



LINDBERGH SCHOOL DISTRICT

Board Meeting Date: 07/21/09
Board Meeting No.: 1227
Agenda Item No.: 12.01

TO: Jim Simpson, Superintendent of Schools
FROM: Rick Francis, Assistant Superintendent of Personnel Services
SUBJECT: Policy Review – Review of Teacher’s Handbook - First Reading

EXECUTIVE SUMMARY

ITEM OVERVIEW: The expiration of the district’s Teacher Handbook occurred on 6/30/09. Since that date, discussions have taken place between the district administrative team and the LNEA leadership team. Those meetings have generated a modified handbook of what was used during the 06/07 – 08/09 school years.

Attached please find a summary sheet of significant revisions within the handbook for your review.

COST: (If applicable, include duration, source of funds, competitive bids, and rationale.)

REQUESTED ACTION: For Information Only.

SUPERINTENDENT’S COMMENTS:

This item is presented as a first reading.



Proposed Changes/Additions to Teacher's Handbook

- * • Statements added under "TRANSFERS" regarding involuntary transfers and redistricting.

In the event of redistricting, a plan will be mutually agreed upon by Administration and LNEA President. BOE has final approval. (pg. 10)
 - * • Posting a Position – process has been shortened. Step regarding Building Administration sending internal (building) email and reviewing internal Intent to Return forms has been eliminated. Personnel will post position and send EVERYONE email. This will save two weeks in hiring process. (pg.11)
 - * • Order of interviewing to fill vacancy added. 1) within the building 2) within the district 3) outside the district. (pg. 11)
 - • Wages & Benefits – All former LB teachers to be placed on the salary schedule where they were when they left... not just those in the last three years. (pg. 18)
 - + • Tuition Reimbursement - Limited to 6 graduate hours per fall and spring. Currently, there is no limit to the number of hours that can be reimbursed. (pg. 28)
 - N • Absence pool deductions to include all teachers "**regardless of a substitute being required**". Librarian, counselors, CSR's for example will now pay into substitute pool. (pg. 29)
 - N+ • Grievance Procedure (pg. 47)
 - N - Timelines were extended in an effort to do more informal discussions. More time to resolve the issue and avoid the grievance process.
 - + - Step in process regarding 3rd party mediation eliminated.
 - • District email paragraph added. Teacher organizations may use district email to inform members about meetings or notification of updates. (pg. 53)
 - + • RIF – State Statute 168.124 inserted. District now determines criteria for RIF. (Eliminated formula where points were added up based on PBTE rating.) (pg. 55)
 - + • Teaching Schedules (pg 60) - MS non-core teachers will teach 6 periods day. 7th period for conference or planning time. 8th period to include learning community planning time and **alternative assignments as determined by principal**. (pg. 59)
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- + Very Good for the District
 - N Good for Teachers and District
 - Good for Teachers