

Bargaining 2015
SEA Proposal Rationale

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II. Status of Agreement

- SEA is looking for language that the district will post the current bargaining agreement and any MOAs on their website.
- This is already current practice, but we would like it in the contract.

III. Grievance Procedure

- Language to clarify the process.

Martin

V. Association Rights

- Adding language
  - For the use of district email for SEA business
  - For regular, ongoing New Teacher Orientations
  - To guarantee monthly meetings between SEA building reps and building administrators

Jon G

VI. Paid Leaves

- We are bringing language to simplify the paid leave process.
- We are asking for changes to bereavement leaves
- Adding language about SPS Online flex time (current practice)

Martin

X. Work Schedules

- Adding language
  - required trainings during in-service week
  - Departure on days preceding holidays
  - workload/schedule adjustments
  - required meetings
  - Events after school hours
  - Substituting for other teachers
  - furlough days and make-up closure days

X. Work Schedules

- Adding language
  - Prep-time allowances
  - Duty-free recess
  - Trimester to semester
  - Conference preparation time
  - Conference schedules
  - IEP work beyond the 8 hour work day
  - Release hours for Special education licensed staff
    - non-instructional duties

X. Work Schedules

- Adding Language
  - ELD
  - Elementary blends
  - Furniture
  - class size, caseload, and overload pay

X. Association Dues & Payroll Deduction

In order for the association to better keep records, we are bringing language that clarifies expectations around reporting from HR.

Maria

XI. Insurance

- The association asks that domestic partnerships be acknowledged.
- We ask that retiring teachers can buy into District insurance until the age that qualifies for Medicare.
- We are asking the district for a larger contribution into employee insurance costs.

Moriah

XII. Salary Schedules

- Looking to increase the salary schedule by having a competitive COLA.
- We ask for the development of a 403b program.
- Increase ability for specialist teachers to move across columns
- Looking to modify credit advancement opportunities for non-traditional members

Christine G. / Cliff/ John L.

XIII. PERS/OPSRP Pickup

- In an effort to make employees whole with the recent mandated contributions to PERS and OPSRP we are interested in looking at options.

Cliff

XIV. Extracurricular Activities

- We are revamping the Appendix A to make it more accurate to activities and athletics currently in SPS.
- We are trying to make the Appendix clear on what are the stipends and how many of them for each sport and activity.
- We want a system that sets a minimum number of stipends per sport and allows for more stipends if participation numbers are high enough.

John Lovdokken

XV. Supplemental Pay

- Adding language from the MOA's around Equity Leadership Team, Student Union/Alliance Facilitators.
- We are changing language around Extended Contracts
- Changing language in extended seasons.
- Moving "Supplemental Pay" type items from various parts of the contract into one section (this one).

Melvin

XVIII. Employee Rights

- To better support staff when they are on a Plan of Improvement, we are bringing clarifying language.
- The association would like to have more input in evaluations of staff, and to help in updating the Evaluation Handbook.
- To ensure the safety of our students and our friends on staff who serve them, we are bringing updated language around student behaviors.
- Curriculum adoption has been an unnecessary source of contention. We are bringing language we hope will create a more open and effective process.

Brandon

XX. Personal and Academic Freedom

SEA is asking that the language concerning teachers' personal lives be simplified and clarified.

John W.

XXI. Professional Development

- Looking to separate Credit and Conference funds into two separate things.
- Clarifying the application process and requirements for the funds
- Allowing members to use the conference fund to pay for their substitute to observe other teachers/schools/classes without attending a conference/credit classes
- Increasing stipend amounts for National Certifications, Dual Immersion Teachers

Maria

XXIII. Reduction in Staff

Clarifying language around subjects and levels.



XXVI. Committee Work & Contract Maintenance

Remove due to no longer being necessary.



XXVII. Terms of Agreement

Updating language for the new agreement. We are looking for a 3 year contract.



Appendices and MOAs

- Where it makes sense, move the MOAs into contract articles
- Updates to the language of some of the MOAs when they were placed.
- A3 MOA expired at the end of 2022-23 school year. Updating it to match current school procedures. Placing in the contract where appropriate.
- Updating Appendix A - Athletics/Activities

Jill