23 rd	First day of classes for Students

Traditional Calendar

Wednesday, August 6 th	Registration/Orientation
Thursday, Aug. 7 th	Registration/Orientation
Friday, Aug. 8 th	Site defined Professional Development Day (formerly known as the 184th Day)
Monday, Aug. 11 th	District defined Professional Development day at the school sites
Tuesday, Aug. 12 th	Teacher Preparation day
Wednesday, Aug. 13 th	First day of classes for Students

Second Semester Traditional Calendar and Alternative Calendar

Monday, Jan. 5 th	First day of second semester classes for students
Tuesday February 17 th	2/3 of day spent on site-based PD 1/3 of day for teacher preparation

Note: Schools are free to interchange the focus of each of the days listed above based on consensus achieved through the site's instructional council, except for the District Defined PD day.

The focus for District Defined Professional Development in SY 2014-2015 will be the Common Core State Standards and the new student information system.

Separate Role Group PD will be provided on August 11th (21st for alternative calendars)

- Audiologists
- Diagnosticians
- School Psychologists
- Nurses
- Interpreters

2014-2015 CLASS SIZE REQUIREMENTS

CONTINUATION OF WAIVER ON CLASS SIZE REQUIREMENTS FOR SY 2014-2015

Due to ongoing budgetary constraints and insufficient funding by the state to meet statutory class size limits, the parties agree that for School Year 2014-2015 class size limits may exceed those established in statute, and identified in Article 15.C. of the negotiated agreement, by up to 5% (see Table 1 below) as allowed per waiver issued by NM Secretary-designate of Education.

Table 1 - Waivered Class Size Limits

Subject/Grade	Maximum Enrollment	Comment
Kindergarten	21	The teacher is entitled to an instructional assistant with a class load of 15 or more students.
Grade 1	--	The teacher is entitled to a full-time instructional assistant with a class load of 21 or more students.
Grades 1-3	--	The average class load at an individual elementary school shall not exceed 23.1 students.
Grades 4-6	--	The average class load at an individual elementary school shall not exceed 25.2 students.
Grades 7-12	168	The daily teaching load shall not exceed 168 in all content areas except required English courses. For example, this requirement includes music, physical education, and art.
English 7-8	141.75/28.35	The daily teaching load shall not exceed 141.75 students with a maximum of 28.35 students per class.
English 9-12	157.5/31.5	The daily teaching load shall not exceed 157.5 students with a maximum of 31.5 students per class.

Table 2 - Pre Waiver Statutory Class Size Limits

Subject/Grade	Maximum Enrollment	Comment
Kindergarten	20	The teacher is entitled to an instructional assistant with a class load of 15 or more students.
Grade 1	--	The teacher is entitled to a full-time instructional assistant with a class load of 21 or more students.
Grades 1-3	--	The average class load at an individual elementary school shall not exceed 22 students.
Grades 4-6	--	The average class load at an individual elementary school shall not exceed 24 students.
Grades 7-12	160	The daily teaching load shall not exceed 160 in all content areas except required English courses. For example, this requirement includes music, physical education, and art.
English 7-8	135/27	The daily teaching load shall not exceed 135 students with a maximum of 27 students per class.
English 9-12	150/30	The daily teaching load shall not exceed 150 students with a maximum of 30 students per class.

Source: New Mexico Public School Code, Section 22-10A-20 (2003)

Article 22, SUMMER LEARNING / EXTENDED SCHOOL YEAR

- A. A description of all positions or probable positions for summer learning will be announced on the APS website no later than the April 15th.
- B. When staffing for summer learning teaching positions program needs being equal, to the extent possible, teachers currently employed in the position at the identified summer learning site will be considered.
- C. Teachers who have been tentatively employed for summer school teaching shall be notified, within twenty-four (24) hours after the third day of the session, whether or not the class(es) for which they were to be employed will, in fact, be conducted. If the teacher is not so notified, the teacher is employed for the class(es) which was (were) offered in registration.
- D. All applications for summer school will be considered.
- E. Teaching credential qualifications for summer school positions will be the same as those for regular employment.
- F. When two (2) or more qualified teachers apply for a program, seniority shall be considered.
- G. In the event of a need for a Reduction-in-Force of Summer Learning employees, volunteers will be sought first. If a Reduction-in-Force is still necessary, determination will be made on the basis of date of hire for summer school. Procedures for reductions in ESY and K-3 plus programs shall be done so in accordance with Article 14.B.
- H. When two (2) or more qualified teachers apply for a Summer Learning/Extended School Year program, seniority shall be considered.

Article 6. A. Salaries 7. Compensation (Summer School)

- g. Teacher, librarian and counselor positions for elementary, middle school, high school and ESY summer school will be paid at the individual employee's hourly rate.
- h. (New-all the rest of the article will be renumbered) Teacher positions for online classes will be paid \$150.00 per student based on the enrollment at the close of registration on the second day of class.
 - 1. Individual online teaching assignments will include no more than two sessions.
 - 2. The librarian and counselor positions for eCADEMY will be paid at the individual employee's hourly rate.

Article 6-Special Education Teachers-Professional Development

Starting in the 2015-2016 school year all newly hired Special Education and I license Special Education teachers who are assigned to teach in Intensive Services Programs (ISP), Behavior Intervention Programs (BIP), District K-1 programs, Autism Specific Programs, and Emotionally Disordered (ED) classes (Self-contained, full-day, as defined by the District Special Education Department) are required to attend 3 (three) days of training prior to the beginning of the school.

For current special education employees, assigned to teach in the programs listed above, attending the training is optional.

Compensation for the training will be at the employee's daily rate of pay.

Memorandum of Understanding
Between the Albuquerque Public Schools and
The Albuquerque Teachers Federation

Re: Air Force JROTC Instructors: Reduction in Air Force Contributions for JROTC Instructor's summer work

As a result of the 2014 reduction in the Air Force contribution for Air Force JROTC Instructor's summer work, APS and ATF agree to the following:

- Starting July 01, 2014 APS will not pay the two months of military contribution of the Minimum Instructor Pay (MIP) that the Air Force Headquarters no longer pays in to the JROTC programs.
- APS will continue to pay the school district's portion to the MIP.
- All AF JROTC instructors remain on a 260-day (12 month) contract.

AF JROTC instructors work with the APS JROTC leader to agree upon time worked during the summer months, in accordance with Article 5.C.12.

This MOU will be reviewed by both parties in the spring of 2015.

Task Force Work

ATF and APS agree to establish the following joint Task Force during the 2014-2015 school year.

- Compensation for the role groups listed below with an emphasis on those groups that are mandated to hold a clinical doctorate as an entry level credential.
- Salary Matrix A-2 Career Pathway for Speech/Language Pathologists, Physical Therapists, Audiologists, Occupational Therapists and Orientation/Mobility Specialists
- Salary Matrix A-3 for Educational Diagnosticians
- Salary Matrix A-4 for Licensed School Psychologists

In addition the task force will include research and recommendations for employees who hold the Board Certified Behavior Analysts (BCBA) credential.

APS/ATF Task Forces will be made up of no less than 3 and no more than 6 administrators selected by the district and an equal number of teachers selected by the union.

Task Force work will start no later than August 15th and conclude no later than December 15.

F. Responsibility Differentials

2. Testing Coordinators

Release time or differential for Testing Coordinator positions is as followings:

- High Schools - .6 FTE
- Alternative HS and Middle Schools - .2 FTE
- Elementary Schools - \$2,800 differential

a. Job description to be developed

b. Election/Selection Procedure for Responsibility Differential positions: Election/Selection procedures for choosing all Teachers Leaders, including a procedure for resolving tie votes, will be agreed upon by the constituents before elections take place. Teachers shall be counted as a member of each team in which they teach. Personnel from each team shall agree to choose Teacher Leaders in one of the following manners:

1. Leaders shall be elected by the constituents they are elected to serve.
2. Members of the constituency shall select two (2) or more persons and submit names to principal who shall choose a leader from that list.

c. Term of Office

1. Teacher Leaders shall serve for a period of two (2) years.
2. If the position becomes vacant during the two-year term, a replacement shall be named for the remainder of the term according to the election/selection procedure described above.

ATF and APS agree to increase the differential for High School Athletic Trainers to \$7,092.

Raises (2014-2015 Salary Schedules Attached)

- All employees represented by ATF will receive a 3% raise (above last's year's base pay) or a bump to the new 3-Tiered Licensure System minimums which ever is greater.
- Starting this year (2014-2015) Salary Matrix A-2 Career Pathway reflects a 184-day work year for the following employee groups:
 - Speech/Language Pathologists, Physical Therapists, Audiologists, Occupational Therapists and Orientation/Mobility Specialists
- New minimums for all employees on 184-day contracts are:
 - Level 1 - \$32,000
 - Level 2 - \$42,000
 - Level 3 - \$52,000