

## Summary Of Agreement August 2019

Tentative Agreement between North Thurston Education Association and North Thurston Public Schools.

|   |   |   |
|---|---|---|
| Duration of Contract                                | 2 Years   | August 31, 2019-August 31, 2021   |
| Salary  | <b>2019-2020</b> 3.5% Increase<br><b>2020-2021</b> 4.0% Increase  | Appendix A  |
| Extended Day Contracts<br><b>2019</b>               | <b>All Kindergarten</b> 1 Day<br><b>Elementary Librarians</b> 3 Day<br><b>Mental Health Specialists</b> 10 Day  | Article 7 Section 9   |
| Class Size<br><b>Year 2 of Contract (2020/2021)</b> | <b>Year 2 of Contract (2020/2021)</b><br>K-3 23<br>4-5 29<br>6-8 31 in a class 145 for a day<br>9-12 32 in a class 145 for a day  | Article 30 Sections 1 and 2   |
| ESA<br><b>2019</b>                                  | <b>HS Counselors</b> 1:300 Head Count (+3 FTE)<br><b>Psychologists</b> 1:800 (+3 FTE)<br><b>Mental Health Spec</b> 1:1500 (+3 FTE)<br><b>Years of Licensed Experience</b> to be Considered in Salary Placement 2020                                 | Article 30 Section 2<br><br>Article 31 Section 13<br>Article 30 Section 2<br><br>Article 39 Section 1 |
| Overage Pay<br><b>2020-2021</b>                     | <b>2020-2021</b><br><b>Elementary</b> Increases to \$16 per student a day<br><b>MS/HS</b> Increases to \$8 per student per period and/or daily average<br><b>Special Ed</b> Increase to \$160 per Month over on caseload or \$90 (related services) | Article 30 Section 5<br><br><br><br>Article 31 Section 1  |
| Language Changes<br><b>2019</b>                     | <b>Recall Language-</b> Language Added<br><b>Probation Language</b> Clarified<br><b>Student Discipline</b> Language Added<br><b>Lactation Room Rights</b> Language Added  | Article 28 Section 9<br>Article 19 Section 3<br>Article 36<br><br>Article 25                          |
| Continuing Work                                     | <b>Special Education Com.</b> - Resource Caseload and Para Allocation Language<br><b>SEBB -Reopener</b> to bargain SEBB changes.  | MOU<br><br>Article 40 Section 1   |

Entire TA with new language and Salary Schedule will be available on NTEA website. [www.nthurstonEA.org](http://www.nthurstonEA.org)

Zone Meetings -Bargaining team will present TA and answer clarifying questions.

August 27<sup>th</sup> NTHS Library 4:00 pm

August 28<sup>th</sup> THS Library 4:00 pm

August 29<sup>th</sup> RRHS Library 4:00 pm

Vote: August 30<sup>th</sup> (open) and Sept. 5<sup>th</sup> (close)