



Mediation Settlement Package - November 20, 2023 | 1:00pm

This is a package proposal, meaning it must be accepted in full to reach a tentative agreement, including the re-entry plan, student instruction make-up days, as well as the grievances and ULP settlement. The following settlement package includes concepts discussed in small groups over the last several days. The District has also modified the proposals in Article 8, 9, and Appendix-I to return to current contract language in some section based on the current status of negotiations. 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 (attached)	<p>Class Size Committee</p> <ul style="list-style-type: none"> ● Parents involved at the school level and educators/admins at class level (parents not involved in class level) ● PPS does <u>not</u> agree to the committee having any voting rights ● PPS does <u>not</u> agree to mediation as a result of the committee <p>Threshold/Overage</p> <ul style="list-style-type: none"> ● Included PAT’s target sizes. ● Thresholds returned to current contract language ● Proposed workgroup to identify overage methodology and threshold for Social Workers and ESL/ELL Teachers.
Article 9: Student Discipline & Safety (attached)	<ul style="list-style-type: none"> ● Counter-proposal regarding dual duty (was not previously agreed to although some versions showed the language in green) ● Inclusive of the environmental safety
Article 10: Academic Freedom	Tentative Agreement



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Article 11: School Improvement Councils	Tentative Agreement
Article 12: Compensation (attached)	Cost-of-living-adjustments <ul style="list-style-type: none"> ● 2023-2024 = 6.25% ● 2024-2025 = 4% ● 2025-2026 = 3%
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
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



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	60 days of ratification
Appendix A1: Salary Schedule (attached)	Based on article 12, see 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 (attached)	Increases the number of educators eligible for the bilingual stipend by reducing the minimum percent of students language at any school from 15% to 5%
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
Students with Temporary Living Situations - Housing (NEW)	<i>Withdrawn</i>
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>