

**SIDE LETTER**  
**CAPE ELIZABETH TEACHER INTEREST-BASED NEGOTIATIONS**

1) We agreed that the school year for 2011-12 would be 183 days. This will eliminate the two personal flex days that we've had in previous years. If the School Board purchases a building growth day(s) the school year will be increased by the number of days purchased for the duration of the contract.

2) By June 1 of each year building principals will meet with teacher leaders (e.g., team leaders, department heads, etc) to develop plans for the use of Monday professional development time. The plans will focus primarily on building and district goals and will consider staff surveys (debriefs) of the effectiveness of current year's professional development work.

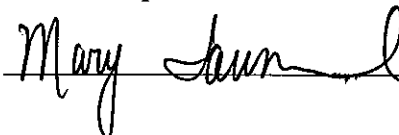
3) Health insurance task force. The Board and the Association agree to immediately establish a committee consisting of two members of the Board and two members of the Association. The purpose of the committee shall be, as soon as reasonably possible, to establish and conduct an appropriate methodology to determine if health benefits for the Association, comparable to those set for in this 15-1, may be obtained at a materially lower cost to the School District of Cape Elizabeth. If such methodology demonstrates that such comparable health benefits may be obtained at a materially lower cost to the School District of Cape Elizabeth, then, if the Association and the Board both agree, this 15-1 shall be amended to allow the provision of such health benefits. The amendment shall be upon such terms and conditions as may be mutually agreed upon by both the Board and the Association in writing.

4) As an exception to Article 18-4-2 the period of time mentioned will be extended to four years for contract year 2011-2012.

5) School Board Workshops. As a result of discussions in Interest-Based Negotiations the parties agree that teacher input is valuable and can be included in Cape Elizabeth School Board workshops on a regular basis.

Typically, the Board workshops take place on a monthly basis during the school year beginning in September and ending in June. These monthly workshops will include the following participants: school administrators, school board members, and three (3) teacher representatives appointed by the Cape Elizabeth EA President in consultation with the Superintendent. A "horseshoe" table/chair setting may be used to contribute to an open and collaborative problem-solving approach amongst the participants.

For the Cape Elizabeth School Board

  
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April 13, 2011  
Date

For the Cape Elizabeth Education Association

  
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April 13, 2011  
Date