CPS / CFT TENTATIVE AGREEMENT
July 1, 2017 – June 30, 2020

1. Section 700
   a. COLA –
      i. July 1, 2017: 2% (previously negotiated 12-2016, includes all salary schedules)
      ii. July 1, 2018: 2% (with stable local funding, including all salary schedules)
      iii. January 1, 2020: reopener for COLA increase based on stable local funding, including all salary schedules
   b. Schedule E –
      i. July 2017: 2% (previously agreed)
      ii. Increased Budget for 2017/18 – $200,000 to allow for additional activities
   c. Re-Index Salary Schedule
   d. Add Step 30 to Salary Schedules
   e. Class VI - (Master’s plus 45 to replace PHD) *All current PHD’s will remain in Class VI.

2. Section 500 – Same Class Size Caps
   a. Overload payments caps:
      i. Year 1 - $1.8 Mil
      ii. Year 2 - $1.7 Mil
      iii. Year 3 - $1.6 Mil
      iv. Language for enforcement procedures and audit

3. Section 610 – Special Teachers
   a. Language for ELL Students and ESL Teachers
   b. Service Delivery Range –
   c. Inclusionary Practices
   d. ESL Coordinators - $15.00 stipend per student
   e. ILT Rep at High Incident Schools

4. Testing MOU
   a. Yearly Review of all testing by Testing Review Committee with recommendations to EIP
   b. SGM alignments to ODE Recommendations

5. Section 145
   a. Team Leader and School Wide LT Selection Process
6. **Section 250**
   a. Teacher Transfer Process
      i. Internal Staff may participate with the Job Fair.
      ii. If Not one teacher applies for a position during the rounds, schools may begin new hire interviews.
      iii. All Surplussed teacher will be placed by June 30

7. **Section 230.3c - Sungard Language**
   a. Aligned with ORC – Sick Leave credit from another district

8. **Appendix D – Clean-Up and Clarification Language** –
   a. Department Chair selection based on MOU Language

9. **Section 210 – Clean-up to align with the current process**
   a. Active NBCT Certification satisfies LT Evaluation requirement and Continuing Contract Evaluation requirements
   b. Teachers should get Observation Reports electronically within 15 days of the observation
   c. The post observation conference must be held within 15 days of the first formal observation of the year.

10. **Sections 220 / 400 Grading Practices**
    a. Weekly electronic communication of student progress with parents and students
    b. PD for Best Practices of Grading

11. **Section 130 – Federation Rights – Cancellation of Dues Deduction Date**