

1. What are the “general considerations” reviewed by the Board prior to negotiations?

- When the Board begins to prepare for contract negotiations with the Clinton Township Education Association (CTEA), they review the following topics of consideration.

■ Length of Contract (3 or 4 years)	■ Professional Development	■ Work Day, Week, Year
■ Black Seal License	■ Certifications for Teaching Assistants	■ Tuition Reimbursement programs
■ Holidays	■ Teacher Evaluation Program	■ Stipends for Extra Curricula Activities
■ Sick Bank Process	■ Grievance Process	■ Employee Leave Situations ■ (Child Care Leave, Emergency Leave of Absence, Disability Leave/Family Leave)

- Many of the general considerations listed above involve many, if not all, of the members in the CTEA and their associated disciplines listed below. They include:
 - a. Teachers, teaching assistants, school guidance counselors, long term substitutes, school nurses, school psychologists, learning disabilities teacher consultants, school social workers, occupational therapists, physical therapists, speech therapists, behavioral specialists, custodial and maintenance staff, and secretaries.