

Cascade EA 2020 Bargaining Highlights

<u>Article/Section</u>	<u>Description of Change in Contract</u>	<u>Impact + or – or neutral (N)</u>
Wages and days	Salary schedule will increase by 1.6% 2 additional PD days paid at per diem	++
Article II- Business	Minor language changes and removed agency fee language	N
Article III -Employee Rights	Updated non-discrimination language, added complaints must be put in writing, added possible discipline for drug/alcohol use, updated personnel file to include removal of materials after 3 years, defined forms of discipline, items put in personnel files must be signed by the employee	+
Article V - Evaluations	Comprehensive evaluation required at least once every 6 years, put new ESA evaluation in and updated current language for ESAs, removed old language that was obsolete	+
Article VI- Instruction	Added SPED MOU language into contract	+
Article VI - Instruction	Updated student behavior and discipline, it is much clearer and specific	++
Article VII-Leaves	Sick leave sharing language from minimum of 60 days to 22 days as per law, expanded what leave sharing can be used for, can maintain up to 40 hours of sick leave when applying for shared leave, added Paid Family Medical Leave language	++
Article VII-Leaves	Added that no sick leave would need to be used for up to 20 days for injury at work	++
Article VII-Leaves	Increased unused personal leave cash out from \$150 to \$200 per day	++
Article VIII-Fiscal	Added two additional PD days	++
Article VIII-Fiscal	Fought off language to limit payment for work outside the workday	+
Article VIII-Fiscal	Added new SEBB language that defines how SEBB is implemented with additional protections	+
Article X-Duration	2 year contract	+
Appendix A	New salary schedule	+
Appendix B	Cleaned up stipends and clubs	N