

Kent Education Association

2020 Summary of Tentative Agreement (2 year contract)

August 22, 2020

Compensation:

- **Guest Teachers** full day increases to \$175, full day without planning will be \$200.
- All employees will get an **overall 5% increase** in salary (base+PEE+PLE) in 2020-2021. In addition, all employees will be paid for the 5 days in the MOU which is the equivalent of 2.67% for this year only.
- All employees will get an overall 1% + the inflationary Price Deflator (currently predicted to be 1.9%) for **2021-2022 for potential overall increase of 2.9%**.
- Per diem rates will go up at the same percentages above on Exhibit G-4.
- All employees will continue to get a November payment bump that is from the base salary.
- T & L Program Specialists add **ten days** on supplemental contract.
- Reimbursement for NBCT up to \$2500 remains with the clarification that reimbursement must be requested by August 31, 2020 of year the certification was completed.
- All extracurricular stipends increased by 10%. **Drama and Musical** Directors stipends increased more for parity with similar activities to \$3,827 per production.
- **Secondary Curricular Leader** duties expanded slightly with a commensurate increase to the stipend amounts.
- Other curricular leaders stipends remain unchanged, but **ESA Workgroup Leads** moved to this section and will all see increases in stipends in 6.4.B. **Elementary Grade Level/Team Leads** will be explored in committee with an equity lens.
- **Principal Effective Education** (PEE) hours remain unchanged, but employees will indicate the activities they participated in from the list of qualified activities on the timesheet.
- **Professional Learning/Enrichment** stipend clarified for the purpose of compliance with OSPI guidelines and the use of local levy funds.
- **IEP Stipend** remains unchanged but clarifies the 3 hours of pay for writing IEPs beyond caseload or when asked to do so for someone else without a special education endorsement.

Safety, Health, and Security:

- Added agreements about health and safety of employees and students.
- Updated the process for the Employee Safety Protocol, formerly Assault Response Protocol.
- Ensured that KEA will know where electronic monitoring is located and will be used appropriately for the health and safety of all in our common areas.
- Put in place a process to begin addressing the increase in classroom evacuations and a commitment to collaborate on solutions.

Time:

- No schedule should require an employee to work more than 3 hours straight without passing time or **scheduled break** available.
- All workshop days that were employee-directed **remain employee-directed**.
- **OTs, PTs, SLPs, Psychologists, and Nurses** will not be required to participate in additional supervision.

- **No administratively-directed** meetings should be held in the five days before conferences unless required for emergencies, evaluations, or during administrative-directed time on the Wednesday.
- **Maintained all employee-directed** Wednesday early release time! Will allow employees the option of participating in district PD, but only if it is also offered at an alternative time.
- **Maintained** time for Teacher-Librarian Technology Integration Specialists (TLTIS) and Counselors/Social Workers to meet on administrative-directed time.
- **Itinerants** will be surveyed for schedule preference and the concept of Itinerant Leads will be explored.
- **All teachers** (previously just secondary) will have at least 4 weekdays following a grading period to complete grades. Additional assurance regarding the paperwork for enrolling and unenrolling a student to ensure the classroom teacher can be prepared.
- **Elementary standardized comments** for report cards will be explored and recommended.
- **WaKIDS** section was updated to comply with agreed upon current practice and expectations.
- **Secondary Advisory** will form a joint committee, including student voice, to explore improvements.

Workload (Class Size and Caseload) - Maintained all current provisions with the following enhancements:

- Preschool class size limit added at 18 students
- Secondary Level 1 ELL class size limit added at 15 students
- **No kindergarten splits!** Other teachers assigned **splits** will be provided with two days of professional development with release time.
- **Elementary overload pay** will increase to \$30 if the hard cap is reached.
- **Librarians** included with **P.E. and Music** for overload in elementary.
- **Secondary overload pay** clarified language regarding payment.
- **Maintained** current timelines for calculating overload.
- Clarified students who count for caseload for **OT/PT/SLP and ELL**.
- **Secondary counselor ratio** will include Running Start students.
- **TLTIS** staffed at minimum 1.0 FTE in every school except iGrad and TOP.
- **Early Childhood Special Education** includes peer models in caseload limits now and guarantee two paraprofessionals per 1.0 teacher.
- Confirmed pay process for a **special education teacher in overload** but without paraprofessional support. Clarified the point where additional certificated staff will be added.
- Additional remedy for **OT/PT/SLP overloads** that are not addressed with current process.
- For any school with over 376 **EL students**, additional paraprofessional time will be added.
- Agreed to work on a process to **automatically process** overload payments.

Evaluation procedures were updated/changed as follows:

- The last day to be moved to Comprehensive Evaluation will be **November 15**.
- Comprehensive Evaluation is only required every **six years** now as updated in state guidance.
- Any employee **trending Basic** or Unsatisfactory must have **at least two observations** and be informed no later than **February 15**.
- **Reduced** the number of required observations to align with the state guidance.

Change of Assignment and **Involuntary Transfer** clarified, but remain unchanged in effect in CBA.

Layoff and Recall process clarified to comply with agreed upon current practice.

Co-teaching: Before assigning, teachers should be consulted and preferably in agreement. Must have training, common planning or provided PEE option, and will not impact class size agreements.

Dues: Cleaned up language to comply with current laws.

Academic Freedom: Clarified the importance of educator professional judgment and guarantees positions on the Instructional Materials Committee.

Leaves:

- **Sick** leave provisions expanded to comply fully with state law and with less reasons to require medical certification for short-term illness.
- **Discretionary** leave process clarified when connected to a holiday and approval/denial must happen within 3 days of submission.
- **Professional** leave expanded to make it easier for all educators to access from building/department administrator.
- **On-the-Job Injury** now confirms that out of pocket expenses will be covered if claim is properly filed and clarifies the connection with the Employee Safety Protocol.
- **Paid Family and Medical Leave (PFML)** is now referenced in the CBA and ensures the state will be the carrier for PFML.
- **Agreement** to update and revise Sections 5.4 and 5.15 in compliance with positive changes in state and federal law since this language was written.

Facilities: Process put in place to address heating and cooling concerns in the work/learning environment in a timely manner.

2020-2021 KEA TOTAL Salary Schedule (Base+PLE+PEE) 5% Increase

Total	BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45	MA+90
0	\$59,230	\$60,762	\$62,352	\$63,945	\$69,058	\$70,527	\$75,642	\$78,
1	\$59,994	\$61,550	\$63,160	\$64,823	\$69,989	\$71,287	\$76,452	\$79,
2	\$60,722	\$62,292	\$63,920	\$65,711	\$70,864	\$72,048	\$77,199	\$80,
3	\$61,474	\$63,058	\$64,703	\$66,551	\$71,693	\$72,771	\$77,909	\$81,
4	\$62,209	\$63,863	\$65,519	\$67,432	\$72,604	\$73,530	\$78,700	\$82,
5	\$62,971	\$64,635	\$66,303	\$68,321	\$73,474	\$74,299	\$79,453	\$82,
6	\$63,751	\$65,377	\$67,105	\$69,226	\$74,355	\$75,088	\$80,217	\$83,
7	\$65,126	\$66,777	\$68,525	\$70,761	\$75,966	\$76,566	\$81,767	\$85,
8	\$67,134	\$68,877	\$70,671	\$73,089	\$78,364	\$78,891	\$84,168	\$87,
9	\$67,134	\$71,051	\$72,936	\$75,440	\$80,841	\$81,244	\$86,642	\$90,
10	\$67,134	\$71,051	\$75,227	\$77,916	\$83,384	\$84,442	\$89,914	\$93,
11	\$67,134	\$71,051	\$75,227	\$80,459	\$86,048	\$86,987	\$92,576	\$96,
12	\$67,134	\$71,051	\$75,227	\$82,923	\$88,785	\$89,635	\$95,311	\$99,
13	\$67,134	\$71,051	\$75,227	\$82,923	\$91,587	\$92,371	\$98,114	\$102,
14	\$67,134	\$71,051	\$75,227	\$82,923	\$94,402	\$95,189	\$101,116	\$105,
15	\$67,134	\$71,051	\$75,227	\$82,923	\$96,797	\$97,582	\$103,661	\$108,
16	\$67,134	\$71,051	\$75,227	\$82,923	\$98,683	\$99,471	\$105,672	\$110,

17	\$67,134	\$71,051	\$75,227	\$82,923	\$98,683	\$99,471	\$105,672	\$110,
18	\$67,134	\$71,051	\$75,227	\$82,923	\$98,683	\$99,471	\$105,672	\$110,
19	\$67,134	\$71,051	\$75,227	\$82,923	\$98,683	\$99,471	\$105,672	\$110,
20	\$67,134	\$71,051	\$75,227	\$82,923	\$100,616	\$101,402	\$107,725	\$112,
21	\$67,134	\$71,051	\$75,227	\$82,923	\$100,616	\$101,402	\$107,725	\$112,
22	\$67,134	\$71,051	\$75,227	\$82,923	\$100,616	\$101,402	\$107,725	\$112,
23	\$67,134	\$71,051	\$75,227	\$82,923	\$100,616	\$101,402	\$107,725	\$112,
24	\$67,134	\$71,051	\$75,227	\$82,923	\$100,616	\$101,402	\$107,725	\$112,
25	\$67,134	\$71,051	\$75,227	\$82,923	\$101,912	\$102,729	\$109,113	\$113,

2021-2022 KEA Estimated TOTAL Salary Schedule (Base+PLE+PEE) Based on IPD at 1.9% Plus 1%

Total	BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45	MA+90
0	\$60,947	\$62,524	\$64,160	\$65,798	\$71,061	\$72,573	\$77,836	\$81,
1	\$61,734	\$63,335	\$64,991	\$66,703	\$72,019	\$73,355	\$78,669	\$82,
2	\$62,483	\$64,098	\$65,773	\$67,617	\$72,918	\$74,138	\$79,437	\$82,
3	\$63,257	\$64,887	\$66,579	\$68,481	\$73,772	\$74,882	\$80,169	\$83,
4	\$64,014	\$65,715	\$67,420	\$69,387	\$74,708	\$75,663	\$80,983	\$84,
5	\$64,797	\$66,509	\$68,226	\$70,302	\$75,605	\$76,455	\$81,757	\$85,
6	\$65,599	\$67,273	\$69,051	\$71,234	\$76,511	\$77,266	\$82,543	\$86,
7	\$67,015	\$68,713	\$70,513	\$72,813	\$78,169	\$78,787	\$84,139	\$87,
8	\$69,082	\$70,874	\$72,720	\$75,209	\$80,636	\$81,179	\$86,608	\$90,
9	\$69,082	\$73,111	\$75,050	\$77,628	\$83,185	\$83,599	\$89,155	\$93,
10	\$69,082	\$73,111	\$77,409	\$80,176	\$85,801	\$86,891	\$92,521	\$96,
11	\$69,082	\$73,111	\$77,409	\$82,792	\$88,543	\$89,509	\$95,260	\$99,
12	\$69,082	\$73,111	\$77,409	\$85,328	\$91,360	\$92,234	\$98,076	\$102,
13	\$69,082	\$73,111	\$77,409	\$85,328	\$94,243	\$95,050	\$100,960	\$105,
14	\$69,082	\$73,111	\$77,409	\$85,328	\$97,141	\$97,950	\$104,049	\$108,
15	\$69,082	\$73,111	\$77,409	\$85,328	\$99,605	\$100,412	\$106,667	\$111,
16	\$69,082	\$73,111	\$77,409	\$85,328	\$101,544	\$102,356	\$108,736	\$113,
17	\$69,082	\$73,111	\$77,409	\$85,328	\$101,544	\$102,356	\$108,736	\$113,
18	\$69,082	\$73,111	\$77,409	\$85,328	\$101,544	\$102,356	\$108,736	\$113,
19	\$69,082	\$73,111	\$77,409	\$85,328	\$101,544	\$102,356	\$108,736	\$113,
20	\$69,082	\$73,111	\$77,409	\$85,328	\$103,534	\$104,342	\$110,849	\$115,
21	\$69,082	\$73,111	\$77,409	\$85,328	\$103,534	\$104,342	\$110,849	\$115,
22	\$69,082	\$73,111	\$77,409	\$85,328	\$103,534	\$104,342	\$110,849	\$115,
23	\$69,082	\$73,111	\$77,409	\$85,328	\$103,534	\$104,342	\$110,849	\$115,
24	\$69,082	\$73,111	\$77,409	\$85,328	\$103,534	\$104,342	\$110,849	\$115,
25	\$69,082	\$73,111	\$77,409	\$85,328	\$104,868	\$105,707	\$112,277	\$117,