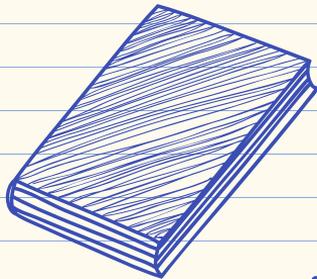


# Salem Teachers

## Union

First Session

March 14, 2024





# Our Intent

*The members of the Salem Teachers Union are committed to fighting for solutions which are in the long-term best interests of Salem's students, their families, and the members of our Union. We will utilize our collective experience, creativity, and solidarity in order to honor this commitment and secure collective bargaining agreements which will ensure that our Salem Public Schools community thrives.*



"We will cultivate a learning environment where outstanding educators want to work, grow, and stay in order to inspire students to dream big." -  
SPS Strategic Plan

**309/322**

After removing Commonwealth Charter Schools, SPS ranked 309th out of 322 school districts in teacher retention

**3**

Only 3 districts with more than 150 teachers had a lower teacher retention percentage: Lawrence, Holyoke & Southbridge.

**9%**

SPS reported a teacher retention rate 9% lower than that of Lynn Public Schools - the next lowest rate on the North Shore



# The Bargaining Agenda

## SALEM TEACHERS UNION LOCAL 1258



## AGENDA FOR COLLECTIVE BARGAINING

### SUSTAINABLE WORKLOADS & SUFFICIENT STAFFING

- Increased preparation time
- More paraprofessionals and other support staff
- Smaller, more evenly distributed, class sizes
- Manageable caseload limits for all therapists and service providers



### FAIR & ADEQUATE COMPENSATION

- Significantly increased teacher salaries
- A living wage for paraprofessionals and other support staff
- Pay which accurately reflects the credentials of all educators



### EQUITABLE & COMPASSIONATE LEAVE POLICIES

- Paid parental leave, supporting all educators and their families
- Matching leave policies for all educators



### SUPPORT FOR ALL EDUCATORS

- Increased funding for tuition reimbursement
- Union representation for all educators
- High quality and relevant professional development



[WWW.SALEMSTUDENTSDESERVE.ORG](http://WWW.SALEMSTUDENTSDESERVE.ORG)

### CLEAR AND CONSISTENT COMMUNICATIONS



- Accurate and timely work and class schedules
- Clear job descriptions and expectations
- Consistent communications with staff, students, and community

### ADDITIONS FOR THE COMMON GOOD

- More time for recess and other opportunities for movement
- Longer lunch periods
- Safe and effective school facilities



### A COMMITMENT FROM THE MEMBERS OF THE SALEM TEACHERS UNION, LOCAL 1258

The members of the Salem Teachers are committed to fighting for solutions which are in the long-term best interests of Salem's students, their families, and the members of our Union. We will utilize our collective experience, creativity, and solidarity in order to honor this commitment and secure collective bargaining agreements which will ensure that our Salem Public Schools community thrives.

### NEXT STEPS IN OUR CAMPAIGN

Add your name to those supporting the Salem Teachers Union's agenda for collective bargaining by visiting [bit.ly/AgendaSignOn](http://bit.ly/AgendaSignOn) or by scanning the QR code below.



Visit our campaign website at [www.salemstudentsdeserve.org](http://www.salemstudentsdeserve.org), or scan the QR code below, to learn more, see a more detailed version of the Agenda, and see our full set of contract proposals when they are complete.



# we should Be on The Same Page!

The district will “review and adjust salary schedule to be competitive with neighboring districts.”

Now is the time to make the changes that we have all acknowledged need to be made. **Union Proposal 1** calls for what will need to be dramatic wage increases for Salem’s teachers. The teachers in our district deserve to be paid on par with the top of the regional market and we believe that the City can afford it. **Union Proposal 5** would finally right a longstanding inequity which currently values the teaching done during an extended school day less than that done during a traditional work day.

# we should Be on The same Page!

“Valuing equity means that we allocate resources so that students/families/staff who need the most get the most.”

STU believes that the single most urgent issue facing our district is the low pay for the district’s invaluable support staff. **Union Proposal 2** calls for an actual living wage for members of the PSRP bargaining unit. We cannot employ an incremental approach to addressing this issue. Valuable members of our school community cannot comfortably afford to live and that is unacceptable to every member of our union.

# we should Be on The Same Page!

The district will “create norms for engagement and agreed upon practices that lead to a healthy work-life balance.”

As discussed earlier, far too many talented educators are leaving our district. STU believes that educator burn-out and unsustainable expectations are leading causes. **Union proposals 14-17** are various provisions which would provide educators with much needed time to complete tasks, adequately prepare, and crucially avoid taking work home to do deep into the night.

If we are going to keep educators long-term, the district needs to support them in all phases of their life, including their ability to raise a family and continue working. **Union Proposal 25**, a paid parental leave of absence would be a life-changing benefit for our educators, making SPS a place which can support educators throughout their careers.

# we should Be on The Same Page!

“In Salem Public Schools we firmly believe each member of our staff is an educator, no matter their assigned duties.”

If we truly believe that all of our staff are valuable educators, we need to stop treating our support staff as though they are second class citizens. **Union Proposal 26** calls for PSRP leaves that are equal to those of teacher colleagues. **Union Proposals 19 and 21** would invest in more substitute teachers, allowing our paraprofessionals to continue in their valuable roles. **Union Proposal 30** would invest in the education of our PSRP members to continue their growth as educators.

# we should Be on The same Page!

The district will “cultivate independent learners by using personalized and engaging research-based instructional strategies.”

Educators simply cannot provide students with the best possible learning experience if class sizes and caseloads are too large. Large class sizes and caseloads mean that it takes longer to grade assignments. They mean that instruction can't be as personalized. They make it that much harder to develop strong relationships with every student and their families. **Union Proposals 9-13** would limit the number of students every educator is responsible for, and therefore increase our ability to provide the best instruction and service possible.

# we should Be on The Same Page!

The district will “ensure all SPS building and facilities are safe, clean, accessible and welcoming.”

The physical conditions of our schools impact the working conditions of every STU member and the learning conditions of every SPS student we teach. Safe, clean, comfortable environments are necessary, and can only be a distraction to our educational aims if they are not present for every adult and child in our schools. **Union Proposals 40, 41, 43, & 44** seek to address some of these issues.