

To: Salt Lake City Board of Education

Superintendent Gadson

From: Logan Hall, Executive Director, Human Resource Services

Alan Kearsley, Business Administrator

Re: Tentative Agreement – Salt Lake Education Association (SLEA)/District Negotiations

Date: June 2, 2022

We are pleased to inform you that we have concluded our negotiations with the Salt Lake Education Association (SLEA). We have reached a tentative agreement, which was ratified by SLEA’s voting members on June 1, 2022, and recommend approval of the following:

1. 4.25% COLA
2. Steps will be funded.
3. The district will fund 4-weeks (160 hours based on a 1.0 FTE) of paid parental leave.
4. Certified contract monthly health insurance premiums will be adjusted for the 2022-2023 plan year as follows:

Medical Plan Premiums – Certified Employees			
	Traditional Option 2	Star HSA	Traditional Option 1
Employee Only	\$30.00	\$3.81	\$206.00
Employee + One	\$186.06	\$125.76	\$526.00
Family	\$343.69	\$266.71	\$844.00

Additionally, the tentative agreement with SLEA included housekeeping edits and minor revisions to the Written Agreement (WA) that were supported by SLEA’s ratification by voting members. The 2022-23 Fiscal Year Written Agreement Language Changes are identified below:

1.13 Ratification.

The term “ratification *vote*” shall mean the process used by the faculty to make a decision when consensus cannot be reached. The ratification *vote* percentage is determined by the faculty and must be no less than 66% of the faculty in attendance.

7.3.1.5 Sick Leave hours for non-immediate family members.

Once all personal leave has been used, ~~including the additional personal leave day with the cost of the substitute deducted~~, up to forty (40) hours of sick leave may be converted to personal leave for sick leave purposes for individuals not covered by section 7.3.1 The first sixteen (16) hours of this conversion may be approved by the principal. The remaining twenty-four (24)

hours may be converted if approved by the Human Resources Administrator. This conversion is not available to teachers on provisional employment status.

7.6 Bereavement Leave.

All teachers employed by the board shall be entitled to a non-deductible leave of absence for the death of each member of one's own immediate family, of one's spouse's or domestic partner's immediate family, for up to forty (40) hours. These family members include spouse, children, grandchildren, parents, grandparents, and siblings. Bereavement leave ~~for the funeral or memorial service~~ may be taken at a time appropriate for the family within a calendar year.

7.12 Parental Leave

All contract educators employed by the board with at least one full contract year in the district shall be eligible for up to four weeks (160 Hours) paid parental leave prorated per FTE, to be available immediately following the birth or adoption of a child or children, and to be used consecutively within the first year following the birth or adoption of a child or children. Paid parental leave is in addition to any other leave the educator may be entitled to and will be paid at their regular rate.

10.27 Substitute Teacher Coverage.

Every school will maintain a list of the current teachers, for the purpose of providing classroom coverage for an absent teacher when a substitute is not available. ~~Secondary t~~Teachers may volunteer during their prep period and will be compensated on a prorated rate of \$30.00 per hour, (60 minutes).

In the event volunteers are not sufficient to cover missing substitutes, the school will use its lists of current teachers who will be required to provide an absent teacher coverage on a rotating basis. Teachers may refuse absent teacher coverage once per ~~quarter year~~.

Elementary teachers who ~~volunteer, or are required to~~ take ~~five (5)~~ *students from splitting a class*, when a substitute is not available, will receive \$10.00 per hour for covering said students.

It may become necessary that an elementary school cannot divide an absent teacher's class among multiple classrooms. Teachers who take on the entire class of a colleague in order to teach both classes simultaneously will be paid \$20 per hour.

Any teacher who agrees to teach for an absent colleague for three or more consecutive days, will receive an additional \$30 each day for class preparation starting on the third day, and continuing thereafter for each consecutive day.

14.1.1 Priority to Present Staff.

Teachers and counselors hired on year to year contracts in their first year and second year of employment and who hold the necessary qualifications, upon the recommendation of the principal for rehire, shall continue in their current assignment for the next year provided the position continues to exist. Teachers completing their third year of employment, who have been

marked recommended for rehire shall have the opportunity to apply for other positions within the district under the same rights as career teachers.

All teachers and counselors currently in a school, who hold the necessary qualifications, including part-time teachers, teachers on year to year contracts who have been recommended for rehire or whose current position no longer exists, or those on leave of absence, shall have priority to any internal vacancies in the school before any external vacancy is declared by the SIC. *PTPS is available only during the time between when the SIC determines the staffing configuration and the end of the school year for the upcoming school year.*

If more than one (1) teacher in the school has applied for the same position, the teacher best qualified for that position shall be appointed, and qualifications being substantially equal, seniority in the school system shall control. Assignment of new teachers in the school shall be made in accordance with sections 14.4.1 through 14.4.5.

Provisional teachers who have been marked recommended for rehire whose position no longer exists in the school for the following school year are eligible to interview during the transfer window along with career status teachers.

14.3.2 SIC Identifies Identification of Unassigned.

For the purpose of determining which teacher(s) shall be unassigned, the School Improvement Council (SIC) shall first give consideration to the instructional needs of the school. The **SIC Principal and SIC Chair** shall then consider the teacher(s) in the school, including those on leave of absence, with the least seniority in the district, and if the instructional needs of the school can be adequately met by the remaining teachers, then that teacher is declared unassigned. If the instructional needs of the school cannot be adequately met or if more teachers are to be unassigned, then the **SIC principal and SIC Chair** shall consider the teacher, including those on leave of absence, with the next least seniority in the district, and so on until the task is completed.

15.3.7.5 Programs and Approval.

The council shall establish and implement procedures and programs for the individual school consistent with the policies of the board and approved by the faculty through consensus or ratification *vote* when consensus cannot be reached and approval of the superintendent. Grants applied for by an individual at the school shall follow the above practice for approval.

15.4.3 Professional Development.

Professional Development meetings for the entire faculty held after school hours and at faculty meetings shall be approved by the SIC, and approved by the faculty through consensus or by ratification *vote* when consensus cannot be reached.

15.4.5.1 Elementary Planning Time.

The School Improvement Council in elementary schools ~~shall~~ *may* develop and submit to the superintendent for approval a schedule ~~which will~~ *to* provide each teacher with *adequate* on campus planning time *that is separate from collaboration time. Additionally,* those elementary

schools choosing the ~~short~~half-day weekly planning time may submit a plan for use of accumulated planning time in weeks shortened by holiday schedules.

15.4.5.3 Use of Planning Time.

Use of planning time shall be at the professional discretion of the teacher. Planning time is provided so that teachers are prepared for their students and is scheduled to occur on campus to facilitate the development of daily lesson plans, minimize interruptions, provide 79 access to resources, and encourage grade level/department planning with colleagues. However, planning off campus is appropriate and may occur when necessary. When planning off campus during the work day occurs, the principal or principal's designee shall be notified. Teachers are expected to be prepared to meet the Utah Effective Teaching Standards. Any building uses of the planning time other than for planning shall be decided by the School Improvement Council and approved by the faculty through consensus or by ratification *vote* when consensus cannot be reached.

16.6.4 Extended Year Salary.

Salaries for employees contracted for more than nine (9) months shall be calculated based on the number of extra days worked.

The chart showing calculations will be deleted.

17.4.3 Placement of Career and Technology Education Teachers. Career and technology education teachers certified by the Utah State Board of Education who do not hold a baccalaureate degree shall be placed on the bachelors' lane if they are a ~~skilled technician/tradesperson journeyman tradesman and on the masters' lane if they are a master tradesman~~. Step placement shall be according to the experience formula with related work experience being considered.

Salary Schedule:

6. Longevity pay – 2 percent of the employee's base salary added to regular pay. Employees must have completed 26 full, *consecutive* years in the District.

~~8. For the 2021-22 contract year, employees who were on step 1 of the Bachelor's lane during the prior year and who move to step 2 of the Bachelor's lane will receive a one-time annual adjustment of \$1,076.~~

10. This schedule includes a legislative salary adjustment of \$4,200 on all steps.