

**Tentative Agreement
Between
Toledo Board of Education
And
Toledo Federation of Teachers**

It is agreed to by and between the undersigned:

- One of two Library/Media Specialist positions at Start High School shall be eliminated effective school year 2010-2011.
- The academic jeopardy conferences for middle schools shall be eliminated effective school year 2010-2011.
- The Audio-Visual Media Coordinator at middle and high schools, as referenced in Agreement Article XLIX, shall be eliminated effective school 2010-2011. This is not intended to modify Agreement Article VI, J.
- Freshman, sophomore, junior and senior class advisors, as referenced in Agreement Article XXXVIII, shall be reduced to one (1) per class when enrollment drops below 900 students at a school, as established by the previous year's October count. This provision shall become effective for the 2010-2011 school year.
- It is the intent of the parties, effective school year 2010-2011, that: The number of teachers assigned to each elementary alternative program, as referenced in Agreement Appendix T, shall be reduced from three (3) to two (2) teachers. One (1) paraprofessional shall continue to be assigned to each program. The extended year at each program shall be reduced from ten (10) days to two (2) days; and the extended day planning time of one-half hour, four days each week at each program shall be eliminated. The parties disagree as to the legal obligation of the Board of Education to bargain over this provision. By agreeing to this provision the parties do not waive their respective positions regarding any legal obligations to bargain and/or rights reserved by the Board of Education.
- It is the intent of the parties, effective school year 2010-2011, that: One BIC teacher shall be assigned to staff the ARC program. Reference Agreement Appendix T, 2 and 3. The parties disagree as to the legal obligation of the Board of Education to bargain over this provision. By agreeing to this provision the parties do not waive their respective position regarding any legal obligation to bargain and/or rights reserved by the Board of Education.

- In the event that freshman basketball (male) is eliminated, assistant coaches shall be reduced from two (2) to one (1); and if freshman basketball (female) is eliminated, assistant coaches shall be reduced from two (2) to one (1); and if freshman football is eliminated, assistant coaches shall be reduced from five (5) to four (4). If any of these freshman sports are subsequently reinstated, the number of coaches shall revert to the previous level. All freshman athletics, all middle school athletics supplemental contracts, men's wrestling, men's and women's golf, men's and women's cross country, men's tennis, and men's hockey will be reduced. Reference Agreement Article XXXVII, Coaching Salaries, page 149. This provision shall become effective for the 2010-2011 school year.
- The deadline for notification of non-renewal and termination of School Athletics as referenced in Agreement Article XXXVII, G, page 160 and Agreement DATES TO REMEMBER, page 295, April 30 Deadline for non-renewal of supplementary contracts shall be waived and extended until July 7, 2010. This shall apply to school athletic contracts as referenced in the previous paragraph only. Thereafter the April 30 deadline shall apply.
- BIC programs at Lincoln, Pickett and Hawkins shall be eliminated effective for the 2010-2011 school year.
- Twenty-one (21) Literacy/Math Peer Coach positions will be funded and ten (10) elementary school nurse positions will be reinstated for the 2010-2011 school year. Eight Literacy/Math Peer coach positions will be funded by Title 1 will continue.
- Parent Partner paraprofessional positions will be reduced in all schools.
- Article LXII of the Teacher Bargaining Unit Agreement, and Article XII of the Substitute Teacher Bargaining Unit Agreement, and Article 26 of the Paraprofessional Bargaining Unit Agreement shall all read as follows:

"This Agreement shall become effective as of July 1, 2010 and the terms and conditions thereof shall be effective as provided herein and shall continue through June 30, 2011, on all issues without exception. This Agreement shall be automatically renewed as to both economic and non-economic issues for additional periods of one year unless either party shall notify the other party not later than March 1, 2011 before expiration of its desire to modify or amend the Agreement. In the event that such notice is given, negotiations shall promptly commence at a mutually agreeable time and place prior to the termination dates as per ORC 4117. No lockout of employees shall be instituted by the employer during the period ending June 30, 2011 and no strikes of any kind shall be caused or sanctioned by the Union during the same period."

- The provisions of paragraph 3 of the attached Tentative Agreement shall become effective no earlier than July 1, 2010 provided the attached Tentative Agreement is ratified by the membership of TFT and approved by the Board of Education.

FOR THE BOARD:

FOR THE FEDERATION:

John Foley 6/24/10
John Foley
Superintendent

Francine Lawrence 6-24-10
Francine Lawrence
President

Carol A. Thomas
Carol A. Thomas
Executive Assistant to the Superintendent
For Human Resources