

ETA Tentative Agreement 2023-2027 Summary

| Compensation: | |
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| <p style="text-align: center;">Salary:</p> <ul style="list-style-type: none"> ● 2023-2024- 6% raise on base ● 2024-2025- 5% raise on base ● 2025-2026- 3% raise on base ● 2026-2027- 2% raise on base ● Steps roughly 2.2% to 3.5% on top of raise on base ● See appendix F for increases (at bottom) ● Teachers will receive step and Retro to beginning of year for: <ul style="list-style-type: none"> ○ Salary ○ Stipends ○ Overloads ● Hourly rates will increase next year | <p style="text-align: center;">Other:</p> <ul style="list-style-type: none"> ● T-8 teachers may trade in 5 PCs for \$1800 <ul style="list-style-type: none"> ○ Beginning with PCs earned in 2024-2025 ○ Max of 1 PC from 15 PD hours/year for stipend ● Retirement incentive now tied to T-8 salary. (formerly \$3000-\$5000 per year when declaring 1 to 2 years out) <ul style="list-style-type: none"> ○ Will increase yearly without negotiation ● Retirement insurance <ul style="list-style-type: none"> ○ Increased from \$435 to \$480 per month ● Retirement Bonus to 403b post retirement <ul style="list-style-type: none"> ○ \$2000 for 25 years in district ○ \$3500 for 30 years in district ○ \$5000 for 35 years in district |
| Changes (Grade Band Specific) | |
| <p>Elementary:</p> <p>Beginning in 2024-2025</p> <ul style="list-style-type: none"> ● All Schools <ul style="list-style-type: none"> ○ Reduction from 26 contact hours to 22 contact hours ○ Removal of Science or Social studies from General Classroom teacher ○ 50 minute lunch ● For traditional schools <ul style="list-style-type: none"> ○ 5 specials (40 min long) ○ 40 minutes teacher led collaboration time ○ 160 minutes personal plan time ● For SfRE <ul style="list-style-type: none"> ○ 6 or 7 specials based on school (40 min long) ○ 60 minutes teacher led collaboration time ○ 180-220 minutes of personal plan time <p>Beginning in 2025-2026</p> <ul style="list-style-type: none"> ● All Schools <ul style="list-style-type: none"> ○ 9 specials (40 min long) ○ 300 minutes personal plan time ○ 60 minutes teacher led collaboration time ○ School day extended 20 minutes to accommodate for more planning time and additional specials. | <p>Middle School:</p> <ul style="list-style-type: none"> ● Beginning 2024-2025 ● Removal of supervision ● New plan time totals: <ul style="list-style-type: none"> ○ 90 min a week teacher led collaboration time ○ 360 min a week personal plan time ● Beginning in 2026-2027 <ul style="list-style-type: none"> ○ 6th grade to middle school, shift to new middle school model <p>High School:</p> <ul style="list-style-type: none"> ● Beginning in 2024-2025 <ul style="list-style-type: none"> ○ 1 early release day a month for teacher lead collaboration (56 minutes each day) ● Beginning in 2025-2026 <ul style="list-style-type: none"> ○ 2 early release days a month for teacher lead collaboration (56 minutes each day) <p>Pre-School</p> <ul style="list-style-type: none"> ● Beginning in 2024-2025 <ul style="list-style-type: none"> ○ 270 minutes of personal plan ○ 30 minutes of teacher led collaboration ○ Gross Motor (30 min 2x per week) ● Beginning in 2025-2026 <ul style="list-style-type: none"> ○ Teacher day extended 20 minutes to accommodate for more planning time. |
| Changes (All Grade Bands) | |
| <ul style="list-style-type: none"> ● SD will review all class sizes and make recommendations in May ● Special Education Plan time removed “whenever possible” to ensure plan time given ● Planning and preparation now defined as “the use of professional time is at the discretion of the teacher” ● Related Services now has established protected plan time and lunch in their schedules ● Special Services Department may establish Special Services Improvement Committee ● Specialized Student Services Caseload Review <ul style="list-style-type: none"> ○ September 30 ○ December 1 ○ February 1 | <ul style="list-style-type: none"> ● Graduate level classes will go through pre approval process (meet one of the following) <ul style="list-style-type: none"> ○ Degree oriented program ○ Endorsement classes ○ Classes related to current job ○ Appeals will be heard by SCOC ● Increased safety language ● Updated scope of work for Safety Council ● Defined work and roles of SIP and SD ● Instructional Council will have ETA Co-Chair ● Overload language explicitly defined ● Release time increased to 0.4 for 1st VP to serve our members ● See resources section for full language and other small changes. |

Maintains

- Salary structure (20 steps, 8 lanes)
- 10 hours per step and lane
- 2 additional steps/lanes per year
- Lane to step conversion
- 403b match at T-8 remains the same (5%)
- Insurance remains 85%/15%

Resources

Full Resources available on www.theeta.org

- [Complete Revised Language](#)
- [Appendix F](#)
- [Slide Deck Presentation](#)
- [Salary Worksheet](#)
- [Step and lane instructions](#)
- [Salary Calculator \(Download for Excel File\)](#)
- [Elementary Draft Schedules](#)
- [Student code of conduct](#) (no changes to SCC but listed here as reference for article 9)