Kent Education Association

Bargaining Summary of Changes- 2016/17

* Duration: 1 year
* Salary and Payments:
	+ TRI: 44 Deemed Done days (was 37)- 3.85% increase
	+ Workshop days: Mandatory, but sick leave can be used without a doctor’s note
		- Goal-setting/ Report card days may be worked offsite for all employees
	+ PEE: 3 required hours for Open House, etc. 27 optional hours, to be developed by building leadership teams, 7 hours at secondary level for advisory
	+ Pro-Rated TRI for teaching additional assigned classes during planning time
	+ Class coverage at elementary at per diem for the first missed planning and $35 per hour after that (was $32 per hour), and $210 split between teachers who “absorb” another teacher’s class for class coverage (was $192)
	+ Sub rates: $154 per day (was $140); Half Day $88 (was $80); 5 hour day $110; full day with no planning $176; $10 per day for retire/rehire (was $5); no morning duty for daily subs
	+ TRI applies on all years of experience as determined by the experience stipend for ESAs
* Stipends:
	+ Removed requirement to return a signed contract by May 31 to get commitment stipend \*
	+ Reimbursement for application fees for NBCT renewals
	+ 1 day of release time for ProTeach candidates
	+ ESA stipend for Board Cert. Behavior Analysts
	+ 5% Increase to Extra-curricular, Curricular Leader, and IEP stipends
	+ General Music stipend for Elementary
* Insurance:
	+ Two afterschool opportunities to meet with HR representatives after open enrollment to verify coverage, etc. \*
* Caseloads:
	+ Mentor teachers 1:20 per BEST grant funding
	+ Monetary relief only for elementary overload, $20 per day (was $16)
	+ Overload for Elementary Music, PE at $5 per class per day for the 29th and 32nd student, limited to 9 classes per day
	+ Monetary relief for secondary overload $4 per class per student (was $2)
	+ Over load for Secondary PE and Music at 38 students or more per class and/or 190 per day at $4 per day per student and $140 per quarter for over 190 daily
	+ Counselors: Secondary 1 per grade level (except for academy schools) and 1:400; minimum of 1 elementary counselor/social worker or behavior interventionist per school
	+ Special Ed: LINK 1:10, TOP 1:12, no SpEd caseload may be exceeded by more than 5, School Psychologist 1:1100 with consideration for high-needs programs \*
* Individual Rights:
	+ Clearer protections against discrimination, including new protections against discrimination based on gender expression/ identity, disability, and use of a service animal
	+ Clearer processes and protections against assaults or threatened assaults by students, including ability to keep prevent the return of a student to a classroom if there is reasonable belief of imminent assault or harassment \*
	+ Protections against threats by parents or members of the community
	+ Commitment to review and improve systems and strategies to respond to students whose behavior has a negative impact on student learning
	+ Administrators may not substantially change discipline reports\*
* Workday/ Working Conditions:
	+ Clarification of elementary plan time structure, no change to minutes
	+ 2 daily recess periods for K-6 of at least 25 combined minutes and at least 20 minutes of lunch
	+ Input from building staff on duty assignments
	+ Employees who participate regularly in IEP and 504 meetings excused from duties
	+ 2 PLCs monthly (was 4)
	+ .1 FTE automatic for itinerant employees who travel during the day
	+ Music and PE not required to write comments for report cards
	+ Counselors/ Social Workers and Librarians provided time on 80% of late starts for cross-District work
	+ Heat guaranteed on at least 1 hour prior to employees’ scheduled arrival and departure, and for PLCs, evening conferences, etc. \*
	+ All employees provided a personal computer and counselors provided laptops
	+ Clock hours provided for free
	+ Revamped Advisory, with a joint committee to review the usefulness of advisory and the culminating project requirement
	+ Guaranteed training prior to and teaching an ACE (was Hi Cap)class and on-going training
	+ New section for Dual Language \*
	+ iGrad MOU renewed
	+ WA Kids MOU renewed \*
* TPEP/ Evaluations:
	+ Updated language, incorporated MOUs \*
	+ Loosened requirement for evaluating late hires and or employees who go on leave
	+ Deleted Cycle of Inquiry
	+ Summative score for teachers on Focused will be at least their summative score from their last Comprehensive evaluation, but can go up
* Academic Freedom:
	+ District Required to provide developmentally appropriated curriculum \*
	+ Teachers’ ability to use professional judgement in selecting materials and apportioning time to particular areas of instruction
* Supplemental Contracts:
	+ 3 additional days for Elementary Counselors and Social Workers for 504s, IEPs, and PBIS
	+ Removal of outdated language
* Vacancies and Transfers:
	+ Available FTE of .2 or less must be made available to eligible employees within a building first
	+ Internal transfer application must happen by July 1
	+ Ability to take volunteers prior to IVT by seniority
* Job Shares:
	+ Must be approved by both job-sharers and the principal by April 1
* Leaves:
	+ Expansion of sick leave to apply to care for anyone in the same household, not necessarily related
	+ 2 days of EDL carryover (up from 1)
	+ No deduction of sick leave or EDL on days with an emergency closure \*
* Over payments:
	+ Formalized process for addressing potential salary over payments and ability to grieve disputed overpayments
* Access and Union Rights
	+ More open access for KEA officers and staff to visit worksites
	+ Clearer notification requirements if the District plans to make any changes or adopt any program that impacts wages, hours, or working conditions \*
	+ Monthly meetings between building reps and Principals
	+ Ability to release a second full-time KEA member
	+ Release time for grievance meetings held during the school day

\* Denotes language created or modified as a result of a grievance, arbitration, or Unfair Labor Practice