

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.	No Response
Insurance Contribution - 5% increase in 24/25 and 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)	No Response
Sick Leave - Add two more sick leave days	No Response
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	No Response
194-day contract - 3-day increase to the work year	No Response
Specifying the breakdown of professional development and planning days and adding another contractual planning day	No Response
Transition Day for K, 6, & 9	No Response
Specifying a full-day mid-term grading day per semester, as well as guaranteeing a transition day after the first semester	No Response
Counselors - Proposed 10 additional work days per counselor at each high school and 5 at the middle level	No Response
Teacher Librarians/Media Specialists - Proposed 10 additional days allocated per	No Response

teacher librarian per assigned school.	
ELD teachers - Proposed three additional work days per ELD teacher	No Response
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
Proposed Class Size for all classrooms at all levels & Caseload Caps for all specialists	No Response
Proposed language around creating a safe learning environment for students	No Response
Increase to affinity group pay at all levels & language adding more advisors if groups are over 30 students at elementary and 35 at secondary	No Response
Increase to dual immersion stipend from \$2,500 to \$5,000	No Response
Proposed ELD and bilingual pay differentials	No Response
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.
4/18: EEA asked clarifying questions	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 more than 10% of licensed employees in the district or in your building have requested a personal day • Must request and receive supervisor approval
Supervisor Pay increase from \$16.00 to \$40.00	Supervisor Pay increase from \$16.00 to \$18.00

4/18: EEA asked clarifying questions	Proposed combining unpaid full-time and part-time leave, removing the ability to extend a part-time leave past one year
EEA believes 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
EEA will respond at the next session	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 04/19/2024