

AEA NEGOTIATION ACCOMPLISHMENTS

(Last 6 years)

2024-2025

- Fund salary increases, added 3.0%
- Fund Step and Lanes
- Added Educator Salary Adjustment (currently \$4200) to the Speech LT salary schedule
- Updated Occupational Therapist/Physical Therapist and Audiologist salary schedules, including the ESA (4200)
- Funded 1/7ths for secondary small group (Life Skills and EBD) teachers
- Contribution of 0.35% to Certified Tier 2 employees' 401k.
- Added Step 30 to Lanes 5-9 (Teacher and Counselor Salary Schedules)
- Increases pay for summer days from \$225 to \$250
- Provides COLA adjustment to East Shore teachers who receive salary through a stipend.
- Up to 28 hours of paid professional time at daily rate
- Various changes to the Health Insurance plan
- Amended transfer process re. if a district split occurred
- Added two (2) days of family sick for dependent family members
- Continued parental and adoption leave pilots
- Added an additional no dock personal day each year

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

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

AEA NEGOTIATION ACCOMPLISHMENTS – PAGE 2

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
-

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
-