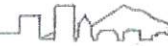


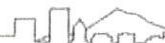
**Mediation Settlement Package - November 26, 2023 | 1:30 pm**3:30 PM
AB

This is a package proposal, meaning it must be accepted in full to reach a tentative agreement, including the re-entry plan and student instruction make-up days. The following settlement package includes concepts discussed in small groups over the last several days. All agreements reached by the parties are set forth below.

Article Number and Title	Bargaining Notes
Article 1: Status and Effect of Agreement	Tentative Agreement
Article 2: Association Rights	Tentative Agreement
Article 3: Management Rights	Not Opened
Article 4: Dues and Payroll Deductions	Tentative Agreement
Article 5: Grievance Procedure	Tentative Agreement
Article 6: Work Year	Tentative Agreement
Article 7: Workday	Tentative Agreement
Article 8: Workload	Tentative Agreement 11/26 attached
Article 9: Student Discipline & Safety	Tentative Agreement 11/26 attached
Article 10: Academic Freedom	Tentative Agreement
Article 11: School Improvement Councils	Tentative Agreement
Article 12: Compensation	Tentative Agreement 11/26 attached
Article 13: Insurance Plan	Tentative Agreement
Article 14: Mileage, Parking and Procurement Cards (P-Cards)	Tentative Agreement
Article 15: Retirement	Tentative Agreement
Article 16: Extended Responsibility	Tentative Agreement
Article 17: Leaves	Tentative Agreement
Article 18: Transfers	Tentative Agreement
Article 19: Building & Classroom Moves	Tentative Agreement
Article 20: Reduction in Staff/Layoff	Tentative Agreement
Article 21: Mentor Program	Tentative Agreement
Article 22: Professional Growth	Tentative Agreement

**Mediation Settlement Package - November 26, 2023 | 1:30 pm**

Article Number and Title	Bargaining Notes
Article 23: Professional Educator Rights & Just Cause	Tentative Agreement
Article 24: Non-Discrimination	Not Opened
Article 25: Complaint Procedure	Tentative Agreement
Article 26: Personnel File	Not Opened
Article 27: Evaluation	Tentative Agreement
Article 28: Negotiation Procedures	Not Opened
Article 29: Administration of Agreement	Not Opened
Article 30: Duration	Tentative Agreement
Article 31: Special Education (NEW)	Tentative Agreement
Early Childhood Education (NEW)	<i>Deferred</i> - agreement to resume negotiations within 60 days of ratification
Appendix A1: Salary Schedule	Tentative Agreement 11/26 attached
Appendix B: Extended Responsibility Schedule	Tentative Agreement
Appendix C-G	Not Opened
Appendix H: MOA - Safety	<i>Expired</i>
Appendix I: Bilingual or Multilingual Ability	Tentative Agreement
Appendix J: School Psychologist Transfer and Assignment Process	Tentative Agreement
Appendix K: Letter of Expectation Template	Not Opened
Appendix L: Administrative Leave Letter Template	Tentative Agreement
SLP Assignment and Transfer MOA	Tentative Agreement
Tier III Behavior Health Support & Rapid Response Team Commitment	Tentative Agreement
Health and Safety Improvement Investments MOA	Tentative Agreement
Establishment of Social Worker Threshold MOA	Tentative Agreement
Students with Temporary Living Situations -	<i>Withdrawn</i>

**Mediation Settlement Package - November 26, 2023 | 1:30 pm**

Article Number and Title	Bargaining Notes
Housing (NEW)	
Parent-Professional Educator Engagement (NEW)	<i>Withdrawn</i>
Task Force and Set Aside FTE MOU (NEW)	<i>Withdrawn</i>
PPS Community Schools (NEW)	<i>Withdrawn</i>
Workload Relief Concepts/Package Proposal - (attached)	<i>Withdrawn or incorporated</i>

PAT-PPS Mediation Package Proposal Tentative Agreement
For the Association11/26/2023
Date
For the District11/26/23
Date

