



## NEGOTIATIONS WITH CHENEY EDUCATION ASSOCIATION (CEA)

### District Mission:

Cheney Public Schools exists to guarantee a safe and caring environment where ALL students learn at high levels and graduate with options for post-secondary education, careers, and civic engagement.

Completed Sessions: 7

### Upcoming Sessions:

- June 25, 2024
- July 25, 2024
- August 8, 2024
- August 9, 2024
- August 14, 2024
- August 19, 2024
- August 20, 2024
- August 26, 2024

## UPDATE

- Eight (8) TAs and two (2) district language withdrawals were made on 6/20/24.
- CEA's multi-year financial proposal from 5/30/24 included 11.7% in year one, 8% plus IPD in year two, and IPD in year three, totaling \$10.1 million over three years. The District provided CEA with a third-party cost analysis of the proposal.
- The district provided a three-year financial proposal to move certificated staff to a 7.5-hour workday. The proposal included a 7.14% increase in year one, 4% in year two, and 3.06% in year three. The financial package (not yet including Appendices B) would cost an additional estimated \$4.6 million over three years.

## TENTATIVE AGREEMENTS (TA)

### New TAs:

- Article II, Section 2 - Association Membership Deduction of Dues
- Article II, Section 5 - Labor Management Meetings
- Article III, Section 8 - Hourly Rates
- Article IV, Section 6 - Employee Disciplinary Action
- Article IV, Section 15 - Substitute Teachers
- Article IV, Section 18 - School Calendar
- Article VI, Section 4 - Mentor Teacher Program
- Article VI, Section 8 - Building-Level Decision Making

## SCHOOL BOARD PARAMETERS

- Maintain Fund Balance (5% minimum, goal of 7%)
- Sustainable contract without reductions in staffing levels
- Incorporate feedback from the strategic plan where applicable