

Seattle Public Schools and Seattle Education Association Tentative Agreement Highlights for Media

Incremental additional cost: More than \$200 million over three years

Meaningful increase in wages for educators:

- As part of the proposed contract, all union-represented educators and school staff will receive a 7% raise the first year, followed by a 4% raise in 2023-24 and a 3% raise in 2024-25.
- If the cost-of-living increase is higher than 4% or 3% in years two and three, respectively, the wage increase will go up to match the cost-of-living increase.

Additional staff positions to support our students, educators, and schools:

- Adds mental health supports for secondary students by adding an additional 0.5 FTE social worker at comprehensive K-8, middle, and high schools this school year
- 5 certificated nurses added in 2023-24
- Adds workload relief and mental health support by lowering the counselor-to-student ratio at our highest needs secondary schools, from 1 counselor for 375 students to 1 counselor for 350 students.
- Adds speech language supports by lowering the staff-to-student ratio for speech language specialists to 1 specialist for every 46 students this year and then to 1 specialist for every 44 students the following two years (currently at 1 for every 47 students)
- Creates a new Racial Equity Advancement Specialist position in 2023-24

Opportunities for educators to earn stipends/professional development:

- Additional stipends for teachers earning English Language or Dual Language endorsements
- Increase in funding for extra time for building based office professionals to support work associated with the operation of the school building
- One additional day of district-directed professional development training

Additional school resources:

- \$50,000 one-time library fund to support highest needs schools
- Additional library funding at each school, for each year of the contract
- Additional resources for family support workers in schools (\$2,000 per school each year)
- Additional resources for Building Safety Teams (\$2,000 per school each year)

Creating additional support for special education services:

- Access services, for students with moderate to intensive needs, will merge with Social Emotional Learning services in 2023-24, and the new service will be called Extended Resource
- Students receiving Extended Resource instruction, including instruction to develop social/emotional skills and social understanding, will spend the majority of their time in a general education classroom with a full range of supports needed
- All students receiving special education services have access to the general education teachers' curricular materials and instruction
- Additional professional development for all 5,000+ educators and central office educators to support instructional practices in serving students' individual learning needs
- Recommitment to a Joint Special Education Taskforce with members from Seattle Education Association, Special Education central office staff, and family representatives to plan for a transition to more inclusive practices throughout the system