On Thursday 11/2/23 the SPFE Bargaining Team met with SPPS District Management to present our proposals for wages and longevity pay, dual language immersion, SPFE/SPPS professional development, 8/2 Secondary Schedule and a few smaller items.

We had over 100 members, parents and students attend! It was hopeful and powerful to see our audience engaged with our proposals. Shoutout to all the sites who attended bargaining for the first time this year!

**SPFE Wage Proposal**

SPFE’s proposal for wages is the same across all three bargaining units. For year 1, SPFE proposed a $7,500 wage increase for everyone.

- Licensed and SCSP: $7,500 is added to all cells.
- EA: $5.43 per hour added to all cells

For year 2, SPFE proposed a **7.5% raise to all cells on all salary scales for all three bargaining units.**

**SPFE Longevity Proposal**

SPFE believes that one way to recognize and respect members who choose to stay in SPPS for their educational career is through longevity pay. Our proposal includes a dramatic increase the dollar amount of longevity pay and for it to begin significantly sooner.

Longevity pay would begin in the 10th year of employment with SPPS, and increase every 5 years until year 30. See next page for amounts per year per bargaining unit.

www.spfe28.org
**Dual Language Immersion Proposal**

“It is important that the additional qualifications, time, and effort that DLI educators bring to the classroom are acknowledged, respected and properly compensated. This contract language seeks to do just that. We look forward to the incredible work we can do in partnership on behalf of all our pre-k through 12th grade Dual Language Immersion students.”

*Nicki Nolen, SPFE Bargaining Team Member and Adams Spanish Immersion Teacher*

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**Longevity Pay: Proposal Breakdown by Bargaining Unit**

<table>
<thead>
<tr>
<th>Years of Service in SPPS</th>
<th>10 yrs</th>
<th>15 yrs</th>
<th>20 yrs</th>
<th>25 yrs</th>
<th>30 yrs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Educational Assistants</td>
<td>$1.15</td>
<td>$2.30</td>
<td>$3.45</td>
<td>$4.60</td>
<td>$5.75</td>
</tr>
<tr>
<td>完成的年数</td>
<td>$1,300</td>
<td>$2,600</td>
<td>$3,900</td>
<td>$5,200</td>
<td>$6,500</td>
</tr>
</tbody>
</table>

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SPPS presented a proposal for an 8 hour work day for licensed staff, along with changes to bus pay for EAs and the married couple benefit for health insurance for Licensed and SCSPs. SPFE is working on clarifying the immediate impact of these proposals (bus pay and married couple benefit). More information will be communicated to Stewards and CAT in the next few days.

Next Open Bargaining Session: Thursday November 16, 2023  
Location: SPFE (23 Empire Drive), 4:30pm