

## 2015-2017 MVEA Collective Bargaining Agreement Changes

### TRI

**Year 1:** 6% Increase. This is inclusive of 5 additional work days which will be embedded in the school year, half of which is District directed. Longevity Steps at years 20 and 25 of 2.5% each.

**Year 2:** Increase 3.25%

*What this means to you*

- If you have less than 20 years of experience: Y1 6% increase plus 3% COLA, Y2 3.25% increase plus 1.8% COLA – net gains over two years: 14.05%, including state flow through (COLA).
- 20-24 years of experience – net gains over two years (including COLA): 16.55%
- 25 years or more, net gain over two years: (including COLA): 19.05%
- At the end of the agreement, our total TRI package will be 29.35%, 31.85% with 20 – 24 years of experience and 34.35% with 25 or more years of experience. These are historic gains.

### Planning Time/Professional Development

- Early Release will be discontinued at the secondary level.
- Five days will be embedded in the school year, 50% of that time will be PD, 50% will be self-directed. This time will be a part of the TRI pay, and will be documented through the same responsibility form. Sick leave or Personal days may be used on these days.
- Joint committee to determine quality of professional development and curriculum support. Please contact MVEA President Dave Willer if you would like to be on this committee.

### Elementary Planning

- Until Feb 1 2016, Early Release days will be maintained as is. This means there will be 5 early release days, one of which will be District Directed.
- After Feb 1 there will be weekly 60 minute early release periods for the purpose of PLCs and collaborative planning in those weeks that do not feature a full day release for PD/Planning. This ultimately translates to 31 early release periods per year. (Most likely on Fridays)
- Starting in the 2016-17 School year, planning time will be extended to 55 contiguous minutes within the student day. On days with shortened schedules, planning time is shortened proportionately.

*What this means*

### Last year

- 200 minutes of planning a week within the day.
- We had 15 minutes of planning outside of each day. Translation: 75 minutes/week.
- We had 10 early releases, 7.5 of which were self-directed. This translates to 25 minutes for planning per week, on average.
- Total = 300 minutes averaged weekly.

### Next Year

- 55 minutes per day 4 days a week plus 45 minutes on Friday = 265 minutes within the week
- 60 minutes for PLCs and collaborative planning = 60 minutes per week, with qualifications.
- 2.5 days for planning in the PD/Planning Days = 30 minutes/week when averaged over the year.
- Total = 355 minutes/week for planning, some of which will be taken by PLCs.

The value of this time will depend on how the early release Fridays play out. Assuming that at least some of the time becomes TD in practice, this will be a net addition of time. The final agreement also creates a framework which can be expanded to reach a better solution in future bargains.

Note: This agreement implies the student day will be increased by 15 minutes in 2016-17.

Note: We had hoped for more time, but the suspension of I-1351 removed human resources that could have been used toward planning time.

**This Year** *will be confusing (see above for details as to transition.)*

**Curriculum Rate: Gone.** There will be one rate of pay for extra work – per diem. The only exception is voluntary contract work that has a specific product or outcome in mind.

**Testing:**

An agreement to reduce testing to the state minimum.

A joint committee to evaluate testing and build a testing calendar.

Individual discretion over non-mandatory testing. The District is resisting this.

3 release days for kindergarten teachers to support WaKids.

**Job Sharing:** Language to support job sharing.

**Split Classrooms:** One day's pay for elementary teachers in split classrooms.

**Co-Curricular Contracts:** Stipends will be updated through joint committee during fall 2015.

**Counselor and Nurses:** Will be able to flex non-student contract days to meet workload needs. Flexed days require 'mutual agreement' with supervisor.

**Itinerant Staff:** Language assuring adequate travel time between assignments in different buildings.

**Sub Pay:** Increased from \$120 to \$130 per day.

**Details:** A number of technical details in the CBA were fixed.

**What's Missing**

Stipends for ESA's who complete national certification

Time and space for nursing mothers to attend personal needs

Adequate staffing for health rooms

Significant class size improvements: Thanks legislature

Language clarifying leave for elected WEA/NEA officers (Paul)

Leave for candidate for political office or those elected

Language requiring return receipts for paperwork submitted to DO

Support for teachers with students who are a danger to staff or students

