

Bargaining Update

Tentative Agreement

2-13-17

Union Business:

- *20 days + 10 if approved for ETA body- For teachers to attend conferences
- *Release time for ETA officers to attend association business
- *All days paid for by ETA
- *One release day a week for association president to tend to union business
- *All days paid for by ETA

Preparation Time:

- *Middle school will be provided 6 additional minimum days to be used for teacher prep on the Mondays before grades are due
- *Grades 1-5 to have 50 minute PE preps
- Exception of inclement weather
- 2 per week, minimum 60 per year
- *District to provide duty coverage for grades 1-8 recess and before school or after school (Principal and leadership team's discretion)
- *All special education teachers grades 1-8 will have a duty free day. Morning, recess and after school.
- Except for emergencies due to unforeseen circumstances
- *TK and Kinder to receive 2 prep days per year for planning and collaboration

New Law:

- *Agreed to adding language of 12 weeks parental leave (Baby Bonding Time). Mother or father may use sick days and/or go on sub differential pay instead of using FMLA

Class Size:

- *TK and Kinder to receive 2 prep days per year for planning and collaboration
- *First through third grade teachers will be provided a 3 hour aide, per week, if enrollment exceeds 26

***Fourth and fifth grade teachers will be provided 3 hour aide, per week, if enrollment exceeds 32**

***An additional aide may be requested if SDC enrollment exceeds 14.**

Benefits:

***Increase from \$13,400 to \$13,800**

***Employee benefits overpayment redistribution to current members who participated in plan year if a refund is given to ESD from an insurance company**

Salary:

***1.5% salary increase to the salary schedule retroactive to July 1, 2016**

***2% salary one-time payment based on new negotiated salary schedule**

***Hourly rate will be increased from \$37.50 to \$40**

***Elementary and Intermediate stipends will be increased from \$2,500 to \$3,000**

A “Tentative Agreement” means that this will need to be voted on and approved by both ETA and the ESD Board. If approved by both, the one-time pay plus the retro pay will be dispersed on the paycheck following the board meeting. All other items will be implemented in the 16-17 school year.

A timeline for voting is currently being worked on as well as a “town hall” style meeting to go over questions and clarifications.

***The next board meetings are 3-9-17 and 4-13-17**