

SKSD Proposal 2-27-25, 4:30pm

### Special Education Support

SKSD is currently undergoing a study with anticipated recommendations for addressing the needs of SPED staff, students and programs. This proposal serves as a placeholder for a specific proposal, to be made during this bargaining when the recommendations are received.

Housekeeping Edits

1. Cover: remove hyphen in SKEA title
2. Art I (A)(1)(a): add athletic trainers
3. Art II (B)(4): add comma after “maintenance.”
4. Art III (A)(4): Remove colon after title.
5. Art IV (C)(5)(b): Change “Senior High” to “High School.”
6. Art IV (C)(6): Subsections (a) and (b) of (6) should be their own sections (7) and (8).
7. Art V (B)(3)(g): Delete Salem Keizer Education Foundation unless such an organization exists.
8. Art VII (A)(1): The following language appears confusing and unnecessary and may be deleted.

~~1. If the premium for the plans selected exceeds the maximum District contribution per employee per month as of October 1 of any year, the excess shall be withheld through monthly payroll deduction. The Association may notify the District in writing prior to December 1 of any year of intent to change benefits and/or carriers specified in Section A.1 of this Article above, in order to maintain the premium at or below the maximum District contribution. After timely notification, Association requested changes shall be made effective January 1 of the same school year.~~

9. Art IX (C)(2): Mental illness was inadvertently omitted as a qualifying condition for the sick leave bank. The opening paragraph and (C)(2)(4) should refer to physical or mental illness or injury.

Also, (C)(2)(2) is unnecessary and can be eliminated in its entirety.

10. Art X (E) and (F): It appears after the last bargaining, (F) was mistakenly designated as its own section and should have been subsection (E)(4) as it relates only to elementary.
11. Art IX (B)(3): Add period after October 1.
12. Art X (B)(4)(b): Change reference to Art X to Art XI (D).
13. Art XIV (A)(5): Change “Article VIII” to “...this Article.”
14. Art XVII: add “gender identity.”

## ARTICLE IV RATES OF PAY

### A. Professional Compensation

1. The salary schedule for employees covered by this Agreement shall be set forth in Appendix A of this Agreement. The base schedule will be increased by ~~6.25%~~ 3% in fiscal year ~~2023-2024~~ 2025-2026, effective ~~January 1, 2024~~ and ~~3.5%~~ 3% in fiscal year ~~2024-2025~~ 2026-2027.
2. ~~Upon the date of ratification of this Agreement, active employees shall receive a one-time \$6,000 recognition and retention stipend. This stipend shall be paid out within 10 working days of ratification of this Agreement. Employees whose FTE is greater than or equal to 0.5 FTE shall receive the full \$6,000 stipend and employees whose FTE is less than 0.5 FTE shall receive \$3,000. Employees on a non-protected leave of absence for more than six (6) months are ineligible for the stipend. Employees on a paid administrative leave will receive the stipend upon reinstatement.~~

## ARTICLE VII EMPLOYEE BENEFITS

### A. Insurance

The maximum District contribution for plans selected will be ~~\$1,400~~ \$1,550 for the ~~2023-2024~~ 2025-2026 insurance year and ~~\$1,500~~ \$1,550 for the ~~2024-2025~~ 2026-2027 insurance year.

1. If the premium for the plans selected exceeds the maximum District contribution per employee per month as of October 1 of any year, the excess shall be withheld through monthly payroll deduction. The Association may notify the District in writing prior to December 1 of any year of intent to change benefits and/or carriers specified in Section A.1 of this Article above, in order to maintain the premium at or below the maximum District contribution. After timely notification, Association requested changes shall be made effective January 1 of the same school year.
2. The District shall contribute a portion of the insurance premium for employees who are scheduled to work less than full-time. The District's contribution shall be prorated based on the ratio of the employee's scheduled workweek to the normal full-time workweek. Provided, however, that with regard to employees who are scheduled to work twenty hours per week or less, the District need not make a contribution, unless the carrier certifies that the employee shall receive a prorata benefit in return for the prorata contribution.
3. A Section 125 Plan shall be available to all unit members for utilization of eligible expenses from pre-tax dollars.
4. The District will contribute \$100 a month to all eligible employees' Health Savings Accounts (HSA).

**ARTICLE X            WORKING CONDITIONS**

**A. FTE Determination**

9. For Elementary Music Specialists (choir classes count in the 30-minute class counts) music class limits will be as follows:

Hours/Week	Classes	FTE
40 hours/week	no more than 44 30-minute classes	1.0 FTE
30 hours/week	no more than 33 30-minute classes	0.75 FTE
20 hours/week	no more than 22 30-minute classes	0.50 FTE
10 hours/week	no more than 11 30-minute classes	0.25 FTE
For each additional class for an employee at 1.0 FTE, an additional 0.025 FTE shall be allocated.		

**ARTICLE X            WORKING CONDITIONS**

**A. FTE Determination**

14. Instruction of advisory/homeroom will not be included as a class in the above schedules as long as it is for no more than ~~one hour~~ two hours of total time per week.

## **ARTICLE XI           WORK DATES AND HOLIDAYS**

### **A. Contract Year**

The teacher contract year and the normal year for specialists and therapists shall not exceed 192 days, including eight in-service days and 177 classroom days for 2025-2026 and ten in-service days and 175 classroom days for 2026-2027, six holidays (Labor Day, Veterans' Day, Thanksgiving Day, Christmas Day (observed), New Year's Day (observed), and Memorial Day), and one District granted holiday (Christmas Eve (observed)). Employees new to the District may be required to report to the District two (2) days prior to returning teachers, for a total of 194 days. All contract days, excluding extended contract days and additional days for new employees, shall occur no more than five (5) weekdays (excluding holidays) prior to the start of student contact days.

If Juneteenth is observed on a workday, employees will have the day off as an unpaid holiday.