



After 12 bargaining sessions over 6 months... **STU HAS REACHED A TENTATIVE AGREEMENT ON A HISTORIC CONTRACT!**

This is the best deal we've ever had – for educators, students, and the community alike.

HERE'S WHAT WE WON...

WAGES:

- **The biggest wage increases we've ever seen!**
 - **An average of 20% over three years**
 - **Close to a 50% raise that gets PSRPs at or near a living wage**
- Expanded and increased stipends
- Chaperone pay of \$100 per night (up from \$0!)
- Accelerated movement across the columns for academic credentials



OTHER PRIORITIES:

- Brand-new language on special ed class sizes and CTE class sizes
- Consistent start of the school year
- Pay for CTE teachers reflective of their training and expertise, rather than their degrees
- Expanded tuition reimbursement pools for teachers and PSRPs
- Safe staffing ratios for recess
- A stock of school supplies in each school at all times
- A confidential space for testing and meeting at each school
- Language for nurses with different certifications
- Earlier notification of schedule for assignment changes
- Better language for onboarding new members
- More info for the union including job descriptions



PARENTAL, FAMILY, & SICK LEAVE:

- **Six weeks of district-paid parental leave for new parents (if both parents work for the city, they don't have to split it!)**
- Bereavement leave for miscarriages
- Access to paid leave to care for family members
- Sick bank provisions including the ability for retiring STU members to contribute and expanded access for people to enter it throughout their career
- Equitable leave policies for both the Teacher and PSRP units
- Rollover of unused personal day to sick days the following year



PREP TIME



- More prep time for elementary school teachers
- 150 extra minutes of educator directed time for ECC teachers
- Brand-new prep time for therapy assistants & service providers

PSRPS:

- Annualized wages
- Additional personal days, sick days, & religious holidays
- A bigger substitute teaching differential



Our solidarity & organization made this happen. WE won this together!

Be on the lookout for next steps!



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WHAT WE WON INCLUDES...

WAGES:

The biggest wage increases we've ever seen!

- An average of 20% over three years**
- Close to a 50% raise that gets PSRPs at or near a living wage**

NEW PAID LEAVE:

**Including six weeks of district-paid parental
leave for new parents!**

**MORE PREP TIME! EQUITY FOR PSRPS! CLASS
SIZES! SCHOOL SUPPLIES! CHAPERONE PAY!
SAFE STAFFING RATIOS FOR RECESS!
MISCARRIAGE BEREAVEMENT LEAVE! + MORE!**

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