

AEA NEGOTIATION ACCOMPLISHMENTS

(Last 6 years)

2023-2024

- Fund salary increases, added 2.0%
 - Fund Step and Lanes
 - Added salary adjustment of \$4,200 per HB215
 - Insurance changes as follows:
 - Option 1-Employee \$161.55, EE +1 \$352.26, Family \$507.92
 - Option 2-Employee \$105.81, EE +1 \$229.26, Family \$331.48
 - Option 3-Employee \$91.95, EE +1 \$198.73, Family \$287.72
 - Option 4-Employee \$20, EE +1 \$40, Family \$60
 - Option 5-QHDHP -Employee -\$34.46, EE +1 -\$80.31, Family -\$112.54
 - Option 6-HDHP -Employee -\$146.13, EE +1 -\$326.75, Family -\$466.04
 - \$500 Bonus in November
 - Added \$1,850 to base of salary schedule to elementary specialty teachers, speech language pathologists, occupational therapists, physical therapists, social workers, and psychologists
 - 24 hours of paid professional time per HB489
 - Language Amended Prior Experience and Compensation
 - Language Amended Time Schedule
 - Language Amended Dress and Grooming
 - Language Amended Substitute Teachers
 - Language Amended Sick Leave: Pilot for Parental Leave and Adoption Leave
 - Language Amended Disciplinary Suspension
 - Language Amended Salary Lane Changes
 - Language Amended Retirement Incentives and Eligibility
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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
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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

AEA NEGOTIATION ACCOMPLISHMENTS – PAGE 2

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

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
- Policy 4028 – Salary Lane Changes
- Policy 4033 – Retirement Incentives and Eligibility
- Policy 4048 – Prior Experience
- Policy 4057 (a) – Educator Evaluation
- Policy 4087 – Orderly Termination for Certificated Personnel

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