On Thursday 10/12/23 the SPFE Bargaining Team met with SPPS District Management to present our proposals for insurance and educator retention. In total, SPFE passed 9 proposals to SPPS.

Our proposals provide a concrete plan for retaining educators in our district. We know that our students and school communities benefit when our staffing is stable and reflects our student population.

**EA Proposals**
- Winter and Spring Break Pay: Our EAs need to be compensated for these days.
- MLL EAs: Adding an additional 2.5 hours per week

**SCSP Proposals**
- MEA: Designates the October Professional Development days as paid days off
- SCSP Seniority: Gives seniority credit for when EAs move into the SCSP unit

**Health Insurance Proposal Highlights**
- Moves to a percentage based model for contributions to health insurance and core benefits. This change would place the burden of increases to premiums to both the district and the employee.
- **Automatic** re-enrollment in benefits selection if members are not making a change for upcoming year.
- **Direct** HSA Contributions to an HSA for employees opting into an HSA Health Plan

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Mentorship Proposal

“Our vision is that each new educator will be matched with a highly trained mentor that can support their social emotional and professional needs and, where possible, share affinity that can enhance a new educator’s sense of connection to the district.”

Casey Ulrich, SPFE Member and New Educator Support TOSA

The SPFE Mentorship Proposal will provide a mentor for each first year teacher in SPPS. It also will provide compensation for mentors and sub days for mentees.

SPPS Proposals and Presentation

- SPPS presented a financial presentation based on budget projections from June 2023.
- SPPS passed a wage and health insurance premium contribution proposal for each unit.
- For Licensed Staff: For Year 1: 1% or 2% raise depending on step and lane. For year 2: 1.5% for all steps/lanes.
- For EA: SPPS proposed a 3 year package. For year 1: 1.5% raise. For year 2: 1.5% raise. For year 3: 1.25%.
- For SCSP: SPPS proposed a 3 year package. For year 1: 1% raise. For year 2: 1.5% raise. For year 3: 1.25%.
- For EA and SCSP, SPPS is proposing a 3 year contract. This breaks apart our ability bargain together.

SPFE is preparing a robust wage counter proposal for all units.

Next Open Bargaining Session: Thursday October 26, 2023
Location: SPFE Office (23 Empire Drive), 4:30pm

On 10/26, SPFE will present our Common Good Proposals. These include a proposal for Site Councils, Full-Service Community Schools, Mental Health Teams, LGBTQIA+, Critical Ethnic Studies and DHH Itinerant.

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