

April 6, 2022: Bargaining Update

Article	Proposals
Article XV: Wages, Health, & Welfare	<p>ETA Proposal:</p> <ul style="list-style-type: none"> ● 7% salary increase retroactive to July 1st, 2021 ● Increases to current stipends and longevity increments ● New Employee Salary Placement: New certificated employees to the Evergreen Elementary School District will be placed on the salary schedule reflecting all their years of certificated or relevant experience. ● ✓ <i>Single Retirees Benefits: The district will pay the difference between single retirees and retirees+1 health contributions, ensuring both groups pay the same amount.</i>
	<p>EESD Proposal:</p> <ul style="list-style-type: none"> ● The base salary schedules shall be increased by 4% effective January 1, 2022. In addition, effective July 1, 2022, the base salary schedules shall be increased by 2%. In the event that the legislature changes the current funding formula for school districts in a manner that increases the District's revenues by an additional \$9 million in the 2022-2023 school year, the base salary schedules shall be increased by an additional 2% effective July 1, 2022. ● Employees hired on or after July 1, 2022, shall be granted up to a maximum of 10 years of prior service credit in an accredited school under a credential. ● ✓ <i>Single Retirees Benefits: The district will pay the difference between the single retirees and retirees+1 health contributions, ensuring both groups pay the same amount.</i>
Article II: Recognition of ETA as Bargaining Representative	<p>ETA Proposal:</p> <ul style="list-style-type: none"> ● Add any newly designated job titles, except for supervisory and management positions (eg: Social Workers).
	<p>EESD Proposal:</p> <ul style="list-style-type: none"> ● The Social Worker position will be added to the bargaining unit and will be placed on the 194-day work year salary schedule.

<p>Article VII: Hours of Employment</p>	<p>ETA Proposal:</p> <ul style="list-style-type: none"> ● Middle School Advisory stipend: \$500 per semester ● Prep for elementary: <ul style="list-style-type: none"> ○ TK-3rd grade teachers will receive one 50-minute prep period every other week ○ First, Third, Fourth, and Fifth Thursdays shall be used for teacher planning ● Substitute Coverage: classroom teachers will receive \$10 per student for covering for classes with no sub <ul style="list-style-type: none"> ○ Other certificated members (non-classroom teachers) may volunteer to sub and will receive the daily substitute rate. <hr/> <p>EESD Proposal:</p> <ul style="list-style-type: none"> ● The work year shall be increased to 185 days beginning in the 2022-2023 school year. The additional day shall be used for professional development. ● Each site shall include the certificated staff at the site in the planning and development of professional development activities at the site. In addition, bargaining unit members shall be involved in the development of district-wide professional development. ● Site Thursdays currently used for site professional development may be used for grade level collaboration or professional development after consultation with the site leadership team.
<p>Article IX: Class Size</p>	<p>ETA Proposal:</p> <ul style="list-style-type: none"> ● Intensive Support Program (ISP) Class Size: <ul style="list-style-type: none"> ○ Preschool ISP class size hard cap: 8 students ○ TK-6th grade ISP class size hard cap: 10 students ● Special Day Class (SDC) class size hard cap: 12 students ● Psychs & SLPs: workload as a factor in determining caseload ● TK Class Size cap: <ul style="list-style-type: none"> ○ 2022-2023 hard cap: 24 and aide ○ 2023-2024 hard cap: 20 and aide ● Upper Grade Class Size hard cap: 31 students ● Upper Combo Class Size hard cap: 28 students ● Middle School Class Size hard cap: 33 students per period

	<p>EESD Proposal:</p> <ul style="list-style-type: none"> ● Each middle school site shall be allocated a maximum of 20 hours per year to compensate teachers at the contractual overtime rate for participating in the development of the Master Schedule for the site. Each middle school site shall have the discretion to determine the number of teachers and which teachers will be selected to assist in developing the site's Master Schedule. ● The District shall make every effort to load SDC classes to the smallest number practicable. If the 13th student is enrolled, a stipend shall be paid to the teacher at the rate of \$10.00 per day per student for any student in excess of 12, commencing ten (10) days after the enrollment. The stipend will be retroactive to the first day of enrollment... ● The District shall make every effort to load ISP classes to the smallest number practicable. In ISP classes that exceed 10 students enrolled, the ISP teacher will be paid \$10/day for each student in excess of 10.
<p>Article XIII: Leaves</p>	<p><i>ETA Proposal:</i></p> <ul style="list-style-type: none"> ● ✓ <i>Miscarriage, stillbirth, and birth loss will be covered under bereavement.</i>
	<p><i>EESD Proposal:</i></p> <ul style="list-style-type: none"> ● ✓ <i>Bereavement leave shall include miscarriage, still birth, and birth loss will be permissible uses of bereavement leave.</i>