

Seattle Education Association Tentative agreement Summary

3 Year Contract: September 1, 2022- August 31, 2025

SALARY SUMMARY	
Certificated	Classified (Paraprofessionals and SAEOPs)
Year 1 (2022 – 2023) 7.0% inclusive of IPD	Year 1 (2022 – 2023) 7.0% inclusive of IPD +\$1,500 One Time Incentive Bonus (paid in December)
Year 2 (2023 – 2024): 4% or IPD, whichever is greater	
Year 3 (2024 – 2025): 3% or IPD, whichever is greater	

***IPD = Implicit Price Deflator is a measure of inflation**

Substitute Salary: Annual salary increases in alignment with the certificated and classified salary schedules.

Certificated: Extra-Curricular Hours and Stipends - one-time increase of 5.5% effective 09/01/2022.

All Collective Bargaining Agreements (CBA)

Article I - Community Engagement: Certificated (Sec. D), Classified (Sec. E)

- SPS will follow the school board process for input from community and all labor groups. Annually, SPS will request feedback from the community regarding religion and religious accommodations and incorporate this information into school calendar development.

Article II - Partnership Committee & Structure: Certificated/Classified (Sec A)

- ½ day release for SEA members to participate in Partnership Committee meetings.
- In 2023-2024, a 1.0 FTE Racial Equity Advancement Specialist will be added to the DREA Racial Equity Team.
- Maintain Central Public Health Coordination team through June 30, 2023 (came from MOU).

- For the duration of the contract, each school will have a Building Safety Team. SEA representatives on the BST will be allotted a team stipend/extra time in the amount of \$2000 annually.

Professional Development: Certificated (Sec. B/Art IV-Sec. E), Classified (Sec. B)

- One contractual (TRI) 8-hour day (instead of two days) will provide staff with building-based PD to collaborate with each other to support the achievement of CSIP and SPS’s Strategic Plan.
- Two (2) SPS-directed contractual PD days. SPS may choose to provide flexibility on the use of all or part of either of these days. The October State In-Service Day will be an SPS-directed day with content either directed and/or designed by the district with **a focus on inclusion**.

Article III – Rights and Responsibilities

Mediation Certificated (Art. III – Sec. I), Classified (Art. III – Sec. J)

- Addressing Toxicity and Racism in the Workplace: The Wellness Manager and the Restorative Justice Coordinator will come out to buildings to work with SEA representatives to assess and develop restorative justice strategies to address low-level conflict between members of staff within the building.

SEA represented staff may use the Restorative Justice practice above as an informal problem-solving process prior to initiating the grievance.

Safety and Security

- **Section N:** Current contract language around program CIT/STAT/Risk Assessments/Weapons and consequences removed. **Addition of student-centered language to promote and support positive behavior change to minimize the use of exclusionary practices.**
- Addition of Health and Safety – SPS will follow current health and safety requirements from state, local and federal agencies– ensuring fresh air supply, filtration, and circulation in school district buildings. SPS will ensure transparency to employees and the public of the Continuity of Operations Plan (COOP), making it public upon request. SPS will maintain updated FAQs regarding health and public health emergencies.
- Continuation of Protected Health Care Room: SEA represented members will not be expected or compelled to supervise the hourly staff who work in the protected health care room (comes from MOU).

Whistleblower Language: Certificated (Sec. I), Classified (Sec. K)

- Protection from retaliation against any member for providing information in good faith.

Direct Deposit: Certificated (Art IV – Sec. I.5), Paraprofessional (Art. IX – Sec. F), SAEOP (Art. IX– G)

- Members may elect either electronic bank deposit or electronic pay card. SPS will support staff transitioning to electronic pay cards during 2022-2023 school year.

Personal Leave: Certificated (Art. VI - Sec. A), Classified (Art. VIII – Sec. A)

- Personal leave will not be used for regularly shortening the workweek, regularly extending a break, regularly attending classes to pursue advanced degrees, internships, activities or responsibilities related to an outside business, other employment.
- The supervisor may request a conference with the member if they are concerned about the member's personal leave usage. If the member's absences continue, the supervisor may require that the member provide documentation for future personal leave absences.

Transit Passes: Certificated (Art VII – Sec. G), Paraprofessional (Art. XI – Sec. H), SAEOP (Art. IX – Sec. I)

- Members may purchase **discounted** ORCA passes from SPS.

Translation Services Access: Certificated (Art. IX – New Section T), Paraprofessional (Art. IV – new section F), SAEOP (Art. IV– New Section D)

- SPS commits to maintaining accessible translation and interpretation services for families and staff. SPS will create a process for educators to provide input on the efficiency of the services. Interpreters and translators will receive training. Per family preference, meetings may be held virtually, in-person, or a hybrid of virtual and in-person, for the purpose of increasing linguistic access and interpreter participation. If needed, staff will utilize the support of ML classified staff for meeting interpretation or translation.

Substitutes

Contract Parity: Certificated (Article V), Paraprofessional (Article IX. Section G), SAEOP (Article IX. Section H)

- Classified subs now have parity with Certificated subs for accruing sick leave and bereavement leave after 20 days in an assignment.
- Classified substitutes now have Senior Substitute status defined.
- When substitutes are hired to proctor tests (on weekdays or weekends) and they are required to attend a training, they will be paid for both the training and time as proctor at the same pay rate.
- SEA and SPS will convene the Substitute Joint Labor Management Committee on a monthly basis and will be problem-solving forum for discussing substitutes issues (comes from MOU).
- Orientation and Training:
 1. Paid orientation training for new substitutes.
 2. SPS will provide one (1) hour paid mandatory training for all newly hired substitute educators to be completed prior to entering the jobsite.
 3. SPS will provide two (2) hours of mandatory training for all substitute educators who work five or more days annually. Training must be completed by October 31st or within 8 weeks of hire in the first year.
 4. SPS will provide 7 hours of required paid de-escalation training to all substitute educators that must be completed within the first two years of employment.

SAEOPs

Article IV – Employment Provisions

- **Section B – Evaluation** An employee may remain on the Focused Evaluation cycle for a period of five years (previously three years). All employees must receive a comprehensive evaluation at least once every six years (previously 4 years). Input from other classified and certificated staff will not be used in the evaluation
- **Section C – Workload Management**
 - SAEOPs now have access to a grievance process for Workload issues up to Step 3 with Step 3 addressed at the Superintendent level.
 - \$4000 per building for over/extra time or subs to support peak overload time.
- **Section G – SAEOP Mentoring Corps:** Maintain Classified Mentorship Committee from MOU for SAEOPs and Paraprofessionals. At least \$56,000 will be committed to program implementation for 2022-2023 school year.

Paraprofessionals

Side Letter of Agreement: Paraprofessionals will be provided laptops for performance of their duties.

Article II – Professional Development

Section F- Clock Hour Incentive replaces Professional Development Training Credit

Upon completion of the Fundamental Course of Study, General Certificate, and Advanced Certificate, SPS will provide incentive pay to Paraprofessionals:

General Certificate	Required 70 Clock Hours	\$600 annual yearly payment for five (5) years - not renewable. State requirement.
Advanced Certificate	75 Clock hours	\$700 annual yearly payment for five (5) years. Must be renewed every five (5) years and is eligible for incentive payment.

In order to earn the General Certificate, the Fundamental Course of Study (FCS) must first be completed. Certificates will be recorded with OSPI. SPS will allocate \$125,000 for 2022-2023 and \$150,000 for 2023-2024 and \$150,000 for 2024-25 for the incentives.

Article. IV – Employment Provisions

- **Section B - Evaluation:** An employee may remain on the Focused Evaluation cycle for a period of five years (previously three years). All employees must receive a comprehensive evaluation at least once every six years (previously 4 years). Input from other classified and certificated staff will not be used in the evaluation.
- **Section E - Family Support Workers:** School budgets will allocate a fund of \$2000 per school to schools with Family Support Workers for additional FSW time.
- **New Section F – 504 Coordinator:** Each school will have a 504 Coordinator. The 504 Coordinator may be a certificated or classified staff member who will support the writing and coordination of 504 plans. The 504 coordinator will be compensated at \$50 per completed initial 504 student evaluation.

Article IV – Section G.8: Teacher Leader Cadre

- Career Ladder Program changed name to Leadership Cadre Position: Teacher Leader Cadre (TLC) and Educator Leader Cadre (ESAs).
- TLC allotted 10 substitute days and ELC allotted 8 substitute days which may convert to extra time pay for semi-independent activities. SEA maintains central office career ladder positions.
- TLC and ELC positions include PD, mentoring and coaching, facilitators and special projects. PGES Consulting Teacher positions will be six (6) year positions.

Article VIII – Section F: Induction

- This new language came out of the PGES Joint Committee recommendations. Each school/program must have a building-based induction program that addresses the expectations in the induction standards from the OSPI. The district will **allocate a total of \$70,000** to pay SEA staff who participate in the Scope and Sequence and designing the induction program at the building/program level.

Article IX- Workday, Workload, Assignment, and Scheduling of Employees

- **Section A – Length of Workday:**
 - Travel time between sites will be included within the 7.5-hour work time.
 - Converted one collaboration (yellow) day to a principal directed (purple) day for each year of the contract to have focused PD on inclusion.
- **Section B – Employee Load:** Secondary teachers will not teach more than five (5) class periods per day without volunteering and being compensated for giving up their PCP time unless the school, through their site-based decision-making process, **adopts a schedule with seven (7) or eight (8)** class periods inclusive of advisory and completes a waiver annually. Waivers are necessary if the schedule exceeds teacher assignments of more than three (3) different curriculum course preparations in more than two (2) subject fields. **Small schools will submit a waiver** when a master schedule cannot be created that allows all students to take the courses necessary to be promoted to the next grade level and/or graduate.
- **Section D – Class-Size & Staffing Ratios:** The principal will consult with staff in departments offering non-core classes concerning these issues **prior to finalizing the master schedule**. When determining the safety of non-core classes, the Superintendent designee will consider the physical location, number of students, materials and equipment used by students.

- **Section E – Elementary Specialists:** Elementary Specialists will work with the principal to develop a schedule that includes a minimum of five (5) minutes of passing time between classes, excluding early release days.
- **Section F: Special Education Ratios, Relief, and Workload**
 - **Resource Services:** 2022-23 – IA added to K-5 (and K-5s within K-8s) Continuum Resource ratio, now 22:1:1. Resource Satellite Services remains at 18:1:1. 2023-24 – Continuum or Satellite labels sunset. All Resource Services K-12 will have a ratio of 22:1:1
 - **Access Services:** 2022-23 – No changes. 2023-24 – Access renamed Extended Resource and ratios remain the same (elementary 10:1:3, secondary 13:1:3).
 - **Social Emotional:** 2022-23 – No changes. 2023-24 – Social and Emotional renamed Extended Resource with the ratios of elementary 10:1:3, secondary 13:1:3.
 - **Extended Resource:** 2023-24 – Access and Social and Emotional will be renamed Extended Resource. Extended Resource will have the ratios of elementary 10:1:3, secondary 13:1:3 to support more inclusion.
 - **Focus Services:** MOU language for Focus Secondary put in contract. Focus Secondary 9:1:1 ratio. SPS will allocate the equivalent of an additional twenty (20) instructional assistants to secondary Focus classrooms (initially staffed at 9:1:1) in recognition of a continuum of student needs in secondary Focus settings. These IAs will be assigned no later than October 1 of each year.
 - **Preschool:** Maintained 10:1:2 IEP student ratio with language to add up 4 peer-models while maintaining a maximum 12:1:2 ratio with peer-models. Retained educator and community priority for peer-models before the district makes placement.
 - **Curriculum:** All Special education staff will have curricular guides and materials used in the general education classrooms.
 - **Flexible Staffing:** Greater decision making for the Special Education school teams (which includes Instructional Assistants and General Education teachers) to utilize staff across the building when enrollment and needs change. Allow for retention of staff in the school building when underages occur.
 - **Overages and Underages:** Resource Services – Certificated staff will be allocated in 1.0 FTE and .5 FTE. Underages – Preschool follow flexible staffing decision making process.
 - **Relief Committee:** Maintained the ability to request temporary support for complex emergent and unexpected needs. SEA now has a voice in the process of staffing adjustments. The Relief Committee (SPS and SEA) will review overages twice per month to expedite the process of adjusting staffing. Educators will need to complete a form (to be co-created by the Relief Committee) to notify the committee of an overage that triggers an adjustment in FTE per the overage chart.

- **Special Education Task Force:** 2022-25 – The Task Force will explore and create a workload calculator. 2023-25 – The Workload Calculator Tool will be used in a select number of schools while maintaining staffing ratios as defined in Article IX.F for the purpose of determining effectiveness in identifying staffing needs. Further use of the workload calculator is required to be bargained.
- **Section I – Kindergarten Instruction:** For the 2022-23 school year, all PreK-12 students will have the same start date. The Early Learning Department will assist teachers with developing strategies for providing family connections for PreK and Kindergarten.
- **Section J - Multilingual/DLI provisions:**
Multilingual Education Program (Bilingual changed to Multilingual)
 - For 2022-2025, SPS and SEA will establish a Joint Task Force for multilingual education and dual language immersion, consisting of representatives from our multilingual communities, SEA members and SPS to meet quarterly to improve inclusionary services and create more equitable language development programs for all. SEA participants will be given a full release day for each meeting.
 - Elementary English Learners Subject Matter specialist will receive a stipend based on the total number of employees (classified and certificated) working in the EL program at the school. Specialists are not eligible for multiple stipends.
 - The responsibility of WIDA coordination lies with the educator who accepts the position and stipend of State Test Coordination.
 - Moved all ML teaching programs to a collaborative teaching model.
 - Protected release time for collaboration and training; gained commitment for two job alike days to increase community and common vision of inclusive ML education.
 - **Onetime \$2000 incentive** for teachers working in SPS for three years and earning an English Language or Dual Language Endorsement to be paid in three installments at the end of the year.
 - **Onetime \$1000 incentive** for teaching having already worked in SPS for three years and currently holding an English Language or Dual Language endorsement.

Dual Language Program

- Committed to increasing communication and access to DL programs for students from partner language communities
- Increased PD opportunities for DL educators
- Committed to creating and delivering interdepartmental PD to support students with limited or interrupted formal education (SLIFE)
- Opportunity to pilot proposed new curriculums in DLI classrooms

- **Section K - School Counselors and Social Workers:**
 - Defined language to recognize the distinct (and overlapping) job roles for school counselors and social workers.
 - School counselors and school social workers will **not be required** to be 504 coordinators at their building. 504 coordination is considered an additional duty with compensation.
 - Addition of a .5 FTE Running Start Coordinator (SEA position based in central office).
 - For the duration of the contract, increased support for social/emotional learning and mental health at all levels K-12 based on the following allocations and/or ratios:
 - Tier 1 Elementary Schools allocated 1.0 FTE School Counselor or School Social Worker
 - Tier 2-4 Elementary Schools greater than or equal to 500 students allocated 1.0 FTE School Counselor or School Social Worker
 - Tier 2-4 Elementary Schools that have equal to or less than 499 students allocated 0.5 FTE School Counselor or School Social Worker
 - Tier 1 Secondary schools and K-8 schools allocated one school counselor for every 350 students (1:350) in addition to a .5 FTE school social worker
 - Tier 2-4 Secondary Schools and K-8 Schools allocated one school counselor for every 375 students (1:375) in addition to a .5 FTE school social worker

- **Section L – Educational Staff Associates:**
 - Speech Language Pathology (SLP) Ratio
 - 2022-2023, one SLP to **46** students
 - 2023-2025, one SLP to **44** students.

- **Section M – School Libraries:**
 - In 2022-23, SPS will make a **one-time \$50,000 allocation** for purchasing library materials for **Equity Tier 1 and Tier 2 schools' library building budgets**.
 - The Libraries Funding Committee will review the allocation and use of funds to ensure alignment with Board Policy No. 0030.
 - **SPS will allocate \$9.00 per student annually to the school building budget for library materials.** These funds will be a dedicated budget item in every school's budget.
 - The Library Funding Committee will oversee the allocation of school library funds to mitigate inequities in funding.

- **Section O – School Nurses:**
 - **Add 5.0 Certificated Nurse FTE for the 2023-24 school year.**
 - Strengthened protections from excessive workload via explicit empowerment of the PLT to monitor workloads for entire practice.

Article XI - Evaluation

- PAR Panel now composed of 7 SEA and 7 PASS reps instead of 6, rotationally balanced in cohorts. Evaluators are required to share feedback in a timely manner. Written documentation of any performance concerns is to be included in summative eval provided within five workdays of post observation. New Teachers in Year 1, Year 2, and Year 3 (new to profession) will automatically enter PAR when they are new to the district. Updated performance schedule for provisional certs – See the chart below
- The Performance Schedule for provisional teachers will be:

Years of Teachings/Certificated Experience (within or outside of SPS)	Provisional Teachers Minimum On-Schedule School	Non-classroom certificated members Minimum On-Schedule School
Year 1	18/32 (overall basic rating with no unsatisfactory criteria)	Proficient in one domain (with no unsatisfactory domain)
Year 2	20/32 (overall basic rating with no unsatisfactory criteria)	Proficient in two domains (with no unsatisfactory domain)
Year 3	22/32 (overall proficient rating with no unsatisfactory criteria)	Proficient in three domains (with no unsatisfactory criteria)
Year 4+	22/32 (overall proficient)	Overall proficient