

ATF/APS Contract Negotiations Summary 2017-2018

Contract Topic/ Issue	Summary of Language Change(s)
Advancements	
Article 1.A.1 General Provisions Accretion of COTA's & PTA's	Starting in the 2017-18 school year, Certified Occupational Therapists Assistants (COTAs) and Physical Therapy Assistants (PTAs) will be accreted into the Albuquerque Teachers Federation bargaining unit. ATF will now negotiate on behalf of these employees for better terms and conditions of employment. As a result of their joining our union COTA's and PTA's saw substantial pay increases.
Article 5.G PLCs /Collaboration	PLCs are now called "Collaboration." PLCs are now called "Collaboration." This article has been streamlined and is no longer based on the DuFours' PLC/4 questions model. In the condensed contract language, the most important sentences are: <i>"The focus and the conversation should rise from the group of educators. Members should ensure equity of voice within the group."</i>
Article 6.A.4 Diagnosticians, School Psychologists & Transition Specialists	Starting in the 2017-2018 school year, employees who become Diagnosticians, Transition Specialists and School Psychologists will be given credit for all in-district experience in previous job categories.
Article 16.A.5 Assignment and Transfers	This new provision creates a one-week window before the start of each school year during which voluntary transfers cannot be placed. This language intended to assist HR in fully staffing school vacancies before school starts.
Appendix I.30: Differentials for Therapists	Based on a grievance settlement, a differential of \$1,300 shall be available to therapists who occasionally lose lunch and prep time due to servicing students in specified District programs.
Future Work	
MOU: Creation of the APS/ATF Essential Agreements Around Assessment Task Force	Last year, APS and ATF agreed on six essential agreements concerning k-12 assessments. The task force will review the agreements and make recommendations.
Carry-Over Agreements	
Appendix I.1: MOU on PD and Teacher Prep Days	This annual Memorandum of Understanding (MOU) defines how time is allocated for preparation and PD time during the first five (5) days of the contract year.
Appendix B: MOU on Continuation of Class Size Waiver	Class size waivers have been in effect since the 2008 Recession. The NM Legislature has not appropriated sufficient funding to restore the state-mandated class size caps. With legislative consent, this MOU continues to allow APS to increase class size limits up to 5% above those established in statute.
Clean-Up Agreements	
Article 6.A.7 e-CADEMY Summer School Pay	New language requires good-faith efforts to be made to keep summer school classes at approximately 30 students per teacher and leveled among teachers.
Article 9 Mentor and Peer Assistance Programs	Language was clarified and updated. No substantive changes were made.
Article 10 Career Pathway System (CPS)	Two changes: <ul style="list-style-type: none"> • Previous language required those entering Level 1 and Level 2 using the reciprocity clause to have three (3) years at their current level before advancement to a higher level. This requirement was removed. • New language provides for new hires to be placed appropriately on a salary matrix upon verifiable experience of at least 160 work days in a year or the equivalent of 480 work days over three (3) years.
Article 11 Special Education	All language in the Negotiated Agreement referencing terms and conditions of employment specific to Special Education was collected into this new article for clarity and practical contract use. Some language may still appear redundantly in other articles. The rest of the agreement still applies to all special education personnel.
Appendix I.3: MOU on Special Education Vacancies & Compensation	This change improves the way in which special education teachers are compensated for completing IEP-related work for students in classes taught by a substitute. Teachers will now complete a form with a menu of services and document the time to perform those services. Compensation will be at the individual teacher's hourly rate.

