



2016 Tentative Agreement Summary

Highlights and Common Language

This document is a digest of the compensation settlements for each unit and common language pertaining to multiple contracts. Anything underlined in this document is the new contract language. Other language is summarization of new changes. Any section that is not addressed in these documents remains the same. The purpose of this document is to provide a summary of the tentative agreement for the 2016 General Membership Meeting and is pending ratification.

Duration

The contract duration for all units is 3 years.

Salary, Stipends and Benefits:

Certificated

Stipends:

	Year 1	Year 2	Year 3
TRI	*7 new hours of professional development added January (in addition to already existing TRI hours) *3 hours for Principal/program led Professional Development (in addition to already existing 6 hours) *Equals to .8% increase	*7 additional hours in August added for training. (in addition to collaboration day and teacher work day that already exists) *Equals to .55% increase	
Professional Responsibility	3.5%	3%	2.5%
TOTAL	3.5% + .8 % + 1.8% (COLA)= 6.1%	3% + .55% + COLA	2.5% + COLA

Benefits: \$25 per month per member into a VEBA account

Secretarial Clerical

Year 1: 3% + 1.8% (COLA) = **4.8%**

Year 2: **3%** + COLA

Year 3: **3%** + COLA

Stipends: Rolling the clothing/materials stipend, certificate stipend and ESP training stipend into one stipend called "Contract Incentive Stipend", paid in equal installments over 12 months. It will be increased each year by the bargained contract increases. SEE TA document for details. All other stipends remain the same.

Benefits: \$25 per month per member into a VEBA account

Nutrition Services

Year 1: 3.5% + 1.8% (COLA)= 5.3%

Year 2: 3% + COLA

Year 3: 3% + COLA

Stipends: Rolling the clothing/materials and ESP training stipend into one stipend called “Contract Incentive Stipend”, paid in equal installments over 12 months. It will be increased each year by the bargained contract increases. SEE TA document for details. All other stipends remain the same.

Benefits: \$25 per month per member into a VEBA account

Unified Trades

Year 1: 1.5% + 1.8% (COLA)= 3.3%

Year 2: 2.5% + COLA

Year 3: 2.5% + COLA

Stipends: Rolling the clock hour stipends, employee stipend and longevity stipend into the salary schedule. Longevity will now start at the 19th year rather than 20th year. It will be increased each year by the bargained contract increases. All other stipends remain the same. See TA document for details.

Benefits: \$25 per month per member into a VEBA account

Custodial/Grounds/Warehouse

Year 1: 1.5% + 1.8% (COLA)= 3.3%

Year 2: 2.5% + COLA

Year 3: 2.5% + COLA

Stipends: Rolling the clothing/materials stipend and ESP training stipend into one stipend called Contract Incentive Stipend, paid in equal installments over 12 months. It will be increased each year by the bargained contract increases. SEE TA document for details. All other stipends remain the same.

Benefits: \$25 per month per member into a VEBA account

Educational Support Staff (ESS)

Year 1: 3% + 1.8% (COLA)= 4.8%

Year 2: 3% + COLA

Year 3: 3% + COLA

Paraeducators Differential: Employees in the following job titles shall receive an additional pay differential:

Sacred Heart, ADAPT, BI, DI, MHOH, ABLE, OI, Student, preschool and Itinerants

Amount of differential:

Year 1: 2.5%

Year 2: 3% in addition to year 1 (totaling 5.5% for year 2 just in the differential)

Year 3: 2.5% in addition to year 2 (totaling 8% in year three for the differential)

Stipends: Rolling the clothing/materials stipend, ESP training and certificate/license stipend into one stipend called Contract Incentive Stipend, paid in equal installments over 12 months. It will be increased each year by the bargained contract increases. SEE TA document for details. All other stipends remain the same.

Benefits: \$25 per month per member into a VEBA account

Calendar

- A. The adopted calendars are found in Appendix 2 of this Agreement. For classified staff with a work year less than twelve (12) months, refer to Dates of Employment information attached in Appendix of this Agreement.
- B. The Association and District Calendar shall follow the continuing calendar concepts as outlined below:
1. The ~~Wednesday and Thursday~~ Monday, Tuesday, and Wednesday before the first day of school shall be work days for certificated staff. Two (2) days will be directed by the principal or program and one (1) will be for a teacher work day. The order of these days shall be determined by the affected members in each building. For the 2016-2017 school year, only one (1) day before the first week of school will be directed by the principal or program.
 2. ~~The Friday before the first day of school shall be a non-work day for employees.~~
 3. ~~The first day of instruction shall be on the Tuesday between August 28 and September 3. If the first day of instruction would fall after Labor Day, the parties will come together to schedule the first day of instruction. The first day of instruction shall be the last Thursday in August. When not feasible, the parties will come together to schedule the first day.~~
 4. Veteran's Day, Labor Day, Veteran's Day (observed), Martin Luther King's Birthday, President's Day, and Memorial Day shall be non-student days.
 5. ~~The state designated curriculum day in October shall be a non-student, teacher work day, and is used for District Directed TRI time. For the 2015-16 school year, this day shall be Friday, October 9, 2015. The purpose of this day shall be TPEP training.~~
 6. ~~The second Monday in March shall be a non-student, non-work day during which the District may provide optional training. This day will be a designated snow make-up day. For the 2015-16 school year, this day shall be March 11, 2016.~~
 7. The day before Thanksgiving, Thanksgiving Day, and the day after Thanksgiving shall be non-student, non-working days. When not feasible, the parties will come together to schedule the break.
 8. Winter Break shall be two (2) weeks long and shall be inclusive of three (3) weekends. When not feasible, the parties will come together to schedule the break.
 9. Spring Break shall be the first full week of April. If not feasible, the parties will come together to schedule the break.
 10. Professional Learning Improvement days and Professional Peer Learning early release days will be designated in the attached calendars.
 11. The conference schedule is addressed in the parent teacher conference section.
 12. Semester Break day is designated in the attached calendars. This shall be a non-student day unless the day is needed for a Weather Make Up day, consistent with the order designated on the published calendar.
 13. The last day of the school year will be a half-day for students. It shall be a three (3) hour day for students. Special sites may have varying hours. Certificated employees may leave when the building is clear of students. Classified employees must work their assigned hours or take leave. End of year check-out may not interrupt instruction.
 14. Snow Days Weather make-up: If snow weather make-up days are necessary, they will be placed as follows used in the order designated on the published calendars.

SEE CALENDARS ATTACHED

Professional Peer Learning (PPL):

Professional Peer Learning is one hour and fifteen minutes on Friday (1.25), 12 times throughout the year. This is early release time. Students at the elementary level will leave at 1:45pm, at middle school at 2:15pm, and high

school at 1:15pm. Current contract language continues to exist which allows certificated employees to leave at the regular end of the student day.

For Certs: Professional Peer Learning is defined as time for educators to work with one another in order to support student learning. Participation in Professional Peer Learning time must be performed with other education professionals on activities determined by the employee. Participation in Professional Peer Learning time must be performed on District property.

Express will be open for students. See the TA document for details on this time.

For ESS staff: Professional Peer Learning Time (PPL) designated as early release student time that occurs inside of the employee's regular workday may be used by the employee for assigned job responsibilities. Employees may also plan and collaborate with each other or their certificated counterparts, provided such time does not result in overtime. Up to four (4) of the PPL sessions may be organized and facilitated by the applicable department. Beginning in 2017-2018, the departments shall notify employees by September 1 of any department directed PPL planned through December 31, and by January 1 for any department directed PPL planned for the balance of the year.

For Secretaries: There is no specific language added. If this is your work time, it just means students will not be there. You will do your normal work or collaborate in your building.

2016-2017 PPL dates are scheduled for the following: September 30, October 28, November 18, December 2, January 13, February 10, February 24, March 10, March 24, April 14, April 28, and May 19. Dates for the following years can be found on the calendars at the back of this packet.

Worker's Compensation

While not in the contract, the District has agreed to look into another third party administrator, other than Sedwick.

Bereavement

"Husband and wife" has been replaced with "spouse or domestic partner". Domestic partners must be registered with the State or the district must have an affidavit of Domestic Partnership already on file for benefit purposes.

Also we have added "grandparent-in-law" to the area for two days of bereavement.

Job Descriptions

Applies to CGW, NS, SEC/CL, ESS, and UT only

During the 2016-2017 school year, the leadership teams from SPS and SEA will review and update the job descriptions covered under each unit. These changes for most units should be done by August 31, 2017 and distributed to employees. It is understood that some of the units have so many job titles that this work may go into following years. As determined by the leadership teams, individuals employed in each job description may be invited to review and provide input. Changes will need to be approved by HR.

In 17-18, employees and supervisors will be reminded to review the job descriptions prior to their evaluation each year.

Overtime

Applies to CGW, NS, SEC/CL, ESS and UT only

All paid holidays during the employee's regular work schedule are considered time worked. Leave with pay during the employee's regular work schedule is not considered time worked for purposes of determining overtime eligibility.

