



Bargaining News

June 1, 2009

District Offers Two Year Compensation Package.

Friday afternoon, the District proposed the following compensation package to SEA as a package deal to either accept or reject in its entirety:

- A two-year contract
- 0% raise
- Replace the unfunded LID day with an additional TRI day the content of which would be completely controlled by the District. The additional TRI day would continue for the two years of the contract and then be eliminated.
- Two additional days for SAEOP members for professional development (increasing the days from six to eight). Professional development days would be directed by the principals and supervisors in consultation with SAEOP members. For the increase to happen, SEA would have to agree that SAEOP members give up their Elementary Office Workload Recognition pay. Year round employees would also have to give up their inclement weather days. Paraprofessionals would keep their current six days of professional development and would not get additional days.
- Reduce the Sabbatical funds from \$327,454 to \$327,000. 50% of sabbatical funds would be redirected to assist teachers who need intervention assistance; the other 50% would continue to be used for the classified-to-cert program focusing on difficult to fill positions.
- Remove the right to maintain 100% salary for 60 days when injured on the job. The employees would instead accept the state Labor & Industries level of 65% of wages.
- An additional \$1,000 to each BLT stipend per school for the term of this agreement. In return, principals would get decision making final authority of the building budget and staffing. Principals would also make the final decision on items when the staff is unable to make a collaborative decision about other things. School-based decisions must align with the District's Strategic Plan, the CSIP, and other District initiatives. The District believes that BLT's currently make decisions that do not offer all students a quality education. The school's professional development plan would have to be aligned with the District's professional development plan. Schools that require special SPS intervention would develop their CSIP, budget, and professional development plan with



Phyllis Campano, SpEd Teacher at Cooper Elementary and Negotiating Team member.

SEA Negotiations Team

Glenn Bafia,
*SEA Executive Director
& Chief Bargainer*
Brian Lindquist,
SEA Vice President
Verleeta Wooten,
High School Teacher
Debra Tarpley,
Middle School Teacher
Ron Knight,
Elementary School Teacher
Marguerite Jones,
Parapro President
Debbie Passi,
SAEOP President
John Dunn,
Substitute President
Lynne Oliphant,
*School Nurse representing
Education Staff Associates*
Phyllis Campano,
Special Education Dept.
Frances Zavala,
English Language Learners

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District proposal continued . . .

the guidance, direction, and approval of the Instructional Director (Michael Tolley, Ruth Medsker, Pat Sander, Patrick Johnson, or Gloria Mitchell). The district will not expand the BLT stipends to Stanford based programs (i.e. ESA groups, coaches, etc).

This is the whole financial offer the District has made to cover all SEA members for the next two years. Their other proposals made during negotiations are still on the table. These include: pay for performance; staffing flexibility for principals; not having to interview any internal candidates for positions; special ed and ELL changes; and stricter leave provisions.

SEA Proposes Cert Language Good for Seattle Students

SEA went to the negotiation table three days last week. We concentrated on the certificated collective bargaining agreement. The SEA team has proposed language that is not only good for our members but also good for Seattle students. Here are highlights of what was proposed*:

- A 2.5% cert salary increase. The district has finally climbed from 11th to 5th over the last five years when compared to surrounding districts. We need to ensure that we keep up with the surrounding districts whose certificated staff will receive raises this year. We do not want to lose ground. Being competitive is the only way to attract and retain the best and brightest teachers for Seattle Public Schools.
- Class size caps. Currently the CBA has class size ratios that can be increased from 26 to 28 students in grades K-3 and from 28 to 32 students in grades 4 and 5 without any ramifications. Washington state ranks 46th when it comes to class size. We need to make sure that students are getting the attention they deserve from their teachers. Although we know that even 26 and 28 are numbers that are too high (research says 17 students in K-3 in order for all students to achieve), it would be a start if the district would cap the numbers at the contractual levels. Let's hope the district does what is right for our students and gives them the opportunity to achieve early in their educational journey.
- Not more than two preps for new secondary teachers and no combination classes for new elementary teachers. New teachers struggle with the day to day workload as all certs do. They also have to worry about pro cert and the struggles that come along with being in a new profession. We have proposed that new secondary teachers only have two preps for their first two years of teaching. Elementary teachers would not have combination or split classes in

SPS Negotiations Team

Ricardo Cruz,
*Chief Spokesperson and
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Misa Garmoe,
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Labor Relations Managers
Scott Whitbeck,
Instructional Director
Eva Edwards,
Sue Means,
Demetrice Lewis,
HR Analysts
Phil Brockman,
Awnie Thompson,
Principals
Linda Sebring,
Budget Manager

SPS will post all contract language proposals to the internet.

The District is posting all contract language proposals on their website.

<http://www.seattleschools.org/area/laborrelations/proposals.xml>

Let's talk about negotiations!

Come to a neighborhood member conversation about negotiations. SEA President Olga Addae and SEA staff will conduct these dialogs at the dates and locations below.

Tuesday, June 2, 2009, 4:30 - 6:00 p.m.
West Seattle - West Seattle H.S.
3000 California Ave SW

Thursday, June 4, 2009, 4:30 - 6:00 p.m.
University District - Bryant Elem. School
3311 NE 60th St

Tuesday, June 9, 2009, 4:30 - 6:00 p.m.
Central - Garfield H. S. Library
400 23rd Avenue

Wednesday, June 10, 2009, 4:30 - 6:00
Highland Park E.S. Lunchroom
1012 SW Trenton

SEA Proposes Cert Language Good for Seattle Students

their first two years as well. Let's make it easier for teachers to acclimate to the profession and give them time to concentrate on teaching their students.

- \$1,000 Pro Cert incentive. Pro cert takes a significant amount of time and money. Many teachers in their first five years of teaching leave the profession because of all the demands. SEA proposed that the District honor teachers that have given service to the district for five years and who have achieved their Pro Cert by giving them a onetime \$1,000 incentive. Let's help stop the revolving door so our students can keep highly qualified teachers in their classrooms.
- Workload Committee. The SEA has proposed that for any new initiatives or programs, the district will not increase workload without removing an equal measure of time and responsibility from the impacted employees. Employees have told us over and over about the amount of work/time being asked of them. The SPS cannot expect to continue to pile on more and more work. This takes time away from staff doing what is really important such as planning for their lessons and teaching kids.
- Caseloads and ratios for ESA employees. Just as in regular classrooms, ESA employees and librarians cannot be expected to help raise student achievement when their numbers are unreasonable. Let's give students the assistance they deserve from the ESA groups.

SEA also proposed last week:

Payment for advisory period

- Weighting special needs students to ensure smaller classes for them in the general ed setting
- Paid time for elementary specialists to deal with scheduling
- Paid collaboration time for any teachers working in an inclusion model
- Joint training for any teachers working in an inclusion model prior to their first day with students
- Time for ELL and special ed teachers to collaborate with their instructional assistants
- Relevant professional development for Special Ed teachers and ESA groups
- Appropriate working space for teachers and ESA employees to work
- ELD stipend based on adults they work with as well as a prep period to deal with paperwork
- Qualified evaluators for ESA employees
- More days for nurses to assist in developing health plans
- A choice in teaching assignment each year
- Program leadership teams for Stanford based employees
- Strong STAR language to mentor new teachers
- Language that allows for the self-directed portion of TRI to be more self-directed.
- Payment for IEP meetings outside the school day
- Increased hours of pay for doing IEP's
- Compensation for National Certifications for ESA groups who do not qualify for National Board
- Discounted transit passes
- RIF teachers qualify as senior substitutes getting priority over day to day substitutes

* These proposals are in addition to the ones reported on in previous *Bargaining News*