

<u>Article/Section</u>	<u>Description of Change in Contract</u>	<u>Impact + or – or neutral (N)</u>
Wages	We had anticipated increases in salary, the District brought a 10% reduction to the table with an additional decrease to many stipends. We were able to maintain the current salary level for the 20-21 school year and will look at things again for 21-22.	N
Article I – Administration of the Agreement	Very minor language changes	N
Article II- Business	Minor language changes and removed agency fee language	N
Article III -Employee Rights	Updated non-discrimination language, added any criticism, reprimands must be done in private, complaints must be put in writing, added possible discipline for drug/alcohol use, updated personnel file to include removal of materials after 3 years, added injury on the job language	+
Article IV - Guidelines	Minor language clean-up, added post season language for club advisors	+
Article VII-Grievance	Minor language clean-up, removed grievance exceptions for termination and adverse effect	+
Article X-Duration	2 year contract through 2022, updated language, added key opener language, added an opener for double levy failure	+ -
Appendix A	Updated Athletic positions and grid, slight adjustments to a couple of multipliers for salary, most stayed the same	+ –
Appendix B	Updated the stipend list for non-athletic positions, Some adjustments to stipend amounts, most stayed the same	+ -