

AEA NEGOTIATION ACCOMPLISHMENTS - (Last 7 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
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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
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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
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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
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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
 - Language Amended Educator Evaluation
 - Language Amended Health and Disability
 - Language Amended Personal Leave
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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
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2022-2023

- Fund salary increases, added 4.0%
- Added \$1,850 to base of salary schedule
- Fund Step and Lanes
- Insurance changes as follows:
 - Plan 1c-Employee \$127.56, EE +1 \$281.40, Family \$403.67
 - Plan 2c-Employee \$77.33, EE +1 \$170.56, Family \$244.66
 - Plan 3c-Employee \$64.84, EE +1 \$143.04, Family \$205.22
 - Plan 4c-Employee \$0, EE +1 \$0, Family \$0
 - Plan 5c QHDHP -\$49.08, -\$108.43, -\$155.49
- Bonus in November
- Language Amended Prior Experience and Compensation
- Language Amended Transfer of Educators
- Language Amended Half Days Without Students
- Language Amended Time Schedule
- Language Amended Dress and Grooming
- Language Amended Attendance at Meetings
- Language Amended Educational Conferences and Conventions
- Language Amended Substitute Educators
- Language Amended Preparation Time
- Language Amended Educator Evaluation
- Language Amended Family Medical Leave
- Language Amended Health and Disability
- Language Amended Personal Leave
- Language Amended Workmans' Compensation
- Language Amended Extended Contracts and Addendas
- Language Amended Job Sharing
- Language Amended Bereavement Leave