

		Improvements!!
CA #1	Classroom Materials Stipend	<ul style="list-style-type: none"> *Automatically PAID on 12/15!!! *No submitting receipts. *Increases the stipend to \$250. *Guaranteed payment: Automatically paid on the December 15 payroll with <u>no forms</u>. *All licensed staff PAID! *Inclusive for new hires - Staff hired after the school year begins still receiving the stipend on February 15.
CA #2	Transfers/Reassignments	<ul style="list-style-type: none"> *Notification of tentative assignments now 10 days before the last day of school. *A <u>\$300 payment</u> for moves between buildings for PEL-licensed employees. *Anyone who meets minimum qualifications is <u>guaranteed an interview</u>. *No more silence after applying. All applicants will be notified of the decisions. *Interview, and follow-up guaranteed
CA #3	Joint Committees	<ul style="list-style-type: none"> *District-level Committees: Insurance, Calendar, Stipends, Job Descriptions, Safety & Security, Evaluation, Professional Development, MTSS (Behavior & Academic). *Building-level Committees: MTSS (Behavior & Academic). *Ad hoc: Committees created as needed (for example, Mentoring + Dual Language). *No more advisory committees. *All committees now Joint: Co-admin + staff leads, equal votes (consensus-based), agenda written together. *Each side appoints its own representatives; committees determine their own size. *By October 1, co-leads establish meeting schedules and communicate expectations. *Committee annual reports given at board meetings.

CA #4	Retirement Language	<ul style="list-style-type: none"> *Retain 6% retirement bonus for advance notice given up to four years. *\$500 bonus for advance notice given up to four years.
CA #5	Parental Leave	<ul style="list-style-type: none"> *"Maternity leave" replaced with parental leave. *Parents working in-district may BOTH access up to 60 FMLA days individually. No splitting between partners!! *Legally, the district could charge you the full amount for your insurance if you take 30+ days off. But the new contract removes the 30-day cap if employees have available sick days. *New employees not yet eligible for FMLA may request up to 60 days (paid/unpaid) while maintaining the employee/employer insurance split.
CA #6	Course Approval, Tuition Reimbursement & Lane Advancement Process	<ul style="list-style-type: none"> *ONE form for course approval and tuition reimbursement. *Requests submitted 30 business days before the course begins. *Written explanation for any denial. *Decisions on course approval and tuition reimbursement can be appealed within 5 business days.
CA #7	Paid Leave Time (Sick, Personal, Vacation)	<ul style="list-style-type: none"> *13 sick days and 3 personal days for all bargaining units. *Personal days roll over the next year (to a maximum of 5); any additional roll into sick days. *Employees with 5+ years of service and 50+ sick days as of June 30 receive 14 sick days annually (starting Year 1 of the CBA).
CA #8	Paid Holidays- OFFICE	<ul style="list-style-type: none"> *Adds Juneteenth as a paid holiday when it falls on a weekday. *Adds Federal Election Day as a paid holiday in November.
CA #9	Elementary Band	<ul style="list-style-type: none"> *Band takes place during contractual workday, not pushed before or after school. *Old AA stipend. *Improved stipend.

CA #10	Special Education / Non-Classroom PEL	<p>* Establishes an Ad Hoc Committee to create and maintain a formal workload plan.</p> <p>*Defines a process for how workload concerns are raised and addressed across roles and buildings.</p> <p>*Protected and improved work time:</p> <ul style="list-style-type: none"> o Increases to 5 protected days per year o Up to 2 consecutive days with principal approval o Completed in person, with option for alternate district site (with approval) <p>*Protected time expanded to apply to SPED teachers/case managers, social workers, speech pathologists, and itinerant staff.</p> <p>*Ensures social workers and psychologists receive a scheduled, uninterrupted ("duty-free") lunch.</p>
CA 11	Grievance Language	<p>*Aligns <u>grievance</u> and <u>discipline</u> procedures for teachers, office, and support staff.</p> <p>*Uses calendar days for consistency and predictability.</p> <p>*New rights! All employee groups may contest discipline of suspension or higher in closed session:</p> <p style="padding-left: 40px;">Adds a <u>Step 3 Board hearing</u>:</p> <ul style="list-style-type: none"> o Union may request within 10 days of Step 2 response o Hearing occurs within the next 2 Board meetings o Written decision within 10 days
CA #12	Early Learning	<p>*Establishes "Early Learning" as the program name, replacing Birth-PreK.</p> <p>*Creates an Ad Hoc Early Learning (Joint!) Committee to review key issues.</p> <p>*The committee convenes before Summer 2026 to examine workload and prep time.</p> <p>*Committee will reconvene based on:</p> <ul style="list-style-type: none"> o Program audits o Principal consultant recommendations/requirements o Grant changes o Determination by committee co-leads

		<p>*Recognizes that class size should be driven by grant requirements (up to and no more than what is dictated by the grant).</p>
CA #13	Overtime for Office and Support Staff	<p>*Overtime paid at 1.5x only after 40 hours/week with no conflicting definitions.</p> <p>*In the past, written pre-approval was required for hours beyond the normal workweek. Verbal approval is now appropriate for last minute needs.</p> <p>*Removes Appendix G, which has not functioned as a true approval tool.</p> <p>*Hours must be submitted on a same-week timesheet.</p> <p>*For extra hours worked, (instead of pay) employees may request flex time in the same week if approved.</p>
CA #14	Stipends	<p>*Openings posted district-wide on the same platform (Frontline).</p> <p>*5-day internal posting window before going external.</p> <p>*Non-district stipend holders released and reposted annually.</p> <p>*Documented experience must be considered.</p> <p>*Internal experience recognized:</p> <ul style="list-style-type: none"> ■ Club → Club = 1 year credit ■ Same for athletics <p>*Use of TalentEd for stipend evaluations.</p> <p>*Stipend Committee to finalize rubrics by end of SY27 for SY28 implementation.</p> <p>*Standardizes naming to "Student Club/Activity."</p> <p>*Joint Stipend Committee oversees creation, elimination, and reclassification.</p> <p>*Develops clear guidelines, including for wildcard stipends.</p> <p>*All recommendations go to the Board of Education for approval.</p>
CA #15	Dual Language	<p>*An Ad Hoc Dual Language Committee in place by Summer 2026 to address program needs.</p> <p>*Administration will prioritize keeping TAs within the program rather than pulling them to sub.</p> <p>*Respect for plan time: Greater awareness and planning around consultants, materials, and training to avoid encroaching on prep.</p>

		<p>*Aligns with the district's early planning timeline for SY27 as the program expands across buildings.</p>
CA #16	Calendar	<p>*Calendar is jointly developed and follows the existing successful process.</p> <p>*Clear annual timeline:</p> <ul style="list-style-type: none"> o Committee meets in Q1 o Official calendar finalized by end of March o Draft of the following year ready by end of the school year <p>*Calendars planned two-years at a time.</p> <p>*Removes outdated requirements (e.g., dual proposals) that slowed decision-making.</p> <p>*Committee will be better informed by providing members guidance on legal requirements to support their decisions.</p> <p>*Moves language to the General section of the CBA for clarity and consistency.</p>
CA #17	Professional Development	<p>*The PD Committee will be divided into specific groups (teachers, office, support, etc.).</p> <p>*Each group designs PD based on their specific needs!</p>
CA #18	Class Size	<p>*Required admin responses:</p> <ul style="list-style-type: none"> o Within 5 workdays of the October 1 deadline, admin must meet with any teacher over the class size cap o A relief option must be provided - not optional o If unresolved, teachers can appeal within 10 work days to the Superintendent or their designee <p>*Stronger timelines:</p> <ul style="list-style-type: none"> o October 1 (Semester 1) maintained o February 15 (Semester 2) updated for better alignment <p>*Some classrooms (for example, Music, PE, and Encore) left out in the past now have "safe and reasonable" standards.</p>
CA #19	Evaluation	<p>*Moves PERA-specific procedures into the Certified Evaluation Plan (as led by the Joint PERA Committee).</p>

		<p>*Office and support staff language simplified into a single, consistent paragraph.</p> <p>*Clear expectations</p> <ul style="list-style-type: none"> o Evaluation tools identified in the Appendix o Administration must review the tool with the employee o Employees retain the right to respond in writing o Changes support and office staff evaluation deadline to April 15 <p>* Ongoing details and updates guided by the Joint Evaluation Committee and Evaluation Plan.</p> <p>*Fixes mislabeled appendices and incorrect references.</p>
CA #20	New Educators/PD	<p>*Up to 4 days of pre-year orientation (unpaid).</p> <p>*Up to 2 workdays equivalent for NEST meetings/workshops/PD (unpaid, separate from mentor meetings).</p> <p>*Fair compensation for office/support staff: Required training is paid at the hourly rate.</p> <ul style="list-style-type: none"> ● Mentor clarity: <ul style="list-style-type: none"> o Employees serving as mentors shall receive a stipend of \$1,300 for the year. o Includes expectation to attend mentor orientation o Pro-rated for midyear starts/ends ● Expansion of support systems: <ul style="list-style-type: none"> o Ad Hoc Joint Committee (2026-2027) to design job shadowing/mentorship for office and support staff o Pilot program in 2026-2027, full implementation in 2027-2028 <p>*Oversight for new educators shifts to Curriculum, Instruction, and Assessment, in coordination with HR, Learning Leadership, and NEST leads.</p> <p>*The Stipend Committee will address NEST roles, distribution, and compensation.</p>
CA #21	Ratio PPA:Student	<p>*Building-level problem solving (outside CBA):</p> <ul style="list-style-type: none"> o Use Discipline Committees to assign PPAs based on real building needs o Develop a PPA sub pool to cover absences and reduce strain

		<ul style="list-style-type: none"> o At EAHS, shift receptionist duties to free up a PPA for student support <p>*Ongoing staffing review:</p> <ul style="list-style-type: none"> o Annual staffing conversation between Administration and Union o Continued discussion through monthly Superintendent/Union meetings <p>*Transparency in the CBA:</p> <ul style="list-style-type: none"> o District provides annual staffing projections to the Union o Maintains open dialogue to gather feedback o Preserves management rights on final staffing decisions
CA #22	Recruitment and Retention of Hard-to-Fill Positions	<p>* A jointly developed, Board-approved list of hard-to-fill positions updated each year.</p> <p>*The district may offer up to a \$2,000 sign-on bonus with a 3-year commitment.</p> <p>*Employees who earn endorsements and move into hard-to-fill roles are also eligible.</p> <p>*Development of transparent salary placement procedures that consider:</p> <ul style="list-style-type: none"> o Experience in hard-to-fill areas o Relevant prior work experience o Veteran staff (e.g., 10+ years)
CA #23	Sick Bank	<p>*Maintains the sick bank within the Union.</p> <p>*Establishes clearer criteria for who can access the sick bank.</p> <p>*Clarifies key terms with specific examples to guide consistent decisions.</p> <p>*Requests submitted to the Union President for processing.</p> <p>*Eliminates the Board's role in approvals.</p>
CA #24	Workday - Lunch, Plan, Prep, Duties, Specials, Faculty/Divisions/PLS Mts + Early Learning	<p>*Elementary teachers (K-5) will have eight (8) thirty (30) minute planning periods weekly.</p> <p>*Supervisions: Open House and one other</p>
	Support Staff additional	<p>*Internal subbing increase,</p> <p>*Toileting increase,</p>

		<ul style="list-style-type: none"> *Longevity increase, *Overtime language clarification, *Summer Camps increase
	Insurance	*Locked into current percentages for 2026-27 with an Insurance Joint Insurance Committee negotiating a transition to industry norms with agreed floors in place.
	Office Staff	<ul style="list-style-type: none"> *Overtime language clarification, *Fixed categories for secretaries, *Ad-hoc Committee to develop a job shadowing and mentoring program for office and support staff.