

**2024-2025 CONTRACT REOPENER BARGAINING
BETWEEN
SPRINGFIELD SCHOOL DISTRICT NO. 19
AND
SPRINGFIELD EDUCATION ASSOCIATION**

TENTATIVE AGREEMENT

The Springfield Education Association (“Association”) and Springfield School District (“District”) are parties to a Collective Bargaining Agreement (“Agreement”) with effective dates of July 1, 2022 through June 30, 2025.

The District and Association hereby enter into this tentative agreement (“TA”), which concludes the non-contingent agreement reopener bargaining as outlined in Article XXVII.D of the Agreement.

1. Article XII – Salary Schedules

Effective the first month of the 2024-2025 school year, employees on the Salary Schedule will receive a four and one half percent (4.5%) Cost of Living Adjustment (COLA).

2. Article IX – Insurance

The District’s monthly contribution for 2024-2025 will be one thousand three hundred sixty-five dollars (\$1,365) per month.

3. Article XVIII – Employee Rights

The District and Association agree to modify Article XVIII as outlined in Appendix A of this TA.

4. Article XXI – Professional Development

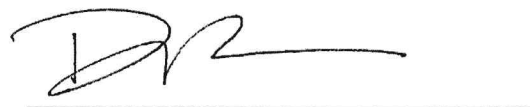
The District and Association agree to modify Article XXI as outlined in Appendix B of this TA.

5. The District and Association agree to withdraw any and all proposals and counterproposals related to Article IX.D – Work from Home and Article IX.G – Preparation Time.

Dated this third day of June, 2024.



For the Association



For the District

Appendix A Employee Rights

XVIII. EMPLOYEE RIGHTS

H. DISRUPTIVE OR THREATENING STUDENT BEHAVIOR/INFORMING EMPLOYEES

2. In the event a staff member is harassed, seriously threatened, or physically harmed by a student, the staff member is asked to report to the administrator as soon as possible so that action may be taken to implement the appropriate threat assessment protocol. A team-based threat/risk assessment protocol should be completed within three (3) school days of previously mentioned incidents. Principal will ensure that an appropriate threat assessment is completed and that the written results as to seriousness of the threat and actions taken will be shared with impacted staff member(s) within two (2) school days of completion of the threat/risk assessment. If the student's behavior is considered a continued and/or serious source of harassment, threat, or physical harm, the student may be removed from the class until the safety planning process is completed. The harassed, seriously threatened, or physically harmed staff member will have input during the safety planning process. If it is determined that the student needs to be removed from the class during the safety planning process, appropriate education services will continue in accordance with state and federal special education laws.

If any staff member reports to a member of the team that the existing safety plan is unsuccessful, a follow up meeting will happen within (3) three school days of the report to adjust the student's safety plan as appropriate.

Appendix B Professional Development

XXI. PROFESSIONAL DEVELOPMENT

B. PROFESSIONAL DEVELOPMENT FOR LICENSED EMPLOYEES

The District will provide professional development support to each employee for the purpose of collaboration and professional development as follows:

1. Professional Development Seminars Hours

- ~~a. The professional development seminars will be evenly split between three (3) foci: (1) Licensed staff member, teacher directed, (2) Building-directed—guided, organized and supported by the building-based leadership team, and (3) District-directed. The District may interrupt building-based plans if required by either state/grant mandates or system-critical issues.~~
- ~~b. The Seminars assigned as building and district topics may be redistributed if buildings are either in sanctions (more district-directed) or named model schools (more building-directed), but those allocated as licensed staff member directed will be maintained.~~
- ~~c. For the duration of this contract, the final Teacher Choice Day will be recommended to occur on the last day of school, pending approval from the School Board. This recommendation will be reevaluated including staff input by the spring of 2019. The District and Association agree that (1) there will be no pay for offering a class/unclass on this Teacher Choice Day and (2) teachers may elect how to best use this time to support their professional needs.~~
- a. Each year, the District will develop a work calendar that includes twelve (12) hours of teacher directed professional development, which will include an eight (8) hour block of time on the Statewide In-service Day in October.
- b. Early release days as identified on the academic calendar will be District directed time.

~~2. Professional Development Committee~~

- ~~a. The Professional Development Seminar structures that pertain to teacher-directed seminars and communications will be created, revised and shared by the Professional Development Committee. The committee will consist of:
 - ~~(1) Representatives from District leadership, administrators, SEA leadership, participants from the Springfield Teacher Leader Cadre and CLASS team members with at least one-half plus one (1/2+1) of the committee members being licensed employee.~~~~

Appendix B Professional Development

- ~~(2) At least three (3) licensed representatives from each grade level: elementary, middle and high school, along with three (3) non-classroom licensed staff members (licensed employees not assigned to the classroom) and SEA president for a total of thirteen (13) representatives. The goal in creating this team will be to create as diverse a representation of the current licensed staff as possible.~~
- ~~(3) This team will be collaboratively appointed by the Association and District no later than September 30 and will come together at least once per quarter.~~
- ~~(4) The team will identify district wide educational needs through periodic staff surveys and information from the TalentEd/evaluation programs. Information from these surveys along with the decisions made about professional development and collaborative activities will be supported by the District and publicized.~~