

February 24, 2003

TO: BOARD OF EDUCATION  
HEA MEMBERS

FROM: R. A. Zitterkopf, Superintendent  
Kelly Christopherson, Business Manager

SUBJECT: Revision of Policies/2003-2004 Negotiations

1. Policy *GCBD* (N) - Sick Leave/Certified Staff
  - a) Add shaded sections to the policy (see DRAFT policy)  
Illness of the Immediate Family has been incorporated into policy *GCBD-N* -- Sick Leave/Certified Staff.
  - b) Eliminate policy *GCBD-N* -- Illness of Members of the Immediate Family (4151.2-N)
  - c) Limitations to sick leave are clarified.  
Clarification in policy - five (5) days of personal sick leave each contract year for immediate family illness.
2. Policy *GCPC-N* -- Retirement of Professional Staff  
Early retirement policy will remain in force for all current certified staff. Policy will not apply to certified staff members hired for the 2003-2004 school year and after.
3. *GCBD-N* -- Professional Staff Leaves/Adoptive Parent Leave  
Change "working" days to "calendar" days (Monday through Friday) to make policy consistent with sick leave for birth of a child.
4. *GCEA-N* - Professional Staff Substitutes (Teachers Substituting for Teachers)  
Compensation for teachers who substitute for other teachers will be pro-rated as per base substitute teacher salary based on a six hour teaching day.
5. Policy *GCK-N* -- Professional Staff Workload (Elementary Teaching Assignment)

Eliminate the statement - "The district will assign an aide or aides five times per week for seven hours per day at each rural attendance center."

6. Policy IF-N - Curriculum Development

Eliminate: "\$70 per six-hour day (beginning June 1, 1998)"

Change to: The board of education will pay the base cost of a substitute teacher per six-hour day.

7. Policy GCBA-N - Professional Staff Salary Schedule

Replace existing salary schedule language regarding advancements on salary schedule with a hiring schedule.

8. GCBA-N - Extra Duty Salary Schedule

Add Future Business Leaders of America (FBLA) assignment to extra duty salary schedule.

9. ICA 2003-2004 School Calendar

A court has ruled that the calendar is not negotiable. It is likely that we will continue to use a committee to develop the calendar.