



What's at stake – SEA 2022 Bargaining

Our #SEASTRONG vision is for a Seattle Public Schools that invests in the future; SPS' proposals nickel and dime our students. We are bargaining for a district that reflects [our values](#).

Our priorities:

1. Supports for students in Special Education and Multilingual Education, for students in the schools with highest needs, and for interpretation and translation
2. Workload, caseload, class sizes and control over our work to prevent educators from burnout
3. Respectful, competitive pay so that educators can live in the community where we work

Student Supports	SEA Proposal	SPS Proposal
Special Education	<ul style="list-style-type: none"> • Maintains and improves staffing ratios, adding Instructional Assistant support for a transition to a more inclusionary model 	<ul style="list-style-type: none"> • Grants unilateral authority to create an inclusion model with no input from staff or parents • Eliminates staffing ratios which will result in adding more workload to general education and special education teachers
Multilingual Education	<ul style="list-style-type: none"> • Maintains the staffing ratios to meet the needs of multilingual students served in the neighborhood schools • Forms a parent, educator, and district task force to promote collaboration and make recommendations to improve Multilingual service delivery model to make it more inclusionary 	<ul style="list-style-type: none"> • Cuts staffing ratios (reducing certificated and classified staffing across all schools) • Makes general education teachers more responsible for Multilingual supports with less Multilingual staffing
Interpretation and translation	<ul style="list-style-type: none"> • Provides interpretation during IEP and 504 meetings and translation of legal documents 	<ul style="list-style-type: none"> • No improvements
Library funding	<ul style="list-style-type: none"> • Allocates per-student state funding directly to school libraries for materials 	<ul style="list-style-type: none"> • Continues to keep the funds centralized and maintain control over disbursement of the funds

Health and safety	<ul style="list-style-type: none"> • Maintains air quality standards, access to PPE, and communication on district protocol for outbreak response 	<ul style="list-style-type: none"> • Does only what is required of DOH and makes no further commitment in writing
Counselors, Social Workers	<ul style="list-style-type: none"> • Ensures that every elementary school has Social-Emotional Learning supports including at least 0.5 FTE of school social worker or counselor • Creates a 504 Coordinator stipend and adding protection that no staff can be assigned to be the 504 Coordinator 	<ul style="list-style-type: none"> • No improvements
Nurses	<ul style="list-style-type: none"> • Adds FTE to relieve nurses at schools with higher-than-average workload and give Program Leadership Teams more decision-making power. 	<ul style="list-style-type: none"> • No improvements
Workload	SEA Proposal	SPS Proposal
Early release time	<ul style="list-style-type: none"> • Protects educator-directed time on “yellow” days and gives more autonomy to office professionals 	<ul style="list-style-type: none"> • Reduces the number of “yellow” educator-direct days and increases “purple” administrator-directed days
Paraprofessionals	<ul style="list-style-type: none"> • Gives Family support workers adequate time to address needs of students and parents/guardians • Removes teacher input from paraprofessional staff evaluations • Ensures paraprofessionals each have a laptop to do their work 	<ul style="list-style-type: none"> • No improvements
SAEOPs	<ul style="list-style-type: none"> • Creates additional days for Office Professionals to finalizing grades and closing school 	<ul style="list-style-type: none"> • No improvements
Substitutes	<ul style="list-style-type: none"> • Assigns building-based subs in the schools with the highest needs • Gives classified subs same leave benefits as cert subs 	<ul style="list-style-type: none"> • No improvements
Class sizes & preps	<ul style="list-style-type: none"> • Caps class sizes for secondary non-core classes to bring parity with core classes • Adds clarity about the process if a school adopts an advisory schedule • Caps the number of elementary specialist class sections 	<ul style="list-style-type: none"> • No improvements
Building Safety Team	<ul style="list-style-type: none"> • Maintains compensation for Building Safety Team members to complete the work of emergency preparedness and response. 	<ul style="list-style-type: none"> • No offer of any compensation/refuses to continue the Health & Safety MOU language of the past two years

Compensation & Respect	SEA Proposal	SPS Proposal
Classified	<ul style="list-style-type: none"> Increases hourly wages across-the-board (raising the base salary) by a set dollar amount above the 5.5% state-funded Cost of Living Adjustment (COLA) for 2022-23, with percentage raises in each of the following two years above the state-funded COLA 	<ul style="list-style-type: none"> Sets significantly smaller percentage-based raises plus one-time bonuses.
Certificated	<ul style="list-style-type: none"> Secures a percentage raise above the 5.5% the state funded COLA for 2022-23 with percentage raises in each of the following two years above the state-funded COLA 	<ul style="list-style-type: none"> Sets significantly smaller percentage-based raises.
Substitutes	<ul style="list-style-type: none"> Adds incentive pay to attract and retain subs in SPS, especially on hard to fill days of the week 	<ul style="list-style-type: none"> No improvements
Extra time	<ul style="list-style-type: none"> Pays for extra time attending IEP and 504 meetings outside of the contractual workday 	<ul style="list-style-type: none"> No improvements
Sub Unavailability Funds	<ul style="list-style-type: none"> Ensures that buildings' budgets are not impacted by unfilled sub positions so that educators can afford to buy supplies and copy paper 	<ul style="list-style-type: none"> Penalizes school budgets when staff don't call in for a sub at least one hour before start time Keeps sub reimbursement funds and does not allow any rollover from year to year
Leave	<ul style="list-style-type: none"> Protects educators' rights to take personal days when needed 	<ul style="list-style-type: none"> Prohibits use of personal leave on days before or after scheduled breaks, weekends, and other district-designated days of the year
Workplace safety	<ul style="list-style-type: none"> In the absence of a Harassment, Intimidation, and Bullying policy for staff, creates a pathway rooted in restorative justice for staff to resolve workplace issues that are not contract violations, but are personnel-related. 	<ul style="list-style-type: none"> Takes away our HIB policy and replacing it with a "civility policy." Refuses to use restorative justice or third party mediation for resolution.