

AGREEMENT

AGREEMENT MADE AND ENTERED INTO on this 4th day of September, 1979 by and between the School Committee of the City of Providence, Rhode Island (hereinafter referred to as the "Committee") and the Providence Teachers Union, AFT Local 958, AFL-CIO (hereinafter referred to as the "Union").

NOW, THEREFORE, the Committee and the Union hereto agree as follows:

The Collective Bargaining Agreement of September 1, 1979 to August 31, 1982 by and between the Committee and the Union shall be the September 1, 1976 to August 31, 1979 Collective Bargaining Agreement by and between the Committee and the Union with the following additions, deletions and corrections:

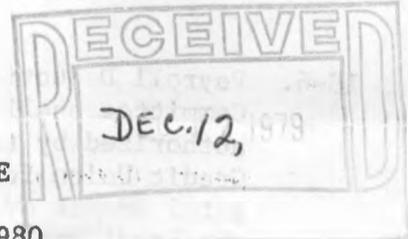
EFFECTIVE SEPTEMBER 1, 1979:

APPENDIX A

A-1. TEACHERS' BASIC SALARY SCHEDULE

September 1, 1979 to August 31, 1980

Step	
1	\$10,500
2	11,600
3	12,600
4	13,600
5	14,600
6	15,600
7	16,500
8	17,400
9	18,300
10	19,200



830433-4
X-8/79
1,250.00

APPENDIX B

B-1. Travel Allowance. Same except substitute "seventeen and one-half cents (17½¢)" for "fifteen cents (15¢)."

APPENDIX C

C. Comprehensive Medical Coverage. Same except add new "C-5. Medical Emergency Rider" and the current "C-5." with respect to Alternative Comprehensive Health Care Coverage shall become "C-6." and shall be continued without change.

APPENDIX D

D. School Calendar. See Addendum #1 attached.

ARTICLE 4

4-1. Full-Pay Sick Leave. Same except substitute "One-Hundred Thirty Days (130)" for "One-Hundred Twenty (120) Days."

4-3. Accumulated Sick-Leave Balances. Same except substitute "One-Hundred Thirty (130)" for "One-Hundred Twenty (120)."

ARTICLE 5

5-4. Sabbatical Leave. Same except substitute "\$35" for "\$22."

ARTICLE 8

8-4. Unassigned Periods. Same except add new "8-4.5" as follows: "Teachers who are elected members of the Rhode Island General Assembly shall have their unassigned periods scheduled during the last period(s) of the school day and shall be allowed to attend the General Assembly sessions during said unassigned time."

8-7. Hiring and Payment of Substitute Coverage. Same except substitute "\$35" for "\$28" in the paragraph pertaining to "Elementary Schools" and substitute "\$6.40" for "\$5" in the eighth paragraph pertaining to "Middle Schools, Junior High Schools and Senior High Schools."

X-8/82

ARTICLE 11

- 11-5. Same except add the following sentence between the first and second sentences: "Teachers must submit said application in person in the Personnel Office of the School Department and shall be given a written receipt for said application with said receipt stating the date and time the Personnel Office received said application."

ARTICLE 17

17. Same except add new 17-6.5 as follows: "All Grievance Hearings shall be closed hearings and shall be open only if the parties mutually agree."

ARTICLE 18

- 18-6. Payroll Deduction. Same except add new 18-6.2 as follows: "The Committee shall deduct from each teacher's paycheck a sum of money authorized by teachers on forms prescribed by the Providence Teachers Credit Union for the Union's Committee on Political Education. The total amount of all teachers' monies so deducted shall be forwarded to the Providence Teachers Credit Union no later than 30 days after each of said deductions is made from teachers' paychecks together with the teachers' names, the payroll period covered and such other information that may be required by the Providence Teachers Credit Union for the maintenance of its records."

EFFECTIVE SEPTEMBER 1, 1980:

APPENDIX A

A-1. TEACHERS' BASIC SALARY SCHEDULE

September 1, 1980 to August 31, 1981

Step

1	\$11,235
2	12,412
3	13,482
4	14,552
5	15,622
6	16,692
7	17,655
8	18,618
9	19,581
10	20,544

A-2. Professional Advancement Schedule
September 1, 1980 to August 31, 1981

Bachelor's Plus 30 Hours	\$ 589
Master's	963
Master's Plus 30 Hours	1,338
Doctorate	1,712

A-3. Longevity Schedule
September 1, 1980 to August 31, 1981

20 years (15 of which have been in Providence)	\$535
25 years (20 of which have been in Providence)	\$642

APPENDIX B

- B-1. Travel Allowance. Same except substitute "twenty cents (20¢)" for "seventeen and one-half cents (17½¢)."
- B-8. Federal, Summer and Evening School Programs. Same except substitute "\$10.70" for "\$10" in both the first and second sentence.
- B-9. Athletic Directors and Coaches and Drama Coaches. Same except substitute "8%" for "7%" for Assistant Coach--all other sports; substitute "8%" for "6%" for Coach of Tennis; substitute "8%" for "6%" for Coach of Cross Country; and substitute "8%" for "5%" for Coach of Golf.
- B-10. Pay for Help at Athletic Events. Same except substitute "\$10.70" for "\$10."

APPENDIX C

- C. Comprehensive Medical Coverage. Same except add new "C-6--Student Rider" and the current "C-6" with respect to Alternative Comprehensive Health Care Coverage shall become "C-7" and shall be continued without change.

APPENDIX E

- E. Dental Coverage. Same except add "Level 2."

ARTICLE 4

- 4-1. Full-Pay Sick Leave. Same except substitute "One-Hundred Forty (140) days" for "One-Hundred Thirty (130) days."
- 4-3. Accumulated Sick-Leave Balances. Same except substitute "One-Hundred Forty (140)" for "One-Hundred Thirty (130)."

EFFECTIVE SEPTEMBER 1, 1981:

APPENDIX A

- A-1. TEACHERS' BASIC SALARY SCHEDULE

September 1, 1981 to August 31, 1982

Step

1	\$12,021
2	13,281
3	14,426
4	15,571
5	16,716
6	17,860
7	18,891
8	19,921
9	20,952
10	21,982

- A-2. Professional Advancement Schedule
September 1, 1981 to August 31, 1982

Bachelor's Plus 30 Hours	\$ 630
Master's	1,030
Master's Plus 30 Hours	1,432
Doctorate	1,832

- A-3. Longevity Schedule
September 1, 1981 to August 31, 1982

20 years (15 of which have been in Providence)	\$572
25 years (20 of which have been in Providence)	\$687

APPENDIX B

- B-1. Travel Allowance. Same except substitute "Twenty-Two and One-Half Cents (22½¢)" for "Twenty Cents (20¢)."
- B-8. Federal, Summer and Evening School Programs. Same except substitute "\$11.45" for "\$10.70" in both the first and second sentence.
- B-10. Pay for Help at Athletic Events. Same except substitute "\$11.45" for "\$10.70."

APPENDIX C

- C. Comprehensive Medical Coverage. Same except add new "C-7--Mental Health Rider" and the current "C-7" with respect to "Alternative Comprehensive Health Care Coverage" shall become "C-8" and shall be continued without change.

APPENDIX E

- E. Dental Coverage. Same except add "Level 3."

ARTICLE 4

- 4-1. Full-Pay Sick Leave. Same except substitute "One-Hundred Fifty (150)" for "One-Hundred Forty (140)."
- 4-3. Accumulated Sick-Leave Balances. Same except substitute "One-Hundred Fifty (150)" for "One-Hundred Forty (140)."

FOR THE SCHOOL COMMITTEE:

FOR THE PROVIDENCE TEACHERS UNION:
AFT #958, AFL-CIO

(SIGNED)
Josephine DiRuzzo, Chairperson

(SIGNED)
Marcia Reback, President

(SIGNED)
Vincent J. Piccirilli, Esq.
Chief Negotiator

(SIGNED)
Joseph A. Grande
Chief Negotiator

Date: September 4, 1979

ADDENDUM #1

APPENDIX D

1979-1980 SCHOOL CALENDAR

Terms:

- First: Begins September 5, 1979
Ends January 25, 1980
- Second: Begins January 28, 1980
Ends June 13, 1980 or the
180th day

Quarters:

Days

First:	Begins September 5, 1979 Ends November 9, 1979	47
Second:	Begins November 13, 1979 Ends January 25, 1980	45
Third:	Begins January 28, 1980 Ends April 3, 1980	44
Fourth:	Begins April 7, 1980 Ends June 13, 1980 or the 180th day	44
		<u>180</u>

Days School Not in Session:

1979:

- October 8, Monday, Columbus Day
- November 12, Monday, Veteran's Day
- November 22-23, Thursday, Friday
Thanksgiving Recess
- December 24 through January 1, 1980
Christmas Recess

1980:

- February 18-22, Monday through Friday
Mid-year Recess
- April 4, Friday, Good Friday
- April 14-18, Monday through Friday
Spring Recess
- May 26, Monday, Memorial Day

In the event the 180th school day cannot be met by the stipulations of this calendar, the Union and the School Committee shall negotiate the days necessary to complete the 180 days requirement.

NOTE: The 1980-1981 and 1981-1982 School Calendars will be published and distributed as they become available.

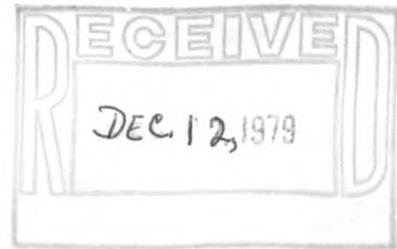


830433

*This report is authorized by law 29 U.S.C. 2.
Your voluntary cooperation is needed to make
the results of this survey comprehensive,
accurate, and timely.*

O.M.B. No. 44-R0003
App. exp. March 31, 1980

DECEMBER 1, 1979



OFFICE OF THE EXECUTIVE SECRETARY
AMERICAN FEDERATION OF TEACHERS
199 ACADEMY AVENUE
PROVIDENCE , RI. 02908

PREVIOUS AGREEMENT EXPIRED
AUGUST 30, 1979

Gentlemen:

We have in our file of collective bargaining agreements a copy of your agreement(s):

PROVIDENCE RI SCH COMMITTEE TEACHERS LU 958

WITH TEACHERS

RHODE ISLAND

Would you please send us a copy of your current agreement—with any supplements (e.g., employee-benefit plans) and wage schedules—negotiated to replace or to supplement the expired agreement. If your old agreement has been continued without change or if it is to remain in force until negotiations are concluded, a notation to this effect on this letter will be appreciated.

I should like to remind you that our agreement file is open for your use, except for material submitted with a restriction on public inspection. You may return this form and your agreement in the enclosed envelope which requires no postage.

Sincerely yours,

Janet L. Norwood
JANET L. NORWOOD
Acting Commissioner

PLEASE RETURN THIS LETTER WITH
YOUR RESPONSE OR AGREEMENT(S).

If more than one agreement, use back of form for each document. (Please Print)

- 1. Approximate number of employees involved 1250
- 2. Number and location of establishments covered by agreement 43 schools city of Providence
- 3. Product, service, or type of business Education
- 4. If your agreement has been extended, indicate new expiration date August 31, 1982

MARCIA B. REBACK, PRESIDENT
Your Name and Position
199 ACADEMY AVENUE
Address

401-421-4014
Area Code/Telephone Number
PROVIDENCE, RI 02908
City/State/ZIP Code

X-8/82