

# Contractual Items from the Open Bargain that Start in the 2023-24 School Year

## Compensation

- 2023-24
  - State allocation on total salary + \$500 on every cell of the salary schedule

## Time

2023-24

- Beginning in the 2023-24 school year, the District and Association agree to develop a calendar with weekly 75-minute early release Fridays, except for the first week of school and the weeks where there are scheduled non-student/professional development days. Nine of the current early release half-days will be eliminated; the last day of school will remain a half-day early release. The purpose of the early release time is to provide time for activities that directly impact student learning. Forty percent (40%) of the use of the days will be directed by the district/building to support school improvement activities and professional learning, and sixty percent (60%) will be directed by the individual for the purpose of enhancing the quality of instruction and learning for students and providing opportunities for collaboration and collegial meetings.
- Continue with one supplemental day being used for mandatory training/individual time and not scheduled on the calendar, and another supplemental day added to TRI and not scheduled on the calendar. The remaining four shall be scheduled accordingly:
  - 3 days before students start school to be divided equally between district/building and individual time.
  - One day between semesters to be designated individual time for grading and second semester prep.
- The three (3) state Professional development days shall be divided equally between district/building and individual time.

## ESAs

- Counselors
  - Elementary
    - 2023-24
      - Schools between 450 and 550 = 1.2 total counseling FTE
      - Schools with 550+ students = 1.4 total counseling FTE
      - Title 1 schools with 550 + students = 1.6 total counseling FTE
  - Middle School
    - **2023-24:** Additional .5 counseling allocation will be added to middle schools with headcount of 750 or more. Based on the projected September head count enrollment, a middle school shall be provided with additional EEA counseling FTE staff in .1 FTE increments, when no less than an additional .5 FTE is required to achieve a ratio of 1 FTE counselor per 275 students. Trigger will be paid for

the gap between 275:1 and when .5 counselor FTE is added. Trigger compensation will be divided equally among the building counselors (*reference implementation memo "Secondary Counselor Trigger Relief and Dates"*).

- **High School (4 large comprehensive)**
  - 2023-24
    - Each comprehensive high school shall be staffed with a minimum of 5.0 FTE counselors. Based on the projected September head count enrollment, inclusive of all students being tracked by counselors for graduation, a high school shall be provided with additional EEA counseling FTE staff in .1 FTE increments, when no less than an additional .5 FTE is required to achieve a ratio of 1 FTE counselor per 300 students. Trigger will be paid for the gap between 300:1 and when .5 counselor FTE is added. Trigger compensation will be divided equally among the building counselors (*reference implementation memo "Secondary Counselor Trigger Relief and Dates"*).
  - 2024-25
    - Each comprehensive high school shall be staffed with a minimum of 5.5 FTE counselors. Based on the projected September head count enrollment, inclusive of all students being tracked by counselors for graduation, a high school shall be provided with additional EEA counseling FTE staff in .1 FTE increments, when no less than an additional .5 FTE is required to achieve a ratio of 1 FTE counselor per 270 students.
    - Trigger eliminated for counselors.
- **Psychologists**
  - **Elementary**
    - 2023-24
      - Schools up to 450 students, based on headcount, not FTE, shall be allocated .3 psychologist FTE.
      - Schools with more than 450 students, based on headcount, not FTE, shall be allocated .5 psychologist FTE.
      - Schools and Programs with 1 special classroom (DK, IS, ISES, VI, DHH) will be allocated an additional .1 FTE.
      - Schools and Programs with 2 or more special classroom (DK, IS, ISES, VI, DHH) will be allocated an additional .2 FTE.

## **Student/Staffing Supports in General Education**

- **Class Size Reductions**
  - 2023-24
    - Reduce class load relief trigger points by two students in grades 4 through 8:
      - Grade 4: 26 T1, 28 T2, 30 T3, etc.
      - Grades 5-6: 28 T1, 30 T2, 32 T3, etc.

- Grades 7-8: 30 T1, 32, T2, 34 T3, etc. for individual class trigger.
    - Grades 7-8: 144 T1, 154 T2, 164 T3, etc. for daily teaching load norm.
  - Classroom norms for the following ninth and tenth grade non-honors/AP/IB classes will be set at 24 students. (ALE exempted.)
    - World History 9
    - World History 10
    - Algebra 1
    - Geometry
    - Biology
    - Physical Science (if majority of students are 9th and 10th graders)
    - Earth Space Science
  - Should classes exceed 24 students:
    - Trigger 1 at 25
    - Trigger 2 at 26
    - Should a class reach trigger 3 (27 students), upon teacher request, the EEA president, the Director of Certificated staff, the building principal, and the affected teacher will meet to determine appropriate relief to be provided to the teacher.
    - Should 3 classes of the same subject reach 27 students, an additional section will be created no later than the next grading period.
- **Reading Support**
    - 2023-24
      - 6.0 FTE will be allocated centrally for reading support in grades 4-6 based on student learning data at each building. Students will be identified in the spring based on data from:
        - Winter iReady
        - SBA
        - Tri-annual progress monitoring from district data sources
      - The District shall provide Reading Support for students in grades 7 and 8 as a Tier 2 MTSS support.
        - The District shall allocate a minimum of 1.0 FTE at each middle school for reading support classes.
        - Classes shall not exceed 16 students.
        - Students will be identified based on data from:
          - iReady
          - SBA
          - Tri-annual progress monitoring from district data sources
  - **Multilingual Learner Staffing**
    - 2023-24
      - Elementary—Additional 3.0 FTE to be allocated based on need and taking into consideration the number of newcomers at buildings.

## Substitutes

- Compensation
  - 2023-24
    - State allocation on 2 rates above, rounded to the nearest dollar.
    - Maintain current language for additional \$25 on designated days.
    - On early release Fridays starting in year 23/24, the substitute day will end 30 minutes after the end of the student day without a decrease in daily compensation.