

## Summary of Negotiations 2025

- **Section 6.23 Sanctioned Committees:**
  - Removed language including oversight of other school committees.
- **Section 3.2.8 (b) (iii) Critical Endorsements:**
  - Clarified language: Critical endorsements earned via alternative credit are eligible for one salary level increase where credit is not already earned.
- **Section 3.2.8 new section (ix):**
  - Multiple sources of credit awarded for single professional development not allowed.
- **Section 4.4.5 Personal Leave:**
  - New section (e): Clarification on paying out personal leave at the substitute rate upon retirement.
- **Section 3.2 Salary Determinations:**
  - Section 3.2.1 (e): New USBE records must reflect previous work experience and degree level before credit will be awarded. Responsibility on the educator to notify HR.
- **Section 5.6.1 (a):**
  - Date changed to June 15.
- **Section 5.6.3 Retention Preference Criteria:**
  - RIF process clarified.
- **Section 4.4.3 Catastrophic Sick Leave Bank:**
  - Added bereavement leave language.
  - Removed parental leave language. (Parental leave is now attended to in DSD Policy).
- **Letter of Intent**
  - **Section 1:** Added language on supporting teacher growth.
  - **Remove Section 4:** Digital Workspace.

- **Remove Section 5:** Early out late start
- **Section 4 (renumbered):** Added a title: Support for confrontational situations.
- **Section 5 (renumbered):** Added a title: Educator responsibility for IEP.
- **Section 6 (new):** Clarification on fifth retention preference committee structure.
- **Section 7 (new):** Student Behavior Concerns
- **Remove Section 8.** STS Compensation
- **Remove Section 9.** Association Dues
- **Will remove the index and reference guide from the back of the agreement.**
- **Agreement to future work on updating and moving Addendum #1 and Addendum #2 provisions into general agreement document (removing from Addendum)**
- **Replace Code of Ethics (at the back of the agreement) with the updated Code of Conduct**
- **Professional Day Calendar 2025-2026:** Approved.