

SEA WAVES

All sites have received one or more copies of the contractual changes negotiated between SEA and the District for your review. The contract additions will be highlighted in red, and the deletions will have a strike through the word or sentences.

Some of the major changes include:

- ◆ The addition of a 6th Column to the Salary Schedule (Masters or 75 unit column);
- ◆ A 6.5% salary increase, retroactive to the beginning of 2015-2016, across all 6 columns;
- ◆ Retirement signing bonus of \$1000 if you notify the district you are retiring by February 1st, effective at the end of the school year;
- ◆ Increased medical enhancement from \$200 to \$700 a month, up to 24 months, for upcoming retirees who notify the district prior to winter break. This offering is **ONLY** for June 2016 retirees. **There will NOT be an enhanced medical or cash offer for 2016-2017 retirees.**
- ◆ **No changes in health benefits from January to December 2016**, with the caveat that SEA and the District will continue to monitor health costs, including future benefit proposals to alternate health providers to maintain quality plans at a lower cost;
- ◆ The creation of the Catastrophic Leave Bank;
- ◆ The addition of Parent Leave for a non-birthing parent (paternity, adoption);
- ◆ Clarified Schedule Modification calendar and increased vote approval from 60% to 70%;
- ◆ Codified 11th minimum day to the elementary calendar;
- ◆ Clarified and updated Adult Education Leave language and STRS work year to allow for professional development and innovative course creation.

All bargaining unit members will receive ballots to vote on the contractual changes negotiated by the SEA and District bargaining teams, including salary increases. All bargaining unit members will receive their ballots in school mailboxes on Tuesday, November 10th. All completed ballots need to be returned to your site SEA Rep by Friday, November 13th, 3 pm. The SEA Reps will bring all ballots to the SEA office by 5 pm on the 13th for counting. Results will be posted on Monday morning.

If approved by the membership, the school board will be able to take action on approving the contract at their Tuesday, November 17th meeting. The **goal** of SEA and the District's is to have your retroactive and new salary increase on your December 31st pay warrant. We'll keep you posted!

Please call or email the SEA office if you have any questions on the contract changes.

A special thank you to the SEA Bargaining team members for a job well done! Adam Lev