

<i>Issue/Provision</i>	<i>CSD Proposal</i>	<i>CEA Proposal</i>
CEA/CSD Bargaining 5/22/18 3:30-6:00p.m.		
<i>Issue/Provision</i>	<i>CSD Proposal</i>	<i>CEA Proposal</i>
	Proposal: Due to unknowns in future funding, CSD proposed to roll over current contract to 2019-2020.	CEA declined
Article III: Meetings Logs	Tentative Agreement	Proposal: Remove the need for the meeting log book in each main office.
Article III: Student Conferences	CSD to counter.	Proposal: Adjust language to include 3 full days of p/t conferences in fall and 2 Full days in spring at elementary.
Appendix E: Extra-Curricular Salary Schedule	CSD to counter.	Proposal: Proposal to require all stipends to be paid in 12 month increments.
Contract-wide: Address "SAM" salary information in contract	Tentative Agreement	Proposal: Remove all salary schedule (SAM) references from the contract.
Appendix L: Student Discipline	CSD counter: Current contract language. This is addressed by RCW 28A.600.020	Proposal: CEA proposed a form that would require the exclusion of a student for two days for disruption.
Appendix G-1: Certificated Salary Schedule	CSD to Counter.	Proposal: CEA proposed a schedule eliminating columns: BA+135, MA+90 and years of service from 16 to 10. Percent increase not indicated.
CEA/CSD Bargaining Session 5/24/18 - Cancelled by CEA		
CEA/CSD Bargaining 6/5/18 3:30-6:00 p.m.		
<i>Issue/Provision</i>	<i>CSD Proposal</i>	<i>CEA Proposal</i>
Article III:	Counter: CSD proposes 3 full day conferences in the fall and 3 half days in the spring for elementary schools. This fits	CEA to counter.

Student Conferences	within OSPI instructional hour requirements.	
Article I: Labor Management	Proposal: CSD proposed that labor management be a monthly meeting between the Superintendent and CEA President to deal with union issues related to the contract	CEA to counter.
Article III: Personal Leave	Proposal: CSD proposed limiting the number of district-wide approved personal leave absences on the last week of school or on the day before or after vacations to 5 per day for all of CEA.	CEA to counter.
Article III: Supplemental Contracts	Proposal: CSD proposed 10 extra days for all counselors. CSD proposed 10 additional days for District Instructional Coach. CSD proposed adding “required training and professional development, data entry” to the approved activities.	CEA to counter.
Appendix E: Extra-Curricular Salary Schedule	Counter: Instructional coach 10 days to be included in Article III: Supplemental Contracts with ability to be adjusted based on grant funding.	Proposal: Include instructional coach 10 supplemental days in Appendix E.
Appendix E: Extra-Curricular Salary Schedule	Counter: CSD countered with language that would assure that full year assignments would be paid in 12 monthly increments. Otherwise, for the duration of the assignment. Proposal: CSD proposed detaching the extra-curricular schedule from the salary schedule in order to allow for a greater percentage of funds in a raise proposal to go to the entire CEA group. Also, CSD proposed changing the schedule from a percent since the salary schedule no longer exists and to set \$450 as the average equivalent of 1% on the existing schedule	CEA to counter
Appendix G-1: Certificated Salary Schedule	Proposal: CSD proposed maintaining the 2017-18 Salary Schedule (SAM) as the basis for increases. CSD maintained all columns for credits and rows for 0-16 year	CEA to counter

	of service. CSD maintained the 8.2% of Incentive from 2017-18, the two (2) holidays (converting them to the equivalent 1% salary increase). CSD proposed a 5% increase to all teacher salaries for the 2018-19 school year.	
CEA/CSD Bargaining 6/6/28 – Cancelled by CSD		
CEA/CSD Bargaining 6/15/18 9:00 – 4:00		
<i>Issue/Provision</i>	<i>CSD Proposal</i>	<i>CEA Proposal</i>
Article III: Student Conferences	Counter: CSD proposes 3 full day conferences in the fall and 3 half days in the spring for elementary schools. This fits within OSPI instructional hour requirements.	Tentative Agreement
Article I: Labor Management	Proposal: CSD proposed that labor management be a monthly meeting between the Superintendent and CEA President to deal with union issues related to the contract	CCL
Article III: Personal Leave	Proposal: CSD proposed limiting the number of district-wide approved personal leave absences on the last week of school or on the day before or after vacations to 5 per day for all of CEA.	CCL
Article III: Supplemental Contracts	Proposal: CSD proposed 10 extra days for all counselors. CSD proposed 10 additional days for District Instructional Coach. CSD proposed adding “required training and professional development, data entry” to the approved activities.	Tentative Agreement
Appendix E: Extra-Curricular Salary Schedule	Counter: Instructional coach 10 days to be included in Article III: Supplemental Contracts with ability to be adjusted based on grant funding.	Tentative Agreement
Appendix E: Extra-Curricular Salary Schedule	Counter: CSD countered with language that would assure that full year assignments would be paid in 12 monthly increments. Otherwise, for the duration of the assignment.	CCL

	<p>Proposal: CSD proposed detaching the extra-curricular schedule from the salary schedule in order to allow for a greater percentage of funds in a raise proposal to go to the entire CEA group. Also, CSD proposed changing the schedule from a percent since the salary schedule no longer exists and to set \$450 as the average equivalent of 1% on the existing schedule</p>	
<p>Appendix G-1: Certificated Salary Schedule</p>	<p>Proposal: CSD proposed maintaining the 2017-18 Salary Schedule (SAM) as the basis for increases. CSD maintained all columns for credits and rows for 0-16 year of service. CSD Proposed a 14.2% increase. Includes 8.2% of Incentive, 1% holiday. Maintains 8 Professional Development Days outside of increase.</p>	<p>CEA Counter: Same salary schedule as 6/5/18</p>
<p>Appendix G-1: Certificated Salary Schedule</p>	<p>Proposal Option #1: CSD proposed maintaining the 2017-18 Salary Schedule (SAM) as the basis for increases. CSD maintained all columns for credits and rows for 0-16 year of service. CSD Proposed a 16.5% increase. Includes 8.2% of Incentive, 1% holiday, .3% longevity at 16 years. Maintains 8 Professional Development Days outside of increase. Appendix E tied to BA90 +11. Class coverage rate remains at \$40/hour. Sub rate increases to \$125.00/day. Curriculum rate set at \$40.00/hour.</p> <p>Starting salary \$42,498. Average salary \$69,846. End Salary \$80,603</p> <p>Proposal Option #2: CSD proposed maintaining the 2017-18 Salary Schedule (SAM) as the basis for increases. CSD maintained all columns for credits and rows for 0-16 year of service. CSD Proposed a 17.5% increase. Includes 8.2% of Incentive, 1% holiday, .3% longevity at 16 years. Maintains 8 Professional Development Days outside of increase. Appendix E set to proposed stipend OR percentage based on 2017-2018 SAM Class</p>	<p>CEA to Counter</p>

	<p>coverage rate remains at \$40/hour. Sub rate remains at \$1205.00/day. Curriculum rate set at \$40.00/hour.</p> <p>Starting salary \$42,864. Average salary \$70,446. End Salary \$81,291</p>	
<p>Appendix G-1:</p> <p>Certificated Salary Schedule</p>	CSD to Counter	<p>CEA Counter Proposal: CEA proposed a 30% increase with a 12 step Salary Schedule that includes 8.2% incentive pay, .3% longevity at 12 years. Maintains 8 Professional Development Days and 2 Paid Holidays. Appendix E based on BA +90 with up to four years of experience.</p> <p>Starting salary \$47,665. Average salary not provided. End Salary \$89,276</p>
<p>Article III:</p> <p>Incentive Pay</p>	CSD to Counter	<p>Proposal: CEA proposed a 3% stipend for all elementary teachers to address their lack of prep time to be paid on a per diem basis in twelve (12) equal payments.</p>
<p>CEA/CSD Bargaining 6/25/18 8:00 – 4:00</p>		