

# Teacher Bargaining

## Our Proposals

**#1: Collaborating to Seek Full Funding for Racially Equitable Schools** *Discussions Occuring - District agreed to drop Q Comp*

**#2: Education for the Whole Child**

*Discussions Occuring*

- Student Mental Health Supports
- Other Licensed Staffing
- Supporting English Learners
- Supporting Special Education Student Learning
- Teacher Basic Contract Year and Teacher Day
- National Board Certification
- Recess

**#3 Family Engagement** *Discussions Occuring*

- Academic Parent Teacher Teams *Tentative Agreement*
- Community Schools

**#4: Smaller Classes** *Discussions Occuring*

- Class Size Limits
- ~~Adequate Facilities~~ *Dropped*

**#5: Teaching Not Testing** *Discussions Occuring*

**#6: Racial Equity and Social Justice**

*Discussions Occuring*

- Access to School Lunches *Tentative Agreement*
- Restorative Practices
- Responsible Banking and Contracting
- Tiered Licenses

**#7: High Quality Professional Development** *Discussions Occuring*

- ~~Access to Teacher Growth Opportunities~~ *Dropped*
- Teacher Professional Development
- Teacher Academic Freedom

**#8: Access to Preschool** *No Response*

**#9: Attracting and Retaining High Quality Educators Through Adequate Compensation and Benefits** *No New Counter*

- Wages, Hourly Rates, Extra Curricular Rates, Summer School Pay, Health Insurance, 403(b) Improvements
- Paid Parental Leave

**#10: Proposals to Improve Teaching and Learning Conditions** *Discussions Occuring*

- Adult Basic Education Staffing
- Dual Immersion Teachers *Tentative Agreement*
- Regular Education Report Cards for Students Who Receive Special Education Services
- Union Business Leave
- Elementary Specialists
- ~~Election Judges~~ *Dropped*, Staff Meeting
- Conflicts *Tentative Agreement*, Protection from Injury *Dropped*

## District Proposals

**#1: ~~Time for Learning, Access, and Opportunity:~~** 40 Hour Defined Work Week and Added Principal Meetings *Dropped.*

**#2: ~~Class Size:~~** The district's original Class Size Proposal would only apply the contract's class size language to schools that are at 95% of the total enrollment capacity. If this proposal were accepted 29 schools would immediately lose their class size language. *Discussions Occuring - The district's current counter would only provide for class size language for classes in certain subjects.*

**#3: ~~Licensure Requirements for Teachers~~** *Tentative Agreement*

**#4: ~~Alternate School Calendar:~~** Affects employees working in non-public schools. *Tentative Agreement*

**#5: ~~To Address Teacher Performance:~~** A teacher can be placed on a performance improvement plan with only one domain being below standard on their evaluation, making it easier for the district to fire teachers.

**#6: ~~Reduction of Union Business Leave:~~** The district has proposed completely removing SPFT's union leave time. Right now, our contract allows for a total of 200 union leave days paid for by SPFT. This proposal would eliminate member's ability to participate in these activities and limit our power. *Discussions Occuring - The district has agreed to combine business leave for all three units, but they want to reduce the total number of days AND require SPFT to use business leave during negotiations.*

**#7: ~~Equal Paychecks~~**

**#8: ~~To Address Medicare Changes~~**

## Educational Assistant Bargaining

### Our Proposals

- #1: Collaborating to Seek Full Funding for Racially Equitable Schools *See Response at Teacher Table*
- #2: Responsible Banking *See Response at Teacher Table*
- #3: Substitutes *Discussions Occuring*
- #4: School Lunches *See Teacher Table*
- #5: Special Education *Discussions Occuring*
- #6: School-Related Injuries *Dropped*
- #7: Sick Leave Bank *Tentative Agreement - District will make forms available for donation at retirement*
- #8: Insurance Benefits *No Counter*
- #9: Vacation *No Counter*
- #10: Work Day and Year *Discussions Occuring*
- #11: Basic Rates of Pay: Longevity *No Counter*
- #12: Wages *No Counter*
- #13: Federation Rights *Discussions Occuring*
- #14: Interpreting and Planning Time *Discussions Occuring*

### District Proposals

- #1: Federation Rights *Discussions Occuring*
- #2: Work Day and Year *Discussions Occuring*
- #3: ~~Compensatory Leave~~ *Dropped*
- #4: Insurance Benefits
- #5: Probation *Tentative Agreement*
- #6: MOU: Interview and Selection *Discussions Occuring*
- #7: Temporary Reassignment *Discussions Occuring*
- #8: Discussion: Seniority Groups *Tentative Agreement - Discussion to occur at Labor Management Committee*
- #9: Wages - 1% & 1% *No Counter*

## School and Community Service Professionals Bargaining

### Our Proposals

- #1: Collaborating to Seek Full Funding for Racially Equitable Schools *See response at teacher table*
- #2: Additional Mental Health Supports *No Counter*
- #3: Restorative Practice Leads *Discussions Occuring*
- #4: Equal Paychecks *Discussions Occuring*
- #5: Union Leave *Discussions Occuring*
- #6: Summer School Hiring *Tentative Agreement*
- #7: Vacation *Tentative Agreement*
- #8: Cultural/Religious Observance *Discussions Occuring*
- #9: Professional Development *Discussions Occuring*
- #10: Paperwork Days *Moved to Excess Hours*
- #11: Health Insurance *No Counter*
- #12: Wages *No Counter*
- #13: Multilingual Student Supports *No Counter*
- #14: ~~Family Engagement Budget~~ *Dropped*
- #15: Excess Hours Stipend *Discussions Occuring*
- #16: 403(b) Match *Discussions Occuring*
- #17: Paid Parental Leave *No Counter*
- #18: Facilities Safety *Tentative Agreement*

### District Proposals

- #1: ~~\$.50/month charge for union dues deduction~~ *Dropped*
- #2: ~~Require people moved within the SCSP to serve a new probationary year~~ *Dropped*