

Bargaining Update 3/3/23

*A longer version of this chart is available at quincyeducationassociation.org under the QEA News tab.

Our package 2/16/23	<i>Their response 2/17/23</i>	Our counter 3/3
<p>Year 2023, a new pay scale that would move everyone in lane 4 to the 4 1/2 lane for next year, eliminating lane 4, as well as lane 7 is reclassified Masters +60. 9% increase in base salary and stipends over three years. “Hourly rate” - \$63</p>	<p>In the year 2024 Increase each step of level 6.5 by \$500. 9% increase in base salary over three years.</p>	<p>Year 2023, move those on the 4 to the 4 1/2 for next year, eliminating lane 4. Add \$650 to each step of Level 6.5. 9% increase in base salary and stipends over three years. Hourly rate - Decrease from \$63 to \$50</p>
<p>A modern parental leave policy that would allow any new parent a two-week parental leave benefit (separate from sick leave) with the ability to use up to 10 weeks of accrued sick time during the 12 weeks of FMLA leave.</p>	<p>For educators with Professional Teaching Status ONLY - a non birthing parent can take up to 15 accrued sick days to be with a new child. Any other leave up to 9 weeks would be taken unpaid. <u>Birthing parents</u> remain on a medical incapacitation leave for eight weeks (with medical documentation). This is using accrued sick time. The remaining time up to 12 weeks would be unpaid.</p>	<p>Standing firm on our proposal.</p>

Our package 2/16/23	<i>Their response 2/17/23</i>	Our counter 3/3
<p>Longevity pay boosted to 15 years \$650 20 years \$1,000 25 years \$1,200 Strike 30 years After September 1,2023 12 years \$500 15 years \$800 20 years \$1200 25 years \$1500</p>	<p>Year 2022 \$600 for 15 years \$700 for 20 years \$800 for 25 year \$1,200 for 30 years Year 2023 15 years \$700 20 years \$800 25 years \$900 30 years \$1,300</p>	<p>12 years of service \$650 15 years of service \$800 20 years of service \$1,200 25 years of service \$1,500 After September 1,2023 12 years \$500 15 years \$800 20 years \$1200 25 years \$1500</p>
<p>Phase in as follows: Guidance and nurse prep time as soon as the contract is ratified. 2023-2024 school year: Prep time for related-service providers (OT/SLP) HS/MS Adjustment counselors and middle-school SPED chairs. 2024-2025 school year: Increase in elementary prep time.</p>	<p>Create a joint labor management Committee to study recommendations regarding logistics, procedures, and policies needed to safely provide 150 minutes of prep time to school nurses and guidance counselors at all levels Acknowledge shared concern for continued support for students' mental health. Committee will continue to look at additional support</p>	<p>Phase in as follows: as soon as the contract is ratified. HS Guidance - 135 minutes per week Middle School Guidance -120 minutes per week Elementary School Guidance - 90 minutes each week HS and Middle School Nurses - 150 minutes per week Elementary Nurses - 120 minutes oer week 2023-2024 school year: 150 minutes each week of Prep time for related-service providers (OT/SLP) 2024-2025 school year HS/MS Adjustment counselors and Middle-School SPED teachers who teach more than 3 academic classes will be provided with 240 minutes of</p>

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		additional prep time. Increase in elementary prep time.
<p>Aspen gradebook updated once every two weeks by educators who teach core academic subjects or any course receiving a grade excluding grades of S,E,U in grades 6-12.</p> <p>Issues with software links must be negotiated by the district and union; educators held harmless should this issue occur.</p> <p>Issues with training to be available within 30 days of hire</p> <p>Midterm progress reports will be discontinued and replaced by this protocol</p>	<p>Aspen gradebook updated once every two weeks by educators who teach core academic subjects or any course receiving a grade excluding grades of S,E,U in grades 6-12.</p> <p>Reasonable effort for a software link. Training once a year offered to all.</p>	<p>Aspen gradebook updated once every two weeks by educators who teach core academic subjects or any course receiving a grade excluding grades of S,E,U in grades 6-12.</p> <p>The district will make a reasonable effort to provide a software link to Google Classroom. If that is not provided the parties will meet to negotiate a solution and no educators will be held harmless.</p> <p>District will provide training at least once a year and within in 30 days of hire</p> <p>Nothing in this provision shall be interpreted as requiring any change in curriculum, instructional design, or standards for evaluation as currently practiced by members.</p>
<p>Extended sick leave plan that does not exclude those with substance abuse issues.</p> <p>Proposed a sick leave bank</p>	<p>Extended sick leave plan reduced to one time use.</p> <p>Extended sick leave available for educators with Professional Teaching Status ONLY.</p> <p>Doctor's note required every six weeks for duration of the extended leave.</p>	<p>Standing firm on our proposal.</p>