

# 2023-24 Contract Ratification Meeting

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August 16, 2023

# Professional Educator Enrichment Responsibilities (PEER)

Professional duties also require participation and full engagement in responsibilities such as:

- Evaluating student work
- Work connected to the closing of school
- Providing individual help to students
- Preparation and revision of curriculum materials
- Communicating with students and/or parents
- Participation in work related training
- Student/Parent Conferences
- Evaluation preparation.

*\*Years ago this used to be “TRI” hours. This is now rolled into our base salary.*

# Calendar

- The number and scheduling of snow make up days will be a part of the annual calendar discussion.
- Days designated as Professional Learning Days for all staff will be reflected in the calendar.
- One half day early release, for conference prep, will be scheduled twice per year (Fall and Spring Conferences).

# Professional Development Funds

Remaining funds will be rolled over for one year only. Up to \$15,000 per quarter will be approved unless there are special circumstances, which will be reviewed on a case-by-case basis.

# MOU- Case Study Elementary Planning

In addition to the following, the parties will agree to an MOU establishing a committee to study the feasibility of changing planning time at the elementary level, with an optional reopener for 2024-2025 on this topic.

Participation on the committee will be compensated at the per diem rate. Discussions will be evidence-based. The work of the committee will be completed by no later than the end of Spring Break 2024.

# Planning

- Elementary teachers shall receive 50 continuous minutes of planning time
- All elementary Educational Staff Associates (ESAs) will have a continuous planning time, daily, of not less than 30 minutes on regular student days (i.e. days when students attend a full, normal class schedule).
- All 5-12 Educational Staff Associates (ESAs) will have a continuous planning time, daily, of not less than 30 minutes on regular student days (i.e. days when students attend a full, normal class schedule).

## Number of Preps

A good faith effort will be made to limit the number of course periods for preparation for all secondary (currently defined as Grades 5-12) teachers to no more than three (3).

# Discipline

Biweekly data reports on student discipline, that include both minor and major incidents, will be provided to staff for students assigned to their classroom upon request.

*\*Page 18 of current contract: Section 3.2*



# Class Size/Overage

Preschool: 15 per session (10 IEP and 5 peer models)

Grade 4: 25

Grade 6: 26

If a teacher's class size exceeds the class size limit as of the monthly enrollment count date, that teacher will be provided overload pay as set forth below, unless the overload is remedied by class size reduction within five (5) working days into the grading period or by the official schedule change deadline. Otherwise, overload pay will be calculated and applied by the District automatically as follows based on the number of enrolled students as of the OSPI count date:

## Overage (cont.)

- P-4 Overage pay \$135
- 5-12 = \$135 per month per student over the daily average class size limit. The daily average class size is to be calculated by adding the total number of students for all classes and dividing that number by the total number of class periods. Alternatively, the teacher will receive 20% of the overage pay per class period that is more than two (2) students over the class size limit, whichever remedy is greater.
- A teacher who wishes to request remedies other than overload pay may request a meeting in writing with the building principal to resolve the overload issue by other means.

# Special Education

Special Education Instructional Staff (SLPs, OTs, PTs and Teachers) will be compensated three (3) extra supplemental contract days (also noted in Appendix B).

Testing / Multi-Disciplinary team (MDT) requirements: Special Education teachers may have up to ~~four (4)~~ five (5) substitute days to be used for special education testing/MDT requirements.

# Caseload

OT: 48

PT: 43

Preschool: 20 (10 IEP and 5 peer models per session)

IEP caseload for preschool to include both special education students who split a full day in each of two teachers' classrooms and students served at alternate sites such as Head Start/ECEAP or private preschool to be considered a .5 student equivalent.

# ELC Assessment Center

If an OT/SLP/PT is assigned to work at the Assessment Center at the Early Learning Center, their caseload limit will be reduced by one (1) student per weekly hour they are assigned to the Assessment Center.

(Example: An OT who works 7 hours per week at the Assessment Center would have a caseload limit of 41 students).

If OTs, PTs or SLPs have workload concerns not addressed by the student caseload limits, such as extraordinary travel time, number of sites served, or number of 504 consults, the staff member may bring that concern to the Special Services Director, who will work with the staff member to address individual situations.

## District-Directed

All District Directed hours scheduled pursuant to this Section must be used no earlier than the two first full weeks before the start of school Professional Learning Days will be provided as specified in [RCW 28A.150.415](#), as now existing or hereafter amended. These days must be scheduled as stated in Section 6.5, above.

# PLC

- The purpose of Professional Learning Communities (PLCs) includes time for educators to work together to share, discuss and apply research-based, best instructional practices using the Marzano Instructional Framework.
- PLCs are teacher-centered with administrative guidance to focus on our mission and goals. Early release time set aside for this purpose may include learning about instructional practices that result in improved student learning; reviewing and analyzing data to enhance instruction; and coordinating curriculum to align to Common Core standards and state standards where appropriate.
- Facilitators, building leaders and building administrators will work together to ensure that plans and agendas for PLC time are linked to improved student learning. It is understood that this time provides opportunities for teachers and staff to collaborate professionally amongst themselves.

# Certification Stipend

## Section 10 - National Board Certification Stipend

The District will provide a stipend in the amount of \$1,500 per school year for Educational Support Associates (ESA) who possess the following recognized national certifications:

Payment will be made to the ESA with continuing board certification as a lump sum in the month following proof of certification.



## Supervision Stipend

The District may offer a stipend to certificated staff for supervision duties before or after school. Amount to be determined by the administrator. These positions will be posted and a supplemental contract will be issued.

# RELEASE FROM CONTRACT.

A release from contract on or prior to June 1, shall be granted provided a letter of resignation is submitted prior to that date.

*\*Change from last day of school.*

# Salary

- Three year agreement
- Year 1:
  - Increase salary schedule by total of 5% (inclusive of 3.7% IPD).
  - \$1,500 national board equivalency stipend for ESAs.
  - Increase extra days for special education staff (teachers and ESAs) to 3 days total (from 2 currently)
  - The District may offer a stipend to certificated staff for supervision duties before or after school. Amount to be determined by admin (similar language to that existing for grant-funded stipends, etc.).
  - Increase overload pay (A7) as set forth in District's enclosed proposal (\$135 with additional triggers at 20% for secondary), and additional grade level class size reductions.
- Year 2: Total increase of 5% (inclusive of IPD).
- Year 3: IPD or 5% whichever is greater.

**2023-24 SEA Salary Schedule - 5% increase including IPD**

<b>STEP</b>	<b>BA</b>	<b>BA+45</b>	<b>MA</b>	<b>BA+90</b>	<b>MA+45</b>	<b>MA+90</b>
0	58,652	62,038		68,675	73,830	77,155
1	59,443	62,923		69,439	74,648	77,948
2	60,194	63,818		70,207	75,401	78,740
3	60,968	64,666		70,936	76,117	79,535
4	61,726	65,553		71,699	76,916	80,359
5	64,517	66,450		72,477	77,673	81,183
6	65,328	67,362		73,272	78,443	81,971
7	66,762	68,912		74,762	80,007	83,637
8	68,927	71,257		77,105	82,427	86,185
9		73,629		79,477	84,923	88,811
10		76,123		81,974	87,488	91,505
11		78,687		84,539	90,174	94,271
12		81,173		87,208	92,932	97,153
13				89,967	95,759	100,104
14				92,808	98,783	103,168
15				95,222	101,350	105,849
16				97,127	103,379	107,966

**2024-25 SEA Salary Schedule - 5% increase including IPD**

<b>STEP</b>	<b>BA</b>	<b>BA+45</b>	<b>MA</b>	<b>BA+90</b>	<b>MA+45</b>	<b>MA+90</b>
0	61,585	65,140		72,109	77,522	81,013
1	62,415	66,069		72,911	78,380	81,845
2	63,204	67,009		73,717	79,171	82,677
3	64,016	67,899		74,483	79,923	83,512
4	64,812	68,831		75,284	80,762	84,377
5	67,743	69,773		76,101	81,557	85,242
6	68,594	70,730		76,936	82,365	86,070
7	70,100	72,358		78,500	84,007	87,819
8	72,373	74,820		80,960	86,548	90,494
9		77,310		83,451	89,169	93,252
10		79,929		86,073	91,862	96,080
11		82,621		88,766	94,683	98,985
12		85,232		91,568	97,579	102,011
13				94,465	100,547	105,109
14				97,448	103,722	108,326
15				99,983	106,418	111,141
16				101,983	108,548	113,364

<b>2025-26 SEA Salary Schedule - 5% increase including IPD</b>						
<b>STEP</b>	<b>BA</b>	<b>BA+45</b>	<b>MA</b>	<b>BA+90</b>	<b>MA+45</b>	<b>MA+90</b>
0	64,664	68,397		75,714	81,398	85,064
1	65,536	69,372		76,557	82,299	85,937
2	66,364	70,359		77,403	83,130	86,811
3	67,217	71,294		78,207	83,919	87,688
4	68,053	72,273		79,048	84,800	88,596
5	71,130	73,262		79,906	85,635	89,504
6	72,024	74,267		80,783	86,483	90,374
7	73,605	75,976		82,425	88,207	92,210
8	75,992	78,561		85,008	90,875	95,019
9		81,176		87,624	93,627	97,915
10		83,925		90,377	96,455	100,884
11		86,752		93,204	99,417	103,934
12		89,494		96,146	102,458	107,112
13				99,188	105,574	110,364
14				102,320	108,908	113,742
15				104,982	111,739	116,698
16				107,082	113,975	119,032