

# 2025 SLPTU Negotiations Update

## Our Goal

To improve compensation, benefits, and working conditions for ALL members of SLPTU and to obtain a fair and competitive contract that attracts and retains top-quality teachers for the students of District 16.

## History and Status of Bargaining

Negotiation pre-meetings between district and SLPTU leadership began in June 2025 and continued in August/September 2025. Bargaining officially began on September 16th. The committee has had two official negotiation meetings:

9/16/2025 - District 16 presented an initial proposal

9/25/2025 - SLPTU presented a counter proposal

9/30/2025 - Next negotiation session with the district

## Current Points of Agreement

District contributions for health insurance 2025-26 and 2026-27

Prep Time MOU (Renew existing MOU)

Schedule C – with an exception for hourly pay for 2 line items (see SLPTU's counter proposal)

Salary Schedule F (School Nurse)

## Reading this Document

Pages 2-5 are the District's initial proposal, and pages 6-10 are SLPTU's counter proposal.

# District 16 Initial Proposal

## Salary Schedule (Schedule A & B)

### Schedule A (2025-26)

### Schedule B (2026-27)

	\$ 2,700	\$ 2,200	\$ 1,750
% Incr	0.00%	Amt Incr	\$ 2,300
			\$ 3,150

2025-2026								
STEP	BA/BS	BA+15	BA+30	BA+45	MA/MS	MA+15	MA+30	MA+45
1	\$ 51,328	\$ 51,328	\$ 53,065	\$ 53,065	\$ 56,968	\$ 58,973	\$ 60,968	\$ 66,248
2	\$ 51,328	\$ 51,328	\$ 53,065	\$ 53,065	\$ 57,993	\$ 59,998	\$ 61,993	\$ 67,273
3	\$ 51,328	\$ 51,328	\$ 53,065	\$ 53,065	\$ 59,018	\$ 61,023	\$ 63,018	\$ 68,298
4	\$ 52,628	\$ 52,628	\$ 54,376	\$ 54,376	\$ 62,516	\$ 64,510	\$ 66,504	\$ 71,795
5	\$ 53,393	\$ 53,393	\$ 55,130	\$ 55,130	\$ 64,566	\$ 66,560	\$ 68,554	\$ 73,845
6	\$ 54,693	\$ 54,693	\$ 56,441	\$ 56,441	\$ 66,872	\$ 68,866	\$ 70,859	\$ 76,151
7	\$ 56,004	\$ 56,004	\$ 57,741	\$ 57,741	\$ 71,227	\$ 73,221	\$ 75,216	\$ 79,381
8	\$ 59,915	\$ 59,915	\$ 60,778	\$ 60,778	\$ 73,277	\$ 75,271	\$ 77,266	\$ 81,431
9	\$ 59,915	\$ 59,915	\$ 60,778	\$ 60,778	\$ 75,338	\$ 77,332	\$ 79,326	\$ 83,492
10	\$ 59,915	\$ 59,915	\$ 68,229	\$ 68,229	\$ 80,017	\$ 82,010	\$ 84,005	\$ 87,580
11	\$ 62,526	\$ 62,526	\$ 68,229	\$ 68,229	\$ 81,395	\$ 83,351	\$ 85,408	\$ 89,447
12	\$ 62,526	\$ 62,526	\$ 72,261	\$ 72,261	\$ 81,732	\$ 83,659	\$ 85,586	\$ 89,753
13					\$ 83,347	\$ 85,274	\$ 87,201	\$ 91,636
14					\$ 84,962	\$ 86,889	\$ 88,816	\$ 93,251
15					\$ 89,611	\$ 91,566	\$ 93,522	\$ 99,531

2026-2027								
STEP	BA/BS	BA+15	BA+30	BA+45	MA/MS	MA+15	MA+30	MA+45
1	\$ 53,078	\$ 53,078	\$ 54,815	\$ 54,815	\$ 60,118	\$ 62,123	\$ 64,118	\$ 69,398
2	\$ 53,528	\$ 53,528	\$ 55,265	\$ 55,265	\$ 61,143	\$ 63,148	\$ 65,143	\$ 70,423
3	\$ 54,028	\$ 54,028	\$ 55,765	\$ 55,765	\$ 62,168	\$ 64,173	\$ 66,168	\$ 71,448
4	\$ 54,828	\$ 54,828	\$ 56,576	\$ 56,576	\$ 65,666	\$ 67,660	\$ 69,654	\$ 74,945
5	\$ 55,593	\$ 55,593	\$ 57,330	\$ 57,330	\$ 67,716	\$ 69,710	\$ 71,704	\$ 76,995
6	\$ 56,893	\$ 56,893	\$ 58,641	\$ 58,641	\$ 70,022	\$ 72,016	\$ 74,009	\$ 79,301
7	\$ 58,204	\$ 58,204	\$ 59,941	\$ 59,941	\$ 73,527	\$ 75,521	\$ 77,516	\$ 81,681
8	\$ 61,665	\$ 61,665	\$ 62,528	\$ 62,528	\$ 75,577	\$ 77,571	\$ 79,566	\$ 83,731
9	\$ 61,665	\$ 61,665	\$ 62,528	\$ 62,528	\$ 77,638	\$ 79,632	\$ 81,626	\$ 85,792
10	\$ 61,665	\$ 61,665	\$ 69,979	\$ 69,979	\$ 81,767	\$ 83,760	\$ 85,755	\$ 89,330
11	\$ 64,276	\$ 64,276	\$ 69,979	\$ 69,979	\$ 83,145	\$ 85,101	\$ 87,158	\$ 91,197
12	\$ 64,276	\$ 64,276	\$ 74,011	\$ 74,011	\$ 83,482	\$ 85,409	\$ 87,336	\$ 91,503
13					\$ 85,097	\$ 87,024	\$ 88,951	\$ 93,386
14					\$ 86,712	\$ 88,639	\$ 90,566	\$ 95,001
15					\$ 92,080	\$ 94,035	\$ 95,991	\$ 102,000

BA Salary Schedule for teachers hired prior to 07/01/2021

STEP	BA/BS	BA+15	BA+30	BA+45
13	\$ 62,526	\$ 62,526	\$ 72,261	\$ 72,261
14	\$ 62,526	\$ 62,526	\$ 72,261	\$ 72,261
15	\$ 62,526	\$ 62,526	\$ 72,261	\$ 72,261
16	\$ 62,526	\$ 62,526	\$ 72,261	\$ 72,261
17	\$ 62,526	\$ 62,526	\$ 72,261	\$ 72,261
18	\$ 62,526	\$ 62,526	\$ 72,261	\$ 72,261
19	\$ 63,240	\$ 66,438	\$ 72,261	\$ 75,924
20	\$ 63,240	\$ 66,438	\$ 72,261	\$ 75,924
21	\$ 63,240	\$ 66,438	\$ 72,261	\$ 75,924
22	\$ 63,240	\$ 66,438	\$ 72,261	\$ 75,924
23	\$ 63,240	\$ 66,438	\$ 72,261	\$ 75,924
24	\$ 69,209	\$ 72,407	\$ 77,629	\$ 81,893

BA Salary Schedule for teachers hired prior to 07/01/2021

STEP	BA/BS	BA+15	BA+30	BA+45
13	\$ 64,276	\$ 64,276	\$ 74,011	\$ 74,011
14	\$ 64,276	\$ 64,276	\$ 74,011	\$ 74,011
15	\$ 64,276	\$ 64,276	\$ 74,011	\$ 74,011
16	\$ 64,276	\$ 64,276	\$ 74,011	\$ 74,011
17	\$ 64,276	\$ 64,276	\$ 74,011	\$ 74,011
18	\$ 64,276	\$ 64,276	\$ 74,011	\$ 74,011
19	\$ 64,276	\$ 66,438	\$ 74,011	\$ 75,924
20	\$ 64,276	\$ 66,438	\$ 74,011	\$ 75,924
21	\$ 64,276	\$ 66,438	\$ 74,011	\$ 75,924
22	\$ 64,276	\$ 66,438	\$ 74,011	\$ 75,924
23	\$ 64,276	\$ 66,438	\$ 74,011	\$ 75,924
24	\$ 69,209	\$ 72,407	\$ 77,629	\$ 81,893

## Summary of District Salary Schedule Proposal

### Salary Schedule A:

#### BA Lanes

All BA lanes, steps 1-12 increase by 2.5%

1. Pre-existing steps 13-24 for those teachers hired before July 1, 2021 reflect the higher of either the 2024-25 cell amounts or the new step 12.

One-Time Payment for:

BA Step 24 - \$2000 in Year 1

#### MA Lanes

All MA lanes drop pre-existing step 11

1. Pre-existing step 12 becomes new step 11
2. Pre-existing step 13 becomes new step 12
3. Pre-existing step 14 becomes new step 13
4. Pre-existing step 15 becomes new step 14
5. All MA lanes steps 1-11 increased by 2.5%
6. All MA lanes steps 12-14 increased by 1.0%
7. All MA lanes step 15 increased by 2.5%

### Salary Schedule B:

#### BA Lanes

1. Step 1 increased by \$1750
2. Step 2 increased by \$2200
3. Step 3 increased by \$2700
4. Steps 4-7 increased by \$2200
5. Steps 8-10 increased by \$1750

Former steps 11-12 become the higher of 2025-26 cell amount or the new 2026-27 step 10.

Pre-existing steps 13-24 for those teachers hired prior to July 1, 2021, reflect the higher of either 2025-26 cell amounts of the new 2026-27 step 10.

One-Time Payment for:

BA Step 24 - \$2000 in Year 2

#### MA Lanes

1. Steps 1-6 increased by \$3150
2. Steps 7-9 increased by \$2300
3. Steps 10-14 increased by \$1750
4. Step 15 increased by \$2469

# Salary Schedule Percentage Improvements

## Salary Schedule A (2025 - 26)

Schedule Improvement %								
STEP	BA/BS	BA+15	BA+30	BA+45	MA/MS	MA+15	MA+30	MA+45
1	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
2	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
3	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
4	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
5	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
6	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
7	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
8	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
9	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
10	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
11	2.50%	2.50%	2.50%	2.50%	2.60%	2.55%	2.62%	2.73%
12	2.50%	2.50%	2.50%	2.50%	2.92%	2.88%	2.71%	2.85%
13					3.00%	2.95%	2.91%	3.12%
14					2.96%	2.91%	2.87%	2.78%
15					6.53%	6.44%	6.35%	7.80%

## Salary Schedule B (2026 - 27)

Schedule Improvement %								
STEP	BA/BS	BA+15	BA+30	BA+45	MA/MS	MA+15	MA+30	MA+45
1	3.41%	3.41%	3.30%	3.30%	5.53%	5.34%	5.17%	4.75%
2	4.29%	4.29%	4.15%	4.15%	5.43%	5.25%	5.08%	4.68%
3	5.26%	5.26%	5.09%	5.09%	5.34%	5.16%	5.00%	4.61%
4	4.18%	4.18%	4.05%	4.05%	5.04%	4.88%	4.74%	4.39%
5	4.12%	4.12%	3.99%	3.99%	4.88%	4.73%	4.59%	4.27%
6	4.02%	4.02%	3.90%	3.90%	4.71%	4.57%	4.45%	4.14%
7	3.93%	3.93%	3.81%	3.81%	3.23%	3.14%	3.06%	2.90%
8	2.92%	2.92%	2.88%	2.88%	3.14%	3.06%	2.98%	2.82%
9	2.92%	2.92%	2.88%	2.88%	3.05%	2.97%	2.90%	2.75%
10	2.92%	2.92%	2.56%	2.56%	2.19%	2.13%	2.08%	2.00%
11	2.80%	2.80%	2.56%	2.56%	2.15%	2.10%	2.05%	1.96%
12	2.80%	2.80%	2.42%	2.42%	2.14%	2.09%	2.04%	1.95%
13					2.10%	2.05%	2.01%	1.91%
14					2.06%	2.01%	1.97%	1.88%
15					2.76%	2.70%	2.64%	2.48%

BA Salary Schedule for teachers hired prior to 07/01/2021

STEP	BA/BS	BA+15	BA+30	BA+45
13	2.50%	2.50%	2.50%	2.50%
14	2.50%	2.50%	2.50%	2.50%
15	2.50%	2.48%	2.50%	2.50%
16	2.50%	2.48%	2.50%	2.50%
17	2.50%	2.48%	2.50%	2.50%
18	2.50%	2.48%	2.50%	2.50%
19	0.00%	0.00%	0.84%	0.00%
20	0.00%	0.00%	0.84%	0.00%
21	0.00%	0.00%	0.84%	0.00%
22	0.00%	0.00%	0.84%	0.00%
23	0.00%	0.00%	0.84%	0.00%
24	0.00%	0.00%	0.00%	0.00%

BA Salary Schedule for teachers hired prior to 07/01/2021

STEP	BA/BS	BA+15	BA+30	BA+45
13	2.80%	2.80%	2.42%	2.42%
14	2.80%	2.80%	2.42%	2.42%
15	2.80%	2.80%	2.42%	2.42%
16	2.80%	2.80%	2.42%	2.42%
17	2.80%	2.80%	2.42%	2.42%
18	2.80%	2.80%	2.42%	2.42%
19	1.64%	0.00%	2.42%	0.00%
20	1.64%	0.00%	2.42%	0.00%
21	1.64%	0.00%	2.42%	0.00%
22	1.64%	0.00%	2.42%	0.00%
23	1.64%	0.00%	2.42%	0.00%
24	0.00%	0.00%	0.00%	0.00%

## Health Care Contributions of District 16 Initial Proposal

Co-pay Plan - No change in district contributions in Year 1 or Year 2

High Deductible Plan with VEBA - Increased District Contribution

1. Single increase district contribution by \$45/mo in year one and \$48/mo in Year 2.
2. Family increase in district contribution by \$123/mo in year 1 and \$132/mo in Year 2.

Dental Insurance - No change to district contributions in Year 1 or Year 2.



## Schedule C of District 16 Initial Proposal

Increase hourly pay for the following items to \$40/hour

- a. Summer School Teaching
- b. Homebound
- c. Curriculum Writing
- d. Required Training

Maintain Recertification committee members pay at the same rate.

All other Schedule C activities increased by 2% in 2025-26

### Schedule E (ECFE Salaries)

2025-2026			
Step	BA	BA+30 (BA+20)	MA
C (3)	\$ 34.68	\$ 35.85	\$ 39.88
D (4)	\$ 35.56	\$ 36.74	\$ 42.24
E (5)	\$ 36.08	\$ 37.25	\$ 43.63
F (6)	\$ 36.95	\$ 38.14	\$ 45.18
G (7)	\$ 37.84	\$ 39.01	\$ 48.13
H (8)	\$ 40.48	\$ 41.07	\$ 49.51
I (9)	\$ 40.48	\$ 41.07	\$ 50.90
J (10)	\$ 40.48	\$ 46.10	\$ 54.07
K (11)	\$ 41.22	\$ 46.10	\$ 55.00

2026-2027			
Step	BA	BA+30 (BA+20)	MA
C (3)	\$ 36.51	\$ 37.68	\$ 42.31
D (4)	\$ 37.05	\$ 38.23	\$ 44.67
E (5)	\$ 37.56	\$ 38.74	\$ 46.06
F (6)	\$ 38.44	\$ 39.62	\$ 47.62
G (7)	\$ 39.33	\$ 40.50	\$ 49.68
H (8)	\$ 41.67	\$ 42.25	\$ 51.07
I (9)	\$ 41.67	\$ 42.25	\$ 52.46
J (10)	\$ 41.67	\$ 47.28	\$ 55.25
K (11)	\$ 43.43	\$ 47.28	\$ 56.18

### Schedule G (Preschool Teacher Salaries)

2025-2026			
Step	BA	BA+30 (BA+20)	MA
A	\$ 32.29	\$ 33.83	\$ 35.88
B	\$ 32.29	\$ 33.83	\$ 35.88
C	\$ 34.69	\$ 35.85	\$ 39.87
D	\$ 35.56	\$ 36.74	\$ 42.24
E	\$ 36.08	\$ 37.25	\$ 43.62
F	\$ 36.95	\$ 38.14	\$ 45.18
G	\$ 37.84	\$ 39.01	\$ 48.12
H	\$ 40.49	\$ 41.06	\$ 49.51
I	\$ 40.49	\$ 41.06	\$ 50.90
J	\$ 40.49	\$ 46.10	\$ 54.07

2026-2027			
Step	BA	BA+30 (BA+20)	MA
A	\$ 33.26	\$ 34.84	\$ 36.95
B	\$ 33.26	\$ 34.84	\$ 36.95
C	\$ 35.73	\$ 36.93	\$ 41.07
D	\$ 36.62	\$ 37.84	\$ 43.51
E	\$ 37.16	\$ 38.37	\$ 44.93
F	\$ 38.06	\$ 39.28	\$ 46.54
G	\$ 38.98	\$ 40.18	\$ 49.57
H	\$ 41.70	\$ 42.29	\$ 50.99
I	\$ 41.70	\$ 42.29	\$ 52.43
J	\$ 41.70	\$ 47.49	\$ 55.69

## Additional District 16 Initial Proposals

Renew Substitute Teaching MOU

Renew Prep Time MOU



# 2025 SLPTU Negotiations

## Counter Proposal

The following items are the counter proposal by SLPTU to the district's initial contract offer.

### **SLPTU Response and Proposals:**

- 1.** Schedule C Counter proposal
- 2.** Preschool ECCE
- 3.** Substitute Teaching
- 4.** Longevity Schedule
- 5.** 403(b), VEBA, and Matching for Student Loan Payments
- 6.** Due Process Days
- 7.** Case Load - SpEd
- 8.** Grading Day
- 9.** Required Meetings Outside Duty Day
- 10.** Personal Days
- 11.** Language Changes
- 12.** Room Reassignment Stipend
- 13.** Lane Change and Oversight Committee
- 14.** Renew MOU on class and case load ratio
- 15.** Salary Schedule

### **1. Schedule C Counter Proposal:**

SLPTU is proposing an increase in hourly pay for parts B iii and B iv to \$45 per hour.

### **2. Preschool ECFE:**

SLPTU is proposing that all early childhood teachers be placed on the teacher salary schedule and placed on the master seniority list with no carve-out schedules (eliminating Schedule E and G).

### **3. Substitute Teaching:**

SLPTU is proposing additional language to the current substitute teaching MOU. Additional Proposal:

- **Building Coverage Team**

The District will design and provide a Building Coverage Team for each building. The Building Coverage Team would consist of the following:

- **Dedicated Coverage Personnel**

The District will provide at least one (1) permanent building substitute in each school to serve as the first line of coverage for absences.

- **Coverage Limits for Teachers**

No classroom teachers, interventionist, EL Teachers, nor specialist teachers shall be required to provide substitute coverage more than **five (5) times per trimester**.

- **Administrative Coverage**

In the event of an unforeseen shortage, building administrators, instructional coaches, or deans will share responsibility for coverage.

### **4. Longevity Schedule:**

SLPTU is proposing the following longevity steps for all qualifying teachers as follows:

<b><u>Longevity</u></b>	
5 years in the district:	\$516
10 years in the district:	\$500
15 years in the district:	\$1,000
20 years in the district:	\$2,000
25 years in the district:	\$2,000
30 years in the district:	\$2,000

## **5. 403(b), VEBA, and Matching Student Loan Payments:**

SLPTU is proposing the following increases:

<b>403(b)</b>	<b>VEBA</b>
<b>Proposal:</b> Increase from \$1,250	<b>Proposal:</b> Increase VEBA for 20+ years from \$1,750
<b>Year 1 (Schedule A):</b> \$1,500 match	<b>Year 1 (Schedule A):</b> \$2,000
<b>Year 2 (Schedule B):</b> \$2,000 match	<b>Year 2 (Schedule B):</b> \$2,500

SLPTU is proposing that the district offer a student loan repayment benefit, where teacher loan payments are matched as contributions to their retirement accounts—up to \$1,500 in Year 1 and up to \$2,000 in Year 2.

## **6. Due Process Days:**

SLPTU is proposing additional language to the contract:

- Special Education Teachers will be allowed up to three (3) additional full days of sub release time throughout the school year to meet Due Process requirements. Each of these days may be scheduled at the teacher's discretion in half-day or full-day increments. These days will not be deducted from a teacher's leave bank. Once a Due Process day has been approved by an administrator, it cannot be canceled by the administrator. Due Process work may be completed on or off-site, maintaining appropriate professional standards and data privacy. Additional time may be granted by the Director of Special Education or designee.

## **7. Case Loads SpEd:**

SLPTU is proposing enrollment limitations based on caseload capacity:

- **Caseload Threshold for Open Enrollment**  
To ensure the delivery of high-quality special education services and maintain manageable workloads for service providers, open enrollment for students requiring special education services shall be closed once a case manager's caseload reaches 80% of the maximum allowable limit as defined by state guidelines.
- **Monitoring and Notification**
  - a. Caseloads shall be reviewed on a rolling basis by the Director of Special Education.
  - b. When a case manager's caseload approaches the 80% threshold, the district shall notify the building principal and the affected staff in writing.
  - c. Upon reaching the 80% threshold, no additional open enrollment placements requiring that case manager's support shall be approved unless additional staffing or caseload redistribution is implemented.

SLPTU is proposing caseload and behavioral review collaboration:

- **Caseload Review Meeting**

The Superintendent, Director of Special Education, and Director of Human Services shall meet with each building's Child Study Team once per trimester to review the reasonableness of individual service provider caseloads.

- a. These meetings shall be used to assess workload distribution, ensure compliance with applicable regulations, and address concerns related to service delivery capacity.
- b. Recommendations and concerns arising from these meetings shall be documented and shared with relevant stakeholders, including the affected staff members and building administration.

- **Behavior Data Review Meeting**

The Superintendent, Director of Special Education, and Director of Human Services shall meet with each building's Core Behavior Team once per trimester to review school-wide behavior trends.

- a. The purpose of these meetings shall be to identify patterns in student behavior, identify systemic concerns, and inform decision-making regarding staff supports and student needs.
- b. A summary of key findings and action steps shall be recorded and made available to the building staff.

## **8. Grading Days:**

SLPTU proposes that language be added to the contract that allows certified staff to work remotely on evaluation and planning days at the end of Trimester 1 and Trimester 2. Staff with grading responsibilities may use their discretion to work on-site or remotely on District-designated grading days. Staff without grading responsibilities may work remotely with supervisor approval on days when all of the functions of the position can be completed remotely, as determined by the supervisor.

## **9. Required Meetings Outside of Duty Day:**

SLPTU is proposing that teachers are only required to attend no more than six (6) evening events per year outside the end of the student contact day.

## **10. Personal Days:**

SLPTU is proposing an increase in Personal Days, allowing each teacher to have four days annually, with the option to carry over one unused day, for a maximum of five days.

## **11. Language Changes:**

SLPTU is proposing to change all "his/her" language to gender neutral, inclusive, and grammatically correct neutral pronoun or terminology for the sentence.



## **12. Room Reassignment Stipend:**

SLPTU is proposing that when a member of the certified staff is required to move their room or workspace because of construction, reassignment of duty, involuntary transfer, or administrative decision, the School District will compensate the staff member at a rate of \$250 in a one-time payment for each such move.

## **13. Lane Changes and Oversight Committee:**

SLPTU is proposing the formation of an MOU for a District–Union Graduate Coursework Review Committee with the intent of making this a common policy between the District and Union.

- **Committee Structure:**
  - Membership: 3 representatives appointed by the teachers' union (Union President, Vice President, and 1 Executive Committee member) and 3 representatives appointed by the District administration.
- **Decision-Making:**
  - Consensus-driven where possible; if consensus cannot be reached, decisions default to approval unless the course demonstrably fails to meet agreed-upon criteria.
- **Committee Responsibilities:**
  1. **Course Validation:** Verify that selected courses are from accredited institutions or reputable professional organizations.
  2. **Transparency:** Maintain a database of courses previously taken/approved to reduce redundancy in future requests.
  3. **Tenable Oversight:** Teachers submit the pre-existing documents with a rationale connecting coursework to their professional role. Unless the course is outside education-related fields (e.g., unrelated hobbies), it should qualify for salary advancement.
  4. **Equity Review:** Ensure access to coursework opportunities for teachers across grade levels, subject areas, and geographic placements.  
**Annual Review:** Publish a yearly summary of approved coursework trends, with recommendations for aligning district PD offerings to teacher interest.

## **14. Class and Case Load MOU:**

SLPTU is proposing to renew the class and case load MOU.

## **15. Salary Schedule:**

We agree with eliminating MA step 11 from schedule A. This would make the salary schedule 15 total steps.

SLPTU is proposing a 4% increase in all cells for Salary Schedule A and a 4% increase in all cells on Salary Schedule B.