

# Bargaining Changes CVEA Negotiations

## 2 year contract for 2025/2027

**Directly below are the 3 changes to this list originally sent out in June.**

**1.**

- this is a two- year (2) contract

**2.**

- salary increase in year one (2025-2026) is **2%** across the salary schedule

-salary increase in year two (2026-2027) is **2.6%** (predicted and determined by legislation) **PLUS** an additional .5% to capture IPD deferred from 2025-2026 school year

**3.**

-language identifying 2 sites as normal assignment for nurses and ability to assign 3 for emergencies and leaves within the group to only last for the duration of the emergency or leave

- increase of nurse stipend for coverage of non-assigned building from \$50 to \$75 per day

**The following is the original bargaining changes (minus those above) list from June's failed ratification vote.**

- 1. SVT CTSO Advisor 2% increase**
- 2. Future elementary specialist positions to be filled with consideration of all specialists before in-building**
- 3. Addition of high school Chess Club Advisor at 2%**
- 4. At the beginning of the year Admin will evaluate schedules with the lens of accommodations, plans, needs across classes**
- 5. ISI classes eligible for Emergency Days due to work injury**
- 6. Creation of AP Test Coordinator for high school (\$250 to \$1,000)**
- 7. Elementary classroom teacher pay (1 hour) for supervision at one optional music event**

8. Elementary Prep (110 minutes) before the student day outlined, scheduled and protected
9. High school Collaboration to start 30 minutes after the start of the contracted day (not a “contract issue”)
10. Excess Personal Days to be automatically carried over / cashed out for payment in August
11. PT/OT caseload adjusted and defined
12. Summit Expeditionary Learning Day rate increased by \$50
13. One Thursday Collaboration to be used for teacher need (grade, subject, department)
14. Updated “Business” section reflecting current practices
15. Clean up Appendix C- remove Webmaster, Technology Integration Coach
16. Define Personal Day nonallowable usage at the beginning / end of school as 5 days each way.  
Increase percentage to extend a holiday from 6 to 8
17. Staff Safety / Student Discipline added relevant RCW/WAC reference
18. Allow core subs to sub at different levels- elementary, middle, high
19. Summer school information released by May 15
20. Overload language for Special Education outlined in contract- same rate, applied by semester, and now prorated by enrollment. Still requires teacher approval, but no MOU.
21. Flat rate compensation for Administrative Initiated Moves of \$750
22. Compensation language for Elementary Strings in language and not through MOU
23. Clean up of Page 2 Appendix C positions. Removed none existent programs such as Junior State, Green Team, Destination Imagination, and newspaper. Added positions are Activities Coordinator, Diversity Club, Chess Club, Civics Bowl, Assistant Unified Sports, and Mica Peak Drama 2 seasons.
24. Flat rate compensation for Faculty Communicator of \$300
25. Update the publicity of job openings current practice of online publication
26. Agreement that calendar provisions in contract are not applicable to 2025-2026 year
27. Move employee contract review, acceptance, and signing to online through Employee Access in October
28. Clean up of CTE Stipends section and inclusion of Middle School Science Lead position

- 29. Clarity in Combo class limit (21, but compensation for 22 by Overload not MOU)
- 30. Clarity for self-contained special education student listed on general education roster. If the student isn't being served by you (at all) they do not count towards class maximums
- 31. Jury Duty Leave updates on verifications needed to be uploaded through Red Rover

**TENTATIVE LOCATION**

**General Membership Meeting for Questions**

**Friday, August 15<sup>th</sup>, CVHS Theatre (south side)**

**Park and enter at south side Theatre entrance**

**LOCATION SUBJECT TO CHANGE DUE TO AVAILABILITY.**

**THE TIME WILL REMAIN THE SAME**

**Voting link will be sent at the conclusion of this meeting**

**Voting open until 12:00 on**

**Thursday, August 21<sup>st</sup>**

