

2023-2024 Bargaining Platform Update

Ratification Review

Increased Pay

- ✓ A three-year contract moving eligible educators five increments closer to the top of scale via steps and compression. This proposal increases educator salaries by over \$100 million over three years.
- ✓ Pay for afterschool duties: Starting in school year 25, beyond the four mandatory events, we will be paid \$20/hr to cover up to two more evening events per year.
- ✓ Upon leaving BCPS 12-month employees can now be paid for up to 45 days of unused vacation.
- ✓ Workshop leaders now paid \$65.13/hr, previously lower and same as attendee.
- ✓ Won the right for counseling chairs and nurses to request EYE.

Save the Date

We're planning an **all-member meeting via Zoom** on January 4, 2024. Save the date and make sure you attend.



Thursday
1/4/2024



Keep an eye out for
the Zoom link soon!

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Student Discipline

- ✓ Administrators must support educators around student behavior management before educators can face discipline.
- ✓ Students posing a danger to themselves or others can be removed from the classroom to get help.
- ✓ Multi-Union discipline committee to work on student behavior issues over at least two school years.

Reduce Educator Workload

- ✓ Recognition that length of report card comments is at the discretion of the educator.
- ✓ Special area elementary teachers only have to write comments when a student is struggling academically.
- ✓ No more than 3 faculty meetings per month. Faculty meetings cannot start later than fifteen minutes after the duty day ends.

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Reduce Educator Workload, Cont.

- ✓ 90 new minutes of collaborative planning on school based professional development days without losing individual planning time on those days.
- ✓ \$75 an hour for up to 7.5 hours per pay period for volunteering to take an extra class in middle and high schools. This reduces the need for coverages.
- ✓ Health suite coverage plan.
- ✓ Agreed to bargain an MOU for pay for counselor caseload coverage.
- ✓ Agreed to trigger language for bargaining pay for coverage based on classroom educator vacancies.

Increase Leave Time

- ✓ All unit members receive two additional personal days while maintaining protections for religious leave.
- ✓ Ability to use bereavement leave non-consecutively.
- ✓ Bereavement leave for pregnancy loss.

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Increase Leave Time, Cont.

- ✓ A variety of improvements to Birth & Bonding leave.
- ✓ Court summons leave for filing a peace order.
- ✓ Summer school educators are now advanced sick leave.

Tuition Reimbursement

- ✓ Increase from 9 to 12 credit cap for reimbursement effective July 1, 2025.

Other

- ✓ Major improvements to the observation and evaluation process.
- ✓ Mental health providers should have their own space where possible, no more than two mental health providers should occupy a space.
- ✓ Every effort required to keep same commute distance when reassigned close to the start of the school year.
- ✓ If their rating is at risk, SISP has a right to request a qualified SISP to observe them.