



## Negotiations Round 1 UPDATE

Good evening, my fellow educators. I am pleased to announce that negotiations have started. The table team has put in many hours of research and work to create the most reasonable and responsive proposal packet that reflects the needs of our educators and students. Your chief negotiator, Molly Davies, has provided you with our first update. I know this message is long but it contains information that is vital to making sure you understand our advocacy. Please see the update below. Continue to reach out should you have any questions or concerns.

In Solidarity, Michelle

Greetings, Friends!

Game on! Charge! Here we go! Contract negotiations are officially underway. We met with the district's team at the OEA on 11/29 from 5:00pm to a bit after 8:00pm and reviewed all the current proposals from the OEA and from the district. It was cordial and calm, and the tone at the table was largely collaborative. Huzzah!

I won't get into the weeds, because we are going to do that on December 6th, from 7:00pm to 8:00pm. Mark your calendars for an all-member Zoom. We will be broadcasting it from the OEA and going through some of the details with

you. Why? Because we already need your input, and not the survey kind. Michelle will send the zoom link next week. Please remember that this is for members and participants will be checked in. If you have a non-member friend who would like to join, consider sending them to the OEA website for a member form. Here's a little summary.

We are proposing...

some new definitions to add clarity to how our roles have evolved,

a mandatory reassignment stipend with guaranteed curriculum writing pay,

increased rate of reimbursement for some annual costs borne by our SLPs,

some additional compensation for our school counselors,

a new structure for SAT pay,

plan-time proposals for early childhood and elementary,

health insurance changes (will be negotiated until the end... devil in the details),

an update to the bereavement policy,

increase of paperwork days for special educators,

new LSI table for our veteran teachers,

and a GIGANTIC revision of the extra-duty table to bring better compensation to coaches and sponsors at all levels.

We also proposed that we put \$1,000 on the base next year. We will be getting the ESSERS stipend for one more year, paid out as it is now in three installments. We only proposed a one-year contract. The yearly increases in health insurance, coupled with contract language with the amount that the district contributes instead of the percentage, creates an inconsistency that makes bargaining very difficult.

So the good news is that they, the district, also thought that \$1,000 on the base next year was the right number and had

the same number in their proposal. But wait, there's more!

The district is proposing...

some new definitions for home visits and hybrid classes,

an increase in creditable years of service (15 to 20) for incoming teachers (and we requested that be made retroactive for recent hires),

a condensation of the loss of plan and coverage language that has some corners we need to see around and process,

minor changes to the extra duty table,  
a cap to association leave,

changes to the language about driving students and liability,

and, free admission for families to all district sports events!  
This was the single point of on the spot agreement for the night.

The district's financial offer is very good. The second and third year of the contract would also see increases on the base, and they are substantial. We will go over these in detail on the Zoom. The health insurance proposal is basically a mirror of what we have. Details will also be shared on the Zoom.

We need the Zoom to get your reaction to some of these complexities as the financial offer states that "in order to roll the stipend into the base salary, the District anticipates maintaining current staffing levels for the duration of the agreement." So, we need to talk.

I appreciate you reading to the end! Look for that Zoom link and show up. When we have set the date for the next session we will send that out immediately.

Peace! Molly Davies and your OEA Negotiation Team

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