



Contract Settlement Highlights

Bargaining 2022-23

Compensation 10 month unit members



Effective July 1, 2023, all 10-month MCEA unit members will receive a general wage adjustment of \$5,602 plus step.

Fiscal Year 2025: Effective July 1, 2024, all 10-month MCEA unit members will receive a general wage adjustment of \$2,918 plus step.

Compensation 12 month unit members



Fiscal Year 2024: Effective July 1, 2023, all 12-month MCEA unit members will receive a general wage adjustment of \$6,583.

Fiscal Year 2025: Effective July 1, 2024, all 12-month MCEA unit members will receive a general wage adjustment of \$3,428.

Non-wage economic gains



- Coverage - increasing coverage rate to \$30 per hour and expanding who earns coverage pay beyond classroom teachers to include Counselors, Non-classroom Based Unit Members, and Related Service Providers
- Extracurricular stipends - increasing 20% over two years. (Moving from \$15 per hour to \$17.50 for Fiscal Year 2024 and \$18 per hour for Fiscal Year 2025).
- ISY - \$3000 bonus stipend raised to \$3,500 for unit members who work the entire extended school year in schools with innovative school year calendars.

Non-wage economic gains



- **Highly Impacted Schools**
 - **Community School Liaison (CSL) New Supplement - \$1,700**
 - **\$250,000 set aside for professional development for staff in Highly Impacted Schools**
- **Cell phones provided to unit members who are required to make home and community-based visits**

Non-wage economic gains

- Increase in supplements for Other Certifications/NBC non-blueprint - unit members who have received national certification or credentialing in speech/language pathology, occupational therapy, physical therapy, school psychology, or counseling will have their supplement increased from \$1500 to \$2,125 annually
- NBCTs who are not eligible for the state-required Blueprint supplement will have their supplement raised from \$2000 to \$2125 annually

Workload/Planning Time Gains:



- **Elementary Planning Time Pilot** - will do pilot to increase the amount of teacher plan time without decreasing the plan time of non-classroom teachers in 10-20 schools
- **Permanent Substitute Pilot** program to decrease the need for internal coverage

Workload/Planning Time Gains:



- **The Special Education ASLMC and the ELD Collaboration Committee will analyze the paperwork requirements and make recommendations to address the paperwork burden**
- **The Special Education ASLMC will work with OHRD to develop a special education teacher permanent substitute/support pool pilot**

Workload/Planning Time Gains:



- **LMCC will address staffing ratios and workload issues for ELD teachers in consultation with ELD Collaboration Committee**
- **Two new Collaboration Committees for resolving issues**
 - **Instructional Specialists**
 - **Non-School Based/Itinerant Special Educators**

Equity and Access



- Renewed focus on equity and access for historically underserved students
- ILTs will incorporate Restorative Justice practices in the comprehensive plan for schools

Recruitment & Retention



- Improved economic items
- Expanding the types of coursework eligible for tuition reimbursement

Professional Development



- Targeted professional development for new teachers
- Increasing access to and prioritizing placement of newly hired educators and educators at HIS schools in the Studying Skillful Teaching courses
- Professional development will be offered to unit members on
 - trauma-informed teaching and learning, restorative practices,
 - peer mediation, conflict resolution,
 - other types of equitable discipline practices