

AEA NEGOTIATION ACCOMPLISHMENTS - (Last 6 years)

2016-2017

- Fund Step and Lanes
- 1% added to the salary schedule
- Insurance benefits remain unchanged
- 1% one-time bonus to be paid in January
- Language Amended Personal Leave
- Language Amended Evaluation Policy

2017-2018

- Fund Step and Lanes
- Fund salary increases-\$530 added to base, \$1,500 added to each step, reindexed entire schedule
- Increased contract days to 185
- Fund insurance increases – deductibles increased
- Fund 57 aides to serve as substitute teachers
- Committee to study district productivity model
- Continue Joint Educator Evaluation Committee
- Evaluation Policy Language Amended
- Retirement Incentives & Eligibility Policy-All educators retiring after July 1, 2017 will now receive an extra 1% early retirement stipend
- Retired Educator Insurance Policy Language Amended
- Extended Contracts and an addenda Policy-3 extra days put into the contract going from 182 to 185
- Disciplinary Suspension Policy – clarification language
- Contractual Agreement Policy Language Amended
- Health and Disability Leave Policy – Tier 1/Tier 2/LTD

2018-2019

- Fund Step and Lanes
- Fund salary increases, added 4%
- Fund one-time bonus of \$750 paid in November
- Fund insurance increases
- Raised sub teacher pay by \$10
- Develop a grievance process for teacher harassment in accordance with 2017 HB 62
- Personal Leave- Free personal leave day now in policy (no pilot)
- Summer Checks- Discontinue summer paychecks. No more 3 in 1
- Salary Lane Changes- Specialty teaching credits must align with suitable college credit and go through appropriate dept
- Jury Duty- Language Amended
- Prior Experience- Language Amended
- Retirement Incentives/Eligibility- Language Amended
- Bereavement Leave- Two add'l days immediate family, up to three days for extended family
- Health/Disability Leave- Five days at principal's discretion
- Released Time Policy- Language Amended

2019-2020

- Fund Step and Lanes
- Fund salary increases, added 5.8%
- Fund insurance increases on base plan (Plan 4)
- Equalize secondary extra class payment
- Language Amended Bullying/Harassment/Hazing Policy
- Language Amended Personnel Records
- Language Amended Attendance at Meeting
- Language Amended Job Sharing
- Language Amended Standards of Dress and Grooming
- Language Amended Educator Prep Time
- Language Amended Elementary Educator Prep Time
- Language Amended Student Educators
- Language Amended Health and Disability Leave
- Language Amended Compensation Salary Index

2020-2021

- Fund salary increases, added 1.0%
- Fund Step and Lanes
- Fund increase on insurance base plan (4)
- Increased mental health benefits – 3rd party provider
- Language Amended Transfer of Educators
- Language Amended Half Days Without Students
- Language Amended Dress and Grooming
- Language Amended Attendance of Meetings
- Language Amended Conferences and Conventions
- Language Amended Elem Educator Prep and Collab Time

2021-2022

- Fund salary increases, added 4.0%
- Fund Step and Lanes
- Fund insurance increases on Base Plan 4
- 1.00% bonus in November
- Language Amended LEA-Specific Teacher Licensing
- Language Amended Prior Experience and Compensation
- Language Amended Contractual Agreements
- Relocating to 7000 Series Scope of Employment
- Language Amended Bullying/Harassment and Hazing
- Relocating to 7000 Series Acceptable Use Policy
- Retired policy Early-out Preparation
- Retired policy Employees Infected with HIV Disease
- Language Amended Educator Evaluation
- Language Amended Bereavement Leave
- Language Amended Personal Leave (increased days to 5, no dock)
- Language Amended Salary Lane Changes
- Retired policy Salary and Monetary Agreements