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