

ARTICLE	EEA Proposal	District Response
<p>ARTICLE 2.6 Length of Agreement</p>	<p>4/4 2-year proposal 10/21-Reintroduced 2-year proposal</p>	<p>4/18 3-year proposal 10/21-Maintaining a 3-year proposal</p>
<p>ARTICLE 4 NEW Elimination of PERS Pickup</p>	<p><i>4/4–The District would roll our PERS pickup into the salary schedule for the benefit of Tier 3 retirees. 9/5–EEA withdrew this proposal</i></p>	<p>5/9–REJECTED 6/17–4J once again rejected this proposal 9/5–The District did not respond to this withdrawal</p>
<p>ARTICLE 4.1 COLA</p>	<p>4/4–9% (24/25) & 9% (25/26) 6/11–8.75% (24/25) & 8.75% (25/26) 6/18–8.5% (24/25) & 8.5% (25/26) 9/5–8.25% (24/25) & 8.25% (25/26) 10/21–7.25% (24/25) & 7.25% (25/26) 10/21–7.25% (24/25) & 7% (25/26) 10/29–6.25% (24/25) & 6% (25/26)</p>	<p>4/18–COLA–3% (24/25), 3% (25/26), 3% (26/27) 6/6–COLA–3.25% (24/25), 3.25% (25/26), 3.25% (26/27) 6/18–COLA–3.5% (24/25), 3.5% (25/26), 3.5% (26/27) 6/18–COLA–4% (24/25), 3.75% (25/26), 3.5% (26/27) 9/5–The District did not respond to our movement 10/1–4% (24/25), 4% (25/26), and 3.75% (26/27) 10/21–4% (24/25), 4% (25/26), and 4% (26/27) 10/29–4.25% (24/25), 4% (25/26), and 4% (26/27)</p>

<p>ARTICLE 5.7.1 Supervisor Pay</p>	<p><i>4/4–EEA proposed supervisor Pay increase from \$16.00 to \$35.00 6/11–EEA proposed an increase from \$16.00 to \$32.00 6/17–EEA proposed an increase from \$16.00 to \$28.00</i></p>	<p><i>Supervisor Pay increase from \$16.00 to \$18.00 6/6–The District proposed an increase from \$16.00 to \$21.00 6/17–In response to EEA's proposal, the District increased from \$16.00 to \$28.00</i></p>
<p>ARTICLE 5.9 IB COMPENSATION</p>	<p><i>ARTICLE 5.9 5/9–EEA rejected this proposal and reiterated our belief that this compensation is crucial for both students and members 6/11–EEA asked questions in response to their proposal and reiterated the importance of this compensation.</i></p>	<p><i>Proposed the elimination of IB Assessment compensation 6/11–The District reiterated it's stance that they feel this compensation is an equity issue and they equated the amount of work to being the same as AP. They also stated that while they are proposing the elimination of the compensation they are not eliminating the workload associated with IB assessments. 6/17–The District WITHDREW this proposal</i></p>
<p>ARTICLE 5 Athletics</p>	<p><i>4/4–EEA proposed rolling in current EEA/4J MOA for Athletics 10/1–EEA and the the District TA'd this article</i></p>	<p><i>6/17–Countered with MOA language and rolled cheerleading and dance into athletics and wanted to roll back some standards</i></p>

<p>ARTICLE 6 NEW Licensed Benefits Coordinator (LBC)</p>	<p>4/4–EEA proposes to reinstate the LBC into our contract 9/12–EEA reiterated the significance of having the LBC in our contract and cited the job description which includes licensed responsibilities 10/1–EEA countered, removing LBC from our package proposal, however, this remains on the table in current negotiations 10/21–Reemphasized LBC as an essential part of our negotiation 10/29–EEA, ONCE AGAIN, included the Licensed Benefits Coordinator as an essential part of the contract, had three members speak passionately on the need for this proposal, and delivered postcards and letters from members to the 4J team</p>	<p>6/17–From the start, EEA has maintained its proposal to add the licensed benefits coordinator position back into our contract. 4J maintains its stance that this position does not need to be a licensed position and should instead be converted to a classified position. 9/12–The District maintains their position 10/1–The District continued to maintain their position 10/21–Refused to discuss the LBC in their proposal, or at the table 10/29–The District introduced language for 20 release days for a Licensed Benefits Advisor from EEA to serve on committees</p>
<p>ARTICLE 6.1 Insurance Contribution</p>	<p>4/4 4.5% increase in 24/25 and 4.5% increase in 25/26 6/11–4% increase in 24/25 and 4% increase in 25/26 6/18–3.8% increase in 24/25 and 3.8% increase in 25/26 10/21–3.6% increase in 24/25 and 25/26 10/21–EEA removed our language regarding percentage increases, and now proposes \$1,367 for 24/25, and \$1,415 for 25/26 10/21–EEA proposes \$1,367 for 24/25, and \$1,413 for 25/26</p>	<p>4/18–\$30 increase each year of the contract, equivalent of about a 3% increase 6/6–\$40 increase each year of the contract 10/1–\$105, \$110, and \$115 dollar increases from current language 10/21–The District now proposes \$1,367 for 24/25, \$1,402 for 25/26, and \$1,437 for 26/27 10/29–The District continues to propose \$1,367 for 24/25, \$1,402 for 25/26, and \$1,437 for 26/27</p>

**ARTICLE 7 NEW
Safety/Working Conditions**

4/4 Increased health and safety in terms of the physical environment (i.e. environmental concerns, workplace safety, and building air quality, etc)

5/9–EEA requested a copy of the draft procedures the District claimed they have

5/29–EEA was provided with the draft policies and does not feel that the drafts adequately address the issues mentioned in our proposal. The draft policies only address outside work environments where our concern is with the interior building environment.

10/21–EEA revised our request, focusing on 4J following State and Federal law, and included new temperature and AQI language under Work Environment

10/29–EEA revised our high/low heat and AQI language to more closely align to the District's proposal. EEA included language from OSHA, and specified that the District communicate decision regarding potential closures prior to the work day

5/9–REJECTED

District responded that they have this all covered through draft procedures that are ready to be implemented

5/29–The District maintained its previous stance

6/17–The District maintained its previous stance

10/1–The District showed some movement, including a portion of EEA's language in their current proposal

10/21–The District continues to communicate that they are not interested in adding language regarding classroom temperatures or air quality index

10/29–The District included new language to a responsibility to follow laws regarding high/low heat and AQI

<p>ARTICLE 8.1 Sick Leave</p>	<p>4/4–Add two more sick leave days 6/6–EEA Withdrew this proposal as part of a package proposal</p>	<p>5/9–District rejects any increase in sick leave hours</p>
<p>ARTICLE 8.3 Personal Days</p>	<p>5/9–EEA rejected the District’s offer on personal days 10/1–EEA continued our rejection of the District’s proposal, and included it in our current package</p>	<p>4/18–Proposed adding one personal leave day and allowing the accrual of a total of 4 days. This proposal comes with several stipulations: Personal leave requests for less than 5 days must be made 48 hours in advance Requests could be denied if more than 10% of licensed employees in the district or in your building have requested a personal day Must request and receive supervisor approval 5/29–The District reiterated its previous stance 6/17–The district maintained its proposal 10/1–The District agreed with EEA’s removal of their proposal</p>
<p>ARTICLE 9.3.1 Full-Time/Part-Time Leave</p>	<p>5/9–EEA Rejected this proposal</p>	<p>Proposed combining unpaid full-time and part-time leave, removing the ability to extend a part-time leave past one year 6/6–The District withdrew this proposal as part of a package</p>

<p>ARTICLE 10.1.5 (TA) Prep Time</p>	<p><i>4/4–Increase to 450 minutes for all three levels & increase daily portion to no less than 30 minutes, additional 30-minute block during the student day for elementary</i> <i>6/6–(TA) EEA agreed to an increase from 320 minutes to 420 minutes for all three levels and an additional 30-minute block during the student day for elementary, daily portions of prep for secondary will be no less than 25 minutes</i></p>	<p><i>4/18–Increase to 420 minutes for all three levels, daily portion remains at no less than 20 minutes, additional 30-minute block during the student day for elementary</i></p>
<p>ARTICLE 10.1.6 D Morning Break</p>	<p><i>4/18–EEA asked clarifying questions, including whether HS teachers would be exempt from supervising during the 10-minute passing periods for their break</i> <i>6/18–EEA maintained its stance that current language around every effort being made to schedule a morning break be maintained for all three levels.</i> <i>10/29–EEA is assuming this is settled since it hasn't been reintroduced since 6/18</i></p>	<p><i>4/18–Proposed the elimination of the morning break at the secondary level</i> <i>6/17–The District maintains its stance that language guaranteeing a morning break at the secondary level isn't needed because it has already been built into the new schedules at both MS and HS</i></p>

<p>ARTICLE 10.2 (TA) PD and Planning</p>	<p><i>4/4–Increased pay when assigned as a guest teacher or combining classes</i> <i>6/6–(TA) EEA accepted the District proposal to withdraw the proposal on the breakdown of PD/Planning, and in return, we will now have an additional 8 hours of planning guaranteed to us during in-service week in the form of two 4-hour blocks of uninterrupted planning</i></p>	<p><i>5/9–The District rejected this proposal citing that they had increased planning time with their prep time proposal</i> <i>5/29–The District maintained its previous stance, citing the importance of providing professional development</i></p>
<p>ARTICLE 10.2 194-Day Contract</p>	<p><i>5/9–EEA Withdrew this proposal, kept the current 191-day contract</i></p>	<p><i>4/18–191 day contract</i></p>
<p>ARTICLE 10.5 Grading/Midterm</p>	<p><i>4/4–Specifying a full-day mid-term grading day per semester, as well as guaranteeing a transition day after the first semester</i> <i>6/6–EEA withdrew this proposal as part of a package proposal</i></p>	<p>5/9–REJECTED <i>5/29–The District claims that locking this into the CBA would be restrictive to the calendar process</i></p>
<p>ARTICLE 10.5 Transition Day for K, 6, & 9</p>	<p><i>6/6–EEA Withdrew this proposal as part of a package proposal</i></p>	<p>5/9–REJECTED <i>5/29–The District claims that locking this into the CBA would be restrictive to the calendar process</i></p>

<p>ARTICLE 10.8.2 Counselor Work Days</p>	<p>4/4–Proposed 10 additional work days per counselor at each high school and 5 at the middle level 10/21–EEA reintroduced 10 additional work days per counselor at each high school and 5 at the middle level 10/21–EEA revised our proposal from 10 to 8 days for high school counselors, and maintained 5 days for middle school counselors</p>	<p>5/9–District proposed 6 additional days per comprehensive high school, no change to counselor days for ECCO Middle School Counselors per building increased by 2 5/29–The District remained firm in its stance that 20 days to divide among counselors at each building is sufficient 6/17–The District maintained its previous proposal 10/21–The District did not counter on this proposal, and continues their previous proposal 10/29–The District continues their previous proposal</p>
<p>ARTICLE 10.8.2 ELD Teachers</p>	<p>4/4–Proposed three additional work days per ELD teacher 6/18–EEA responded with one additional work day per ELD teacher</p>	<p>5/9–District responded with 1 proposed day 6/17–The District maintained its previous proposal 6/18–The District agreed to EEA’s proposal</p>
<p>ARTICLE 10.8.2 Teacher Librarians/Media Specialists</p>	<p>4/4–Proposed 10 additional days allocated per teacher librarian per assigned school. 6/18–EEA countered with 10 days for each elementary teacher librarian/media specialist per building assigned to and 15 days for each secondary teacher librarian/media specialist per building assigned to 10/21–EEA reintroduced 10 days for each elementary teacher librarian/media specialist per building assigned to and 15 days for</p>	<p>5/9–District proposed 4 additional work days for each elementary media specialist and no change in middle/high school 6/17–The District maintained its previous proposal 10/21–The District did not counter on this proposal, and continues their previous proposal 10/29–The District continued with their previous proposal</p>

	<p>each secondary teacher librarian/media specialist per building assigned to 10/29–EEA revised from 10 days to 8 days for each elementary teacher librarian/media specialist per building assigned to and 15 days for each secondary teacher librarian/media specialist</p>	
<p>ARTICLE 10 NEW Sub Shortage</p>	<p><i>4/4–Increased pay when assigned as a guest teacher or combining classes</i> <i>6/6–EEA rejected the District’s offer to withdraw this proposal in exchange for a package</i> <i>6/18–EEA proposed the sub rate of pay when teachers are assigned as a guest teacher or have their classes combined</i> <i>9/12–EEA revised its proposal, providing compensation for members assigned as a guest teacher, adding compensation for unit members covering staffing shortages</i> <i>10/1 EEA agreed to the District’s offer</i></p>	<p><i>5/9–District claims this does not happen very often</i> <i>5/29–The District maintains its stance that this does not happen often and that this would be considered “double pay” because classroom supervision is part of our job duties</i> <i>6/17–The District maintained its previous stance, in particular on the “double pay”</i> <i>9/12–The District countered, not agreeing to paying unit members FTE for covering staffing shortages, instead offering to pay per diem for additional hours worked</i> <i>10/1 The District agreed to provide compensation for unit members covering unfilled positions, paying them per diem for their time spent covering a staffing shortage. The district also included previously discussed compensation for teachers assigned to cover unfilled absences. They also agreed to confer with Nurses, School</i></p>

		<i>Psychs, SLPs, Motor Team, and other SSD specialists in making school assignments.</i>
ARTICLE 11 Posting Positions	<i>5/9–Rejected their offer and remain firm on maintaining current posting rights 5/29–Your EEA team reiterated our previous stance on maintaining posting rights for our members 10/1–EEA added our rejection of the language changes in our current package proposal</i>	<i>4/18–Proposed the elimination of the exclusive 5-day posting period for unit members & requirement to fill vacancies with a qualified unit member if at least 2 qualified members apply 5/29–The District reiterated its previous stance 10/1–The District agreed to EEA’s removal of this language change</i>
ARTICLE 13.7.4 IEP/504 Compensation and Release Days	<i>4/4–EEA Proposed per diem rate pay for IEP/504 meetings during planning days, prep time, or outside the workday 4/18–EEA responded to 4J’s proposal with clarifying questions 6/18–EEA pulled its proposal for per diem pay and countered with an increase to the IEP pool from \$120,000 to \$220,000 and proposed an increase in the maximum hours of compensation from 12 to 20 hours. 9/5–EEA reiterated its proposal for increasing the IEP pool from \$120,000 to \$220,000 and an increase in the maximum hours of compensation from 12 to 20 hours</i>	<i>4/18–Proposed eliminating release days for SSD and replacing them with a stipend 5/29–The District reiterated its stance that they would like stipends rather than release days. 6/17–The District maintained its previous proposal 6/18–The District countered EEA’s proposal with an increase to the IEP pool from \$120,000 to \$150,000 and an increase in maximum hours of compensation to 15. 9/5–The District continued with their counter of \$150,000 and an increase to 15 hours 9/12–The District conceptually agreed to EEA’s proposal</i>

	<p>9/12–EEA proposed an increase in the IEP/504 Pool to \$190,000, and a maximum of 15 hours of compensation</p> <p>10/1–EEA agreed to the District’s proposal in our package from the previous session, <u>protecting IEP release days and increasing the IEP/504 pool.</u></p>	<p>10/1–The District agreed to the EEA’s proposal in our package from the previous session</p>
<p>ARTICLE 13.7.7 Case Management</p>	<p>4/18–EEA’s proposal guarantees one case management period per day at the secondary level</p> <p>6/18–EEA reiterated its stance that we are not willing to give up the daily case management period.</p> <p>9/5–EEA reiterated its stance that we are not willing to give up the daily case management period</p> <p>9/12–EEA adjusted its proposal, providing a weekly class period where case managers will address specific school-wide systemic needs related to special education</p> <p>10/1–EEA agreed to the District’s proposal in our package from the previous session, <u>protecting daily case management time at all levels.</u></p>	<p>4/18–Proposed guaranteeing one case management period of the full schedule at the secondary level</p> <p>5/9–District reiterated their previous stance</p> <p>5/29–The District reiterated its previous stance citing that it did not intend to reduce the amount of time educators spend with students to 50%</p> <p>6/17–The District maintained its previous proposal</p> <p>9/5–The District, once again, maintains their position</p> <p>9/12–The District conceptually agreed to EEA’s proposal</p> <p>10/1–The District agreed to the EEA’s proposal in our package from the previous session</p>

<p>ARTICLE 17 NEW Proposed Class Size and Caseload Caps</p>	<p><i>4/4–EEA proposed class sizes caps for all classrooms at all levels & Caseload Caps for all specialists</i> <i>9/12–EEA withdrew this proposal, contingent on District’s acceptance of package currently on the table</i></p>	<p><i>5/9–District claimed this is permissive language, EEA responded with the assertion that it is a mandatory subject of bargaining</i> <i>5/29–The District reiterated its previous stance. They cited financial, space, and logistical concerns</i> <i>6/17–The District maintained its previous stance</i></p>
<p>Contract APPENDIX D Affinity Group Pay</p>	<p><i>4/4–Increase to affinity group pay at all levels & language adding more advisors if groups are over 30 students at elementary and 35 at secondary</i> <i>6/11–\$3,250 for HS, \$2,750 for MS, \$1,750 for elementary and maintained language on adding more advisors</i> <i>6/18–\$3,000 for HS, \$2,500 for MS, \$1,500 for elementary and maintained language on adding more advisors</i> <i>9/5–EEA reiterated \$3,000 for HS, \$2,500 for MS, \$1,500 for elementary and maintained language on adding more advisors</i></p>	<p><i>5/9–REJECTED</i> <i>6/6–The District has proposed increasing Affinity Group Advisor stipends by \$500 at all levels but does not agree with adding more advisors–\$3,000 for HS, \$2,000 for MS, \$1,500 for elementary</i> <i>6/17–The District maintained its increases from 6/6, but added the language that would add additional advisors if groups got larger than 30 at elementary or 35 at secondary</i> <i>9/5–The District remains at \$3,000 for HS, \$2,000 for MS, \$1,500 for elementary and maintained language on adding more advisors</i> <i>10/1–The District agreed to EEA’s proposal for \$3,000 for HS, \$2,500 for MS, \$1,500 for elementary and language on adding more advisors</i></p>

<p>Contract APPENDIX D Dual Immersion Stipend</p>	<p>4/4—from \$2,500 to \$5,000 6/18—EEA counter with a \$4,000 stipend 9/5—EEA countered with a \$3,500 stipend 10/21—EEA accepted the District’s \$3,250 stipend</p>	<p>5/9—REJECTED 6/17—The District proposed an increase in the stipend to \$2,750 9/5—The District countered with a \$3,000 stipend 10/1—The District proposed a \$3,250 stipend</p>
<p>Contract APPENDIX D ELD/Bilingual Differentials</p>	<p>4/4—EEA Proposed ESOL and bilingual pay differentials 9/5—EEA reiterated ESOL and bilingual pay differentials 10/21—EEA accepted the District’s offer for up to a 6% differential to bilingual educators, based on agreed upon qualifications</p>	<p>5/9—REJECTED 9/5—The District did not provide a written proposal, but shared that they are not interested in the ESOL differential 10/1—The District included differentials, up to 6%, for bilingual educators that meet requirements as outlined by EEA. The District rejects EEA’s inclusion of teachers with ESOL endorsements</p>
<p>NEW ARTICLE Safe Learning Environment</p>	<p>4/4—Proposed language around creating a safe learning environment for students 6/6—EEA revised our proposal to include reference to 4J’s Major Behavior Definitions and Discipline Matrix documents, and to include classified staff participation in training and implementing support plans. 6/18—EEA made some revisions to its proposal that addresses some of the concerns that the District had expressed, but maintained our position</p>	<p>5/9—District said this issue is already addressed through the Discipline Matrix and the Student Rights & Responsibilities Handbook & they claimed that they need District-wide data collection 6/11—The District response was that they already have processes/procedures in place to address these issues and that they are all permissive subjects of bargaining. They cited the Leadership MOA, which contains components of this work through the following required teams: Equity/Inclusion,</p>

	<p>and the importance of including classified staff as an integral part of the team supporting students.</p> <p>9/12–EEA adapted the Safe Learning Article, maintaining all key aspects of the proposal, and addressing some District concerns</p> <p><i>10/1–EEA agreed to the District’s proposal in our package from the previous session</i></p>	<p>Intervention, & Climate/Culture. They cited that they have added a team of specialists through MTSS to continue this ongoing work and stated that our proposal could conflict with some established procedures. They also stated their concern with referencing Classified employee rights in the licensed CBA.</p> <p>6/17–The District maintained its previous stance</p> <p>9/12–The District largely agreed to EEA’s Safe Learning Article, making some language changes</p> <p><i>10/1–The District agreed to the EEA’s proposal in our package from the previous session</i></p>
<p>Stipend for School Nurses</p>	<p>10/21 EEA proposed a 14% stipend for school nurses, in alignment with Life Skill stipend</p> <p>10/29 EEA reduced proposal to 10% stipend</p>	<p>10/21 District did not offer a counter; expressed annoyance that EEA had added this. EEA explained we’ve been waiting for them to make the offer.</p> <p>10/29 District countered with 4% stipend</p>