

EMM Proposal #3 (10/1/2025)

Response to District Items

4. TA

6. EMM will drop. Keep current contract language.

8. TA

21. TA

18. Flexible Time in the Master Agreement

18a. Keep current contract language

18b. Art.XI Section 1 change "prior to May 10" to *2 weeks prior to the last student contact day of the current school year.*

18c. Art.XI Section 2 ULA keep at May 10th date

19a. Maintain and renew existing language on Appendix III with the addition of two teacher work days, one day following the end of each term (trimesters 1 and 2), will be dedicated solely to the end-of-term grading and teacher preparation time for the upcoming trimester. On these teacher work days (dedicated to grading and preparation time for the next term) teachers will be given the option of working from home. Teachers will remain responsible for meeting applicable grading deadlines as set out by administration. Teachers may be required to attend up to 2 hours of staff meetings and/or professional development on these days. These required meetings will be offered in a virtual format.

20. Salary and Benefits Proposal

Longevity Pay Article XIII

- Increase \$25 on each one, both years
- EMM will drop Change Career 50 (anyone already receiving this is grandfathered in) to Career 17 years of service **in the district**

Health and Hospitalization Contribution

- \$10 increase in district contribution year 1
- \$40 increase in district contribution year 2

Salary Schedule

1.75% year 1

1.75% year 2

