



Lancaster School District

Tentative Final Agreement between Teachers Association of Lancaster (TAL) and the Lancaster School District for 2023-2024 December 6, 2023

Compensation

- 5.25% on-salary schedule increase retroactive to July 1, 2023, for all TAL members active on the signing of the Tentative Final Agreement.
- 7.25% one-time, off-salary schedule bonus for the 2023-24 school year, based on the new salary schedule, for bargaining unit members active on the signing date of the tentative agreement to be paid no later than 90 days after ratification by TAL and the Board of Trustees.
- An increase to the annual district contribution for health, dental and vision of \$800 to a cap of \$16,058. This increase will be effective October 1, 2024.
- Increase in longevity compensation: 15 year increases from \$2,000 to \$3,000; 20 years increases from \$2,000 to \$4,000; and 25 years increases from \$2,000 to \$5,000.

MOU's

- Increase in middle school sports coaching stipend from \$500 per team to \$1,700 per team.
- Addition of a Middle School Athletic Director position to be paid \$3,000.

Contract Language

Article X – Hours of Work

11.1 The day before Winter Break, the last day of the **student** school year, and one (1) Tuesday per year (**most likely on the day before the District Professional Development Day**) will be **early release** Minimum Days for students **and teachers** ~~with no teacher meetings.~~

Article XX – Basic Salary

7.9 Bargaining unit members employed by the District will be paid the following amounts for extra work at schools where this work is being performed:

Add Middle School Athletic Director \$3000

7.10 Bargaining Unit Members employed by the District to serve as a Middle School Athletic Coach, for participation in the Tri-District League, shall be paid a flat amount of ~~\$500~~ \$1700 per team. No more than 15 coaches per school year will be allocated per middle school with no more than one coach for each volleyball, soccer and basketball team, no more than two coaches for cross-country, and no more than three coaches for Track and Field.

Article XXVII – Peer Assistance and Review & Induction Programs

A. Consulting teacher (CT)

4. The term of the Consulting Teacher shall be five (5) years. ~~A teacher may not serve in the position for more than one term. A consulting teacher may reapply after returning to the classroom for one year.~~ After serving in the position for one term, a Consulting Teacher vacates the position, but may reapply for the following term through the interview process.

Appendix F

4.0 OFF TRACK INTERSESSION RATE

The District will pay "off track" intersession teachers at a rate of ~~\$35.00~~ \$50.00 per hour of instructional time.


ARTICLE XXX

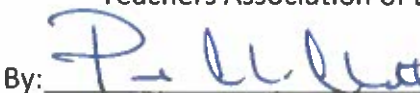
1.0 This agreement will be in effect from July 1, 2023 through June 30, 2025.


2.0 The parties agree to annually reopen negotiations on the salary article, the benefit article, one additional article of choice selected by each party, and any articles mutually agreed upon by the parties. Annual negotiations will commence no later than September 30th of each year unless otherwise mutually agreed.

Date: 12/7/23

By: 
Amy Knipp
Negotiation Chairperson
Teachers Association of Lancaster

By:  12/7/23
Gina Whipple
President
Teachers Association of Lancaster

By: 
Dr. Paul Marietti
Superintendent
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By: 
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