

EEA Proposal	District Response
Length of Agreement - 2-year proposal	3-year proposal
COLA - 9% (24/25) & 9% (25/26)	4/18: COLA - 3% (24/25), 3% (25/26), 3% (26/27)
Elimination of PERS pickup - The District would roll our PERS pickup into the salary schedule for the benefit of Tier 3 retirees.	5/9 REJECTED
Insurance Contribution - NEW EEA - 4.5% increase in 24/25 and 4.5% increase in 25/26	4/18: \$30 increase each year of the contract, equivalent of about a 3% increase
Safety/Working Conditions - Increased health and safety in terms of the physical environment (ie. environmental concerns, workplace safety, and building air quality, etc) 5/9 - EEA requested a copy of the draft procedures the District claimed they have	5/9 REJECTED District responded that they have this all covered through draft procedures that are ready to be implemented
Sick Leave - Add two more sick leave days	5/9 - District rejects any increase in sick leave hours
Prep Time - Increase to 450 minutes for all three levels & increase daily portion to no less than 30 minutes, additional 30-minute block during the student day for elementary	4/18: Increase to 420 minutes for all three levels , daily portion remains at no less than 20 minutes, additional 30-minute block during the student day for elementary
Increased pay when assigned as a guest teacher or combining classes	5/9 - District claims this does not happen very often
194-day contract - 3-day increase to the work year 5/9 EEA Withdrew this proposal, kept the current 191-day contract	No Response
Specifying the breakdown of professional development and planning days and adding another contractual planning day	5/9 The District rejected this proposal citing that they had increased planning time with their prep time proposal
Transition Day for K, 6, & 9	5/9 REJECTED
Specifying a full-day mid-term grading day per semester, as well as guaranteeing a transition day after the first semester	5/9 REJECTED
Counselors - Proposed 10 additional work days per counselor at each high school and 5 at	5/9 - District proposed 6 additional days per comprehensive high school, no change to

the middle level	counselor days for ECCO Middle School Counselors per building increased by 2
Teacher Librarians/Media Specialists - Proposed 10 additional days allocated per teacher librarian per assigned school.	5/9 District proposed 4 additional work days for each elementary media specialist and no change in middle/high school
ELD teachers - Proposed three additional work days per ELD teacher	5/9 - District responded with 1 proposed day
Proposed per diem rate pay for IEP/504 meetings during planning days, prep time, or outside the workday	4/18: NO RESPONSE to our per diem proposal 4/18: Proposed eliminating release days for SSD and replacing them with a stipend
Case Management Periods would be a fully protected time	4/18: Proposed guaranteeing one case management period of the full schedule at the secondary level 5/9 District reiterated their previous stance
Proposed Class Size for all classrooms at all levels & Caseload Caps for all specialists	5/9 - District claimed this is permissive language, EEA responded with the assertion that it is a mandatory subject of bargaining
Proposed language around creating a safe learning environment for students	5/9 - District said this issue is already addressed through the Discipline Matrix and the Student Rights & Responsibilities Handbook & they claimed that they need District-wide data collection
Increase to affinity group pay at all levels & language adding more advisors if groups are over 30 students at elementary and 35 at secondary	5/9 - REJECTED
Increase to dual immersion stipend from \$2,500 to \$5,000	5/9 - REJECTED
Proposed ELD and bilingual pay differentials	5/9 - REJECTED
Proposed rolling in current EEA/4J MOA for Athletics	Countered with MOA language and rolled cheerleading and dance into athletics and wanted to roll back some standards.
5/9 - EEA rejected the District's offer on personal days	Proposed adding one personal leave day and allowing the accrual of a total of 4 days. This proposal comes with several stipulations: <ul style="list-style-type: none"> • Personal leave requests for less than 5 days must be made 48 hours in advance • Requests could be denied if

	<p>more than 10% of licensed employees in the district or in your building have requested a personal day</p> <ul style="list-style-type: none"> • Must request and receive supervisor approval
EEA NEW - Supervisor Pay increase from \$16.00 to \$35.00	Supervisor Pay increase from \$16.00 to \$18.00
5/9 - EEA Rejected this proposal	Proposed combining unpaid full-time and part-time leave, removing the ability to extend a part-time leave past one year
5/9 - EEA rejected this proposal and reiterated our belief that this compensation is crucial for both students and members	Proposed the elimination of IB Assessment compensation
4/18: EEA asked clarifying questions, including whether HS teachers would be exempt from supervising during the 10-minute passing periods for their break	4/18: Proposed the elimination of the morning break at the secondary level
5/9: Rejected their offer and remain firm on maintaining current posting rights	4/18: Proposed the elimination of the exclusive 5-day posting period for unit members & requirement to fill vacancies with a qualified unit member if at least 2 qualified members apply

Updated on 05/13/2024