

Salary Schedule

Can you go over the steps again, please?

- The first version the District proposed had “roll ups”. This one has a step through. That means the money that was Step 12 isn’t going into Step 11 – it’s just staying in Step 12, so people will “step through” 11 and get right to Step 12.
 - We are breaking away from career steps which allows us to break up the money some. This has created a positive net impact on step and cell each year. This adds to the overall monetary compensation each teacher feels.
- Schedule B is focused on an evened out percentage across cells for salary increases

Is there any discussion about making sure people on the last step get at least a cost of living raise from Year 1 to Year 2? Right now, it's not. It should be at least 3%.

- They added \$500 to Step. This money was supposed to address this. The people at the bottom don't benefit from step and lane increase – only cell increases. One-time payments have been discussed to address this. The District is resistant to putting money on the Salary Schedule.
- We are shooting for 4% Year 1 and 4% for Year 2.
- If someone isn't feeling the 4 and 4, we are going after one-time payments.

Has there been any discussion of going with a higher percentage raise across the board for the Salary Schedule? With the loss of the one time payments of \$4000 from our last contract, the current proposed schedule we are actually losing money this contract from 24-25.

- We have been using the phrase “going backwards” for this. We aren't the only district experiencing this. The resolution is trying to soften the blow from the contract last time. We are trying to make sure we are moving forward after this contract expires (25-27 contract).
- The District maintains the most recent Salary Schedule is as much as they will put on the Salary Schedule. This means we are going to have to focus on one-time payments. In Year 2 of this contract, we want everyone to be AHEAD of where they were.

Assuming retroactivity pay has been added in the mix?

- We did briefly discuss this the other day. This was still an expectation, and both sides believe this is the best path to move forward.

Will the retro pay also cover the increases to health insurance and the deduction in VEBA money?

- As of right now, those will be part of any retro pay when the contract is settled.

Negotiations Process, District, and Next Steps

Once we have come to agreement - will those changes be updated immediately in Skyward?

- We have to have a vote from SLPTU members first. Then the TA has to go to the school board to be ratified. Once it's ratified, there is a process by which the contract is implemented. Skyward and salaries depend on payroll. It can be delayed by a few weeks because payroll has to figure out everyone's new steps and lanes. IF this is ratified at the Nov. meeting, then likely the beginning of December things would be implemented.

What are the next steps?

- No subsequent meetings are currently scheduled with the District.

Substitute Teaching

What are the addition structures and language related to center based teachers for subbing? Is it just center based or other parts of Special Education?

- The only change to the subbing MOU was on center based teachers. If they took on additional center based students, then those teachers would get extra compensation. The MOU states it has to be more than 4 students, but we are continuing to negotiate that language.

Longevity

Will longevity payments be one time payments or continue each year?

- The current structure continues each year. They have declined our proposals on this. The more we put on the front end, the more people benefit on the backend. The District seems to be hinting at one time payments. They framed it as “longevity” and “retention.” We will discuss and clarify that with them.

Miscellaneous

Can you provide more detail on what the graduate program and course approval MOU will look like?

- The district acknowledged they need teacher input on how things are working. They have a handle on the pre-approved list, so hopefully that's easier to understand. We wanted some language around pre-approved courses, not programs. They don't want teachers pursuing programs that aren't beneficial to teaching to get those credits.

As someone who will be retiring after this school year, I would like to see SLPTU try and get some usage out of sick days that are stacked up for people. I know there is a wellness program in place, but it is not very attainable. Right now, those sick days, outside of disability issues, are not worth much at all.

- We have talked about that: changing the incentives or buy backs. The District is not interested in discussing that. This is the 3rd round of contract negotiations that the district has not wanted to discuss.

How hard did the district push back against limiting the number of required nights for conferences and other events outside the school day? I know there are less required days at the high school this year, but last year was rough. Also, can they share those days with more notice? I often have conflicts and have to cancel my other activities.

- This is a managerial right. The District was asking questions and seeking information to see where we were coming from to understand our experiences. The push back, or limitations, from their side, has to do with them giving something up. If they give it up, they can never get it back. Sharing stories has really helped during negotiations meetings. The conversations have been focused on this year, not last year.

Has there been any conversation related to time at the end of the year to do report cards? We are given time at the end of Tris 1 and 2 but not any at the end of the year. With the expectations around learning progressions and competencies, often, we are doing these grades on our own time...more so at the end of the year. Our last workshop day at the end of the year (at the elementary level) is spent breaking down our rooms.

- This seems like two things: grading and a room stipend. If we have to break down our room, we discussed a room stipend. They declined it. We are wondering if they could just add another day at the end of the year. That maybe wouldn't solve the problem – it would just be another day we would have to come in. The District believes teachers break down our rooms slowly during prep times and with students to do that work.
- There is also discussion around keeping grading days and PD days separate. Part of the grading day proposal was based on the fact that we are already allotted two days at the end of the trimester. Let's get language that says grading days are unencumbered and we can work where we work best. They are resisting this language too.

What is our District reserve fund percent?

- They have already started to "assign" the "unassigned" money. It's close to 18 million on paper. But as they assign it, that money is going to diminish. Board policy is about 16% of the operation balance in the reserve fund. There's likely about 2-3 million that we can still go after. One-time payment money will likely come from here.
 - Just wondering if our district is still flush with cash, compared to other districts?
 - Not as flush as WE have been in the past, but our Board requires we have more money in reserves than most districts.

Is the negotiations team planning on continuing to push for adding language to the contract to allow for flexible work locations for grading days? Or is this an issue that the istrict will not budge on?

- We are still pursuing it. The district doesn't want to budge on it. They maintain they already allow the flexibility. We maintain that it hasn't been equal across buildings. There are districts around us that have this language built in. We want to make sure this doesn't cost them any money, and it's already a practice, so we will continue to pursue that.