

**Tahoma Education Association and Tahoma School District  
Tentative Agreement  
2018**

**COMPENSATION & DURATION**

**Duration**

- Three (3) year agreement- September 2018-August 2021

**Salary**

- Average increase of 14.5% across the salary schedule in 2018-19
- 2018-19 Tahoma School District Salary Schedule (Attachment)
- Increase salary cells by Implicit Price Deflator (IPD) in 2019-20 and 2020-21 (replaces current averaging language related to salary increases)
- Standard Contract and Professional Learning & Enrichment Contract (replaces previous standard, responsibility, and mandatory contract)
  - 49 additional hours remains the same (previously named mandatory hours)

**Rate of Pay**

- Per Diem- The per diem rate is paid for additional assignments and responsibilities that require professional certification but fall outside the employee's regular job description and mandated activities within the job description that fall outside the regularly scheduled workdays or work year.
- Extra Service Rate - The extra service rate is paid for additional services including but not limited to optional professional development (including mandatory professional development in which employees had an option to complete during the regular workday), zero-hour activities, and student supervision outside the employee's job description. For 2018-19 the rate will be \$37.55.

**New Teacher Training**

- Paid at the per diem rate as additional work.

**Base Percentage Stipends**

- Base percentage stipends will be converted to dollar amounts calculated by the 2017-18 SAM base pay and increased by the IPD for 2018-19. Each year this will increase by the amount of the IPD.

**Involuntary Move Stipend**

- \$400 flat rate for any involuntary move

**ESA's**

- **Private Sector Credits including nurses** One year of service in a non-school position counts as one year of service for salary placement.
- **ESA National Certification (National Board Equivalent)**- Starting in the 2019-20 school year, ESA's (not including counselors) with ESA national certification will receive a \$2500 stipend.

**Enrichment Activities (previously named Miscellaneous Activity Money (Zero Hour Funding))**

- Funding is increased as follows
  - K-6: \$35 (from \$29)
  - 7-12: \$17.50 (from \$15)
  - Extra Service Rate is used

**Elementary Classroom Support (previously categorized as Misc. Activity Money)**

- Will remain the same for 2018-19. This K-6 funding section will be reviewed in the 2018-19 school year and any changes would be implemented in the 2019-20 school year.

### **Teaching and Learning Additional Days**

- Revised model for distribution of additional days

### **Special Education and IEP Compensation**

- Special education, SLP, OT/PT, and Psychologist staff shall receive a responsibility stipend in the amount of \$2,500
- Remove the .0278 of the individual's standard contract language

### **Special Education Case Load Manager Overload**

- 3 Hours compensation for each student over a caseload of 25

## **WORKING CONDITIONS**

### **Teacher Voice**

- Current contract language updated and clarified
- Standing topic at monthly Labor Management meetings to ensure effective implementation

### **Planning Time**

- Substitute release professional development, trainings, or meetings will not exceed 6.25 hours to ensure that staff have a 30-minute duty free lunch and a 45-minute planning time
- Starting in the 2019-20 school year, elementary planning time will increase from 30 minutes to 45 minutes (computed as a two-week average)

### **Leave**

- Types of leave updated to match state and federal laws
- Appeals of leave language will be mutually agreed upon between TEA and TSD. (removes previous leave appeal committee)

### **Reduction in Force**

- Mental Health and Wellness Program Coordinator added as a category for reduction in force purposes.

## **CLASS SIZE, CASELOADS, AND OVERLOAD COMPENSATION**

### **Class Size Overload**

#### Overload Trigger Class Sizes

- K-3: 23 FTE students (previously 26)
- 4th: 26 (remains same)
- 5<sup>th</sup>: 29 (remains same)
- 6-8<sup>th</sup>: overall student load of 150 (excluding stretch)
- 9-12<sup>th</sup>: overall student load of 186
- 6-8 PE: overall student load of 200
- 9-12 PE: overall student load of 240

#### Overload Pay will be paid if the above numbers are exceeded:

- For each 1 FTE overload student the district will provide \$1000 per semester
- Class Sizes will be measured at the October and March student count dates
- Paperwork process simplified for staff
- Remove options of instructional assistant or release time
- Mutual Re-opener: Review class size/relief in Spring of 2019

**IEP Overload**

- Calculation process to be simplified. September committee workgroup.

**ESA Caseload**

- For 2018-19, caseloads will remain. Caseload language will be reviewed in the 2018-19 school year and any changes will be implemented in the 2019-20 school year.

**MEMBER AND ASSOCIATION RIGHTS****Personnel Files**

- An employee may request removal of items after 2 years (previously 3)

**Grievance Language**

- Change of timeline from 6 days to 10 days in level 1 and level 2

**Association Rights**

- New language to ensure continued access to association membership

**HOUSEKEEPING****Language Clean Up and Clarifications**

- Several changes and updates to be in compliance with law and current practice
- Staff Meeting Language
- Decision Making Matrix

**Total Compensation Schedule**

	<b>BA</b>	<b>BA+45</b>	<b>BA+90</b>	<b>MA</b>	<b>MA+45</b>	<b>MA+90</b>
<b>0</b>	\$54,929	\$57,126	\$59,411	\$61,788	\$64,259	\$66,830
<b>1</b>	\$56,028	\$58,269	\$60,599	\$63,023	\$65,544	\$68,166
<b>2</b>	\$57,148	\$59,434	\$61,811	\$64,284	\$66,855	\$69,529
<b>3</b>	\$58,291	\$60,623	\$63,048	\$65,570	\$68,192	\$70,920
<b>4</b>	\$59,457	\$61,835	\$64,309	\$66,881	\$69,556	\$72,338
<b>5</b>	\$60,646	\$63,072	\$65,595	\$68,219	\$70,947	\$73,785
<b>6</b>	\$61,859	\$64,333	\$66,907	\$69,583	\$72,366	\$75,261
<b>7</b>	\$63,096	\$65,620	\$68,245	\$70,975	\$73,814	\$76,766
<b>8</b>	\$64,358	\$66,932	\$69,610	\$72,394	\$75,290	\$78,301
<b>9</b>	\$65,645	\$68,271	\$71,002	\$73,842	\$76,796	\$79,867
<b>10</b>	\$68,271	\$71,002	\$73,842	\$76,796	\$79,867	\$83,062
<b>11</b>		\$73,842	\$76,796	\$79,867	\$83,062	\$86,385
<b>12</b>		\$76,796	\$79,867	\$83,062	\$86,385	\$89,840
<b>13</b>			\$83,062	\$86,385	\$89,840	\$93,434
<b>14</b>			\$86,385	\$89,840	\$93,434	\$97,171
<b>15</b>			\$91,568	\$95,230	\$99,040	\$103,001
<b>20</b>			\$93,568	\$97,230	\$101,040	\$105,001
<b>25</b>			\$95,568	\$99,230	\$103,040	\$107,001

**Base Salary Schedule**

	<b>BA</b>	<b>BA+45</b>	<b>BA+90</b>	<b>MA</b>	<b>MA+45</b>	<b>MA+90</b>
<b>0</b>	\$48,750	\$50,700	\$52,728	\$54,837	\$57,031	\$59,312
<b>1</b>	\$49,725	\$51,714	\$53,783	\$55,934	\$58,171	\$60,498
<b>2</b>	\$50,720	\$52,748	\$54,858	\$57,053	\$59,335	\$61,708
<b>3</b>	\$51,734	\$53,803	\$55,955	\$58,194	\$60,521	\$62,942
<b>4</b>	\$52,769	\$54,879	\$57,074	\$59,357	\$61,732	\$64,201
<b>5</b>	\$53,824	\$55,977	\$58,216	\$60,545	\$62,966	\$65,485
<b>6</b>	\$54,900	\$57,096	\$59,380	\$61,756	\$64,226	\$66,795
<b>7</b>	\$55,998	\$58,238	\$60,568	\$62,991	\$65,510	\$68,131
<b>8</b>	\$57,118	\$59,403	\$61,779	\$64,250	\$66,820	\$69,493
<b>9</b>	\$58,261	\$60,591	\$63,015	\$65,535	\$68,157	\$70,883
<b>10</b>	\$60,591	\$63,015	\$65,535	\$68,157	\$70,883	\$73,718
<b>11</b>		\$65,535	\$68,157	\$70,883	\$73,718	\$76,667
<b>12</b>		\$68,157	\$70,883	\$73,718	\$76,667	\$79,734
<b>13</b>			\$73,718	\$76,667	\$79,734	\$82,923
<b>14</b>			\$76,667	\$79,734	\$82,923	\$86,240
<b>15</b>			\$81,267	\$84,518	\$87,899	\$91,415
<b>20</b>			\$81,267	\$84,518	\$87,899	\$91,415
<b>25</b>			\$81,267	\$84,518	\$87,899	\$91,415

**PLE Salary Schedule**

	<b>BA</b>	<b>BA+45</b>	<b>BA+90</b>	<b>MA</b>	<b>MA+45</b>	<b>MA+90</b>
<b>0</b>	\$6,179	\$6,426	\$6,683	\$6,951	\$7,229	\$7,518
<b>1</b>	\$6,303	\$6,555	\$6,817	\$7,090	\$7,373	\$7,668
<b>2</b>	\$6,429	\$6,686	\$6,953	\$7,231	\$7,521	\$7,821
<b>3</b>	\$6,557	\$6,819	\$7,092	\$7,376	\$7,671	\$7,978
<b>4</b>	\$6,688	\$6,956	\$7,234	\$7,523	\$7,824	\$8,137
<b>5</b>	\$6,822	\$7,095	\$7,379	\$7,674	\$7,981	\$8,300
<b>6</b>	\$6,959	\$7,237	\$7,526	\$7,827	\$8,141	\$8,466
<b>7</b>	\$7,098	\$7,382	\$7,677	\$7,984	\$8,303	\$8,635
<b>8</b>	\$7,240	\$7,529	\$7,830	\$8,144	\$8,469	\$8,808
<b>9</b>	\$7,384	\$7,680	\$7,987	\$8,307	\$8,639	\$8,984
<b>10</b>	\$7,680	\$7,987	\$8,307	\$8,639	\$8,984	\$9,344
<b>11</b>		\$8,307	\$8,639	\$8,984	\$9,344	\$9,717
<b>12</b>		\$8,639	\$8,984	\$9,344	\$9,717	\$10,106
<b>13</b>			\$9,344	\$9,717	\$10,106	\$10,510
<b>14</b>			\$9,717	\$10,106	\$10,510	\$10,931
<b>15</b>			\$10,301	\$10,713	\$11,141	\$11,587
<b>20</b>			\$12,301	\$12,713	\$13,141	\$13,587
<b>25</b>			\$14,301	\$14,713	\$15,141	\$15,587