

SEA Board of Directors recommends a YES vote on this agreement at Saturday's membership meeting.

Summary of Tentative Agreement for Certificated, SAEOP and Paraprofessional Contracts for 2018-19

<p>Compensation</p>	<p>10.5% raise for all hourly employees: Paraprofessionals, SAEOPs and substitutes</p> <p>10.5% increase on every cell of the Certificated salary schedule (i.e. on your full 2017-18 Base +TRI)</p> <p>Certificated salary is still comprised of Base pay, 5 days of TRI (4 before school plus the October PD day), a Responsibility/Incentive Contract, and Tech Pay. One hour weekly collaboration pay included in base (had been paid on base for secondary and as a separate stipend for elementary, that's why we had two different schedules. The 10.5% increase is completely on top of that amount.)</p> <p>The share of each element has changed, though, because the state has limited how much can be spent from the levy:</p> <ul style="list-style-type: none"> • Base Pay is up due to more state funding. Drives a higher per diem rate. • 5 contract days: increased because each day is paid at a higher rate because your per diem is now higher. • Responsibility/Incentive: much lower now because most of it was moved to base, which is good because now you have a higher per diem and future raises will be on a larger base. • Tech time: Larger. Now you can earn 32 hours of pay for work you are likely already doing to learn and incorporate technology into your practice. Requires a simple sign off. Bellevue and Lake Washington and many other districts have similarly increased this amount, since it can be funded from the capital budget and is not restricted like the Maintenance and Operations levy. <p>Stipends and flat rates held constant at 2017-18 level.</p>
<p>Personal and Parental Leave</p>	<ul style="list-style-type: none"> • Five days of paid parental leave: birth of a child or becoming primary caregiver of a minor child (foster, guardianship, emergency). This is a better standard than was achieved in Shoreline recently, where the leave does not cover becoming a primary caregiver for a child (such as a grandchild, for example). • Two additional personal days beginning next school year for a total of four (2019-20) (i.e. of your 12 sick days, 4 can be used as personal leave) • Note: We already have 10 paid days for adopting a child (often there is time off needed prior to the actual adoption placement). • Note: New state law gives you full access to your sick leave for parental leave, not just for disability related to pregnancy
<p>Paraprofessional Professional Growth</p>	<ul style="list-style-type: none"> • Add \$40,000 to current funds used to incentivize professional development among paraprofessionals. SEA and SPS will jointly determine how to utilize these funds in alignment with any professional development redesign agreed to by the parties. • Intensive onboarding training for new Parapro working in special ed to be jointly developed and launched in spring of 2019 • SEA and SPS will convene a committee on paid time in 2018-19 to design mentorship and onboarding programs for SAEOPs and Paraprofessionals beginning in the 2019-20 school year. At least \$50,000 will be committed to program implementation for the 2018-19 and '19-20 school year. Note: this will expand mentorship beyond current program which only supports members on improvement plans. • The Substitute, SAEOP and Paraprofessional Advisory Committee of the SEA Professional Development Steering Committee, or appropriate other subcommittees, will convene on paid time in 2018-19 in order to re-evaluate and redesign professional development

	offerings as warranted to meet identified needs, including supporting staff in meeting the new paraeducator requirements and supporting SAEOP members in obtaining PSP certificates.
SAEOP Professional Growth	<ul style="list-style-type: none"> • Compensation for each certificate increased from \$40 per month to \$55 per month • New SAEOPs will be provided with assistance from a retired SAEOP during first weeks on the job depending on availability • SEA and SPS will convene a committee on paid time in 2018-19 to design mentorship and onboarding programs for SAEOPs and Paraprofessionals beginning in the 2019-20 school year. At least \$50,000 will be committed to program implementation for the 2018-19 and '19-20 school year. Note: this will expand mentorship beyond current program which only supports members on improvement plans. • The Substitute, SAEOP and Paraprofessional Advisory Committee of the SEA Professional Development Steering Committee, or appropriate other subcommittees, will convene on paid time in 2018-19 in order to re-evaluate and redesign professional development offerings as warranted to meet identified needs, including supporting staff in meeting the new paraeducator requirements and supporting SAEOP members in obtaining PSP certificates.
Racial Equity	<ul style="list-style-type: none"> • At least ten more Racial Equity Teams will be added • Adds five Saturday RET Institutes to contract, codesigned between SEA Center for Race and Equity and SPS Department for Racial Equity Advancement (DREA) • Racial Equity Analysis Tool adapted for use by BLTs in CSIP, Budget and PD • Where a school has an RET, at least one member will be on BLT • Joint Committee created within 90 days to explore how to best support the highest needs schools and students, including reviewing strategies such as Community Schools, Restorative Justice, recommendations from the African American Male Advisory Committee, and Flight Schools, and making recommendations by end of the 2019-20 school year. • Commitment to continue expanding training in implicit bias
Counselors	<ul style="list-style-type: none"> • Ratio for secondary counselors is lowered to 375:1. “Secondary <u>School Counselors are assigned on a ratio of approximately 400:1. will be allocated at a ratio of 375:1. Allocations will be based on AAFTE and rounded to the nearest .2 FTE.</u>” (AAFTE is current practice) • RCW reference added for school social workers
Nurses	<ul style="list-style-type: none"> • Prep days per site increased from 3 to 5 and now able to use during the year and not just before the school year. • Five additional nurses will be added (consistent with SEA’s interpretation of current contract) • Cell phone provided for student health tracking if requested.
ESAs	<ul style="list-style-type: none"> • Special ED (plus nurse) ESA Committee of team leads and other members to review and potentially redesign professional supports • IEP pay raised to \$2500 stipend (replaces the 30 hours) • Records will be audited to ensure all ESAs are properly credited for prior experience in alignment with state law. Some ESAs have not been receiving full credit for prior work. • SEA and SPS will meet to plan roll out of new assistive technology resources and training funded by the new Capital levy
Union rights	<ul style="list-style-type: none"> • SEA given a full hour at new hire orientation (Currently 30 min) • Non-union jobs in SPS will be reviewed and moved into our SAEOP and Paraprofessional units if they are found to share a community of interest. • Language related to agency fee eliminated from the contract.

Certificated Professional Growth	<ul style="list-style-type: none"> Beginning in 19-20, all new provisional teachers (P2 and P3) eligible for 32 hours professional growth (<i>Skillful Teacher</i> courses) CLTs selected according to established hiring processes Master Career Ladder Teacher phased out at end of current members' terms (Career Ladder teachers will all be paid the same going forward)
Certificated Peer Assistance and Review	<ul style="list-style-type: none"> STAR Consulting Teachers and Evaluation Support Consulting Teachers merged as Consulting Teachers. Create a PAR Panel of 8 teachers and 8 principals to review all TPEP evaluations below proficient (for continuing teachers) or below performance schedule (for provisional teachers) and make appropriate recommendations for support or non-renewal to superintendent. Previously such recommendations were only made by HR with input from principals. Teachers retain all previous due process (grievance and statutory) rights.
Special Education	<ul style="list-style-type: none"> Overage pay from start of school year Overage for case managing additional students due to vacancies Pre K medically fragile ratio of 6:1:2, same other med frag Limit use of special ed IAs for general ed duty IEP pay raised to \$2500 stipend (replaces the 30 hours) ASL interpreter pay increase (exact amount TBD via Class &Comp process) Special ed paras will receive additional training and a 6% pay premium to serve in relief pool to meet needs around the District Two days of riser process time funded by special ed for teachers of intensive classes Special Ed Joint Labor Management Committee recognized in contract, along with Pre K and a Deaf and Hard of Hearing Subcommittees Convert 20 secondary SM2 classes (9:1:1) to Focus ratio (10:1:2) Special ed certificated professional development fund of up to \$50K
Transfers	<ul style="list-style-type: none"> After August 1st, transfers with agreement of principal. This addresses an equity concern: Title I schools are left without teachers to start school year at a disproportionate rate. Transfers to central office career ladder positions: can be held for 60 days if no replacement is available, but stipend begins immediately. Contracts: assumed accepted, not rejected, if not received back to HR.
Substitutes	<ul style="list-style-type: none"> NEW Healthcare Advances: <ul style="list-style-type: none"> Benefits begin after 45 days in an assignment instead of 60 days for certs and classified. There are many 45 day parapro sub assignments that don't go 60 days and parapro subs are the most likely to need healthcare (fewer are on medicare than other subs). Subbing in the same school, even in different assignments, will qualify you for healthcare after 45 days. While this is not everything we wanted, it is the only way for a daily sub to get healthcare in the state of Washington. Sick leave accrual equity: 1 day per 20 days for subs who work 90 days or more (versus 1:40 under new state law for subs) Parity in sick leave accrual for classified and certificated subs when they take long term positions. At their request, hiring teams may consider a substitute in Phase 1 hiring. Often we have great subs filling positions that schools want to keep in a position, but they must wait until phase 3 to be considered. Senior subs will have exclusive access for 48 hours for newly posted jobs, but they are open to all subs for last 48 hours. Polling of senior subs by the SEA Substitute Association indicated they overwhelmingly supported this. It will cut down on jobs that senior subs don't want not being advertised to other subs and therefore going unfilled.

	<ul style="list-style-type: none"> SEA and SPS, through the substitute professional development committee will collaborate to design effective onboarding for substitutes, and to develop and plan professional development, training, and orientation of substitutes aligned to District goals and address racial equity, including: <ul style="list-style-type: none"> Summer paid professional development day for substitutes Half day paid orientation training for new substitutes (new cost). A one-hour training will be jointly developed and launched by October 1, 2018.
Librarians	<ul style="list-style-type: none"> SEA and SPS agree to establish a committee of staff and parents to explore and make recommendations on how funding of libraries and librarians could be distributed equitably throughout the district.
Language Immersion	<ul style="list-style-type: none"> Establish an SEA SPS Dual Language/Language Immersion Program Committee with SEA representatives from each school to address equity issues and resource issues in these programs.
Contract Duration and Extension	<ul style="list-style-type: none"> One year contract expires August 31, 2018. Current contract extended through Sunday September 9th. All pay increases and other contractual terms retroactive.
Early Release	<ul style="list-style-type: none"> Same as 2017-18 except that green days, instead of being common planning time or tech time, are now for “common planning time dedicated to eliminating opportunity gaps. Educators will collaboratively analyze disproportionality within their grade level, department or school. Disproportionality could be related to academics, access to advanced learning or enrichment opportunities, over-identification of students of color in SPED, disproportionality in discipline etc. Educators will work together to analyze individual, institutional and structural racism that may be contributing to the school wide disproportionality and make plans to redesign instruction or supports/interventions that will address disproportionality.”
Start of School day clarification	<ul style="list-style-type: none"> “At the start of school bell (7:55 in most cases for elementary), the certificated teacher is welcoming students, beginning instruction, or at the playground/courtyard in front of students greeting and welcoming them into the classrooms. Secondary teachers are in the class beginning instruction at that schools start time.” This clarification favorably resolves the grievance we filed on this issue in 2017.