

SEA 2026 Conceptual Summarized Proposal #1
June 25, 2026
Common - Certificated, Paraprofessional and SAEOP

Compensation:

1. **Cost of Living Adjustments (COLAs) and Other Legislative Increases.** Employees will receive annual cost of living wage adjustments equal to the State's authorized annual inflationary adjustment factor and such other compensation increases as the legislature provides during the term of this Agreement. Such increases will be applied equally to all cells of the base and certificated TRI salary schedules unless otherwise specified by the legislature.
2. **Health Insurance/VEBA.** For the duration of the Agreement, the District and Association agree to participate in a VEBA program for employees to make monthly contributions via payroll deduction. The District will contribute an amount equaling \$25.00 per month, per employee.
3. **Orca Passes.** Benefit-eligible employees are eligible for a District-paid fare-free ORCA pass.

Effective Teaching and Learning, Student Supports, and District Operations

4. Substitutes

- A. All days worked in any substitute assignment will count towards movement on the daily sub salary schedule.
- B. Use of Paid Leave will not count as a break in consecutive days.
- C. Retirees can end a long-term contract early without penalty or resignation from SPS upon notice from DRS that they would otherwise exceed the maximum allowable hours.
- D. Substitutes will not be reassigned to another position in the building than the job they have accepted.

5. Safety

A. Harassment, Intimidation, and Bullying

- i. Definition: Harassment, intimidation and bullying consists of repeated, unreasonable actions of individuals (or a group) directed towards an employee (or a group of employees), which are intended

to intimidate, degrade, humiliate, or undermine; or which create a risk to the health or safety of the employee(s).

- ii. Incidents involving work-related harassment, bullying, and/or cyber-bullying of an employee by parents, students, or other district employees shall be reported.

The District shall initiate an investigation within 15 days into the reported incident and take appropriate steps. If a student is found to be responsible for harassment, bullying, and/or cyber-bullying, the District will implement appropriate interventions which may include discipline. The district will report in writing to the employee any findings and actions resulting from the investigation. When the investigation involves a staff member, notice of the investigation's conclusion will be provided.

- B. **Student on Staff Assault and Harassment.** When there is a documented occurrence or reasonable belief or threat of assault or harassment from a student to an educator, the student will not be permitted to return to the instructional area or classroom until a threat assessment has occurred and a behavior contract and safety/support plan has been implemented.
- C. **Student Behavior Response.** The intent of the parties is to ensure consistent and appropriate response districtwide to significantly disruptive and unsafe student behaviors. The District will implement a districtwide student behavior response/disciplinary matrix, develop a common template response plan for buildings, provide annual training for staff, and monitor for implementation.
- D. **Building/Program Climate.** The parties agree that it is critical to student learning environments and outcomes that climate issues are identified and addressed in a timely manner. The district will conduct twice yearly climate surveys. The District will share the results with SEA and building/program staff within 10 days. Upon SEA request, the appropriate SPS executive director will meet with building/program staff and SEA representative(s).

Rights in the Workplace

- 6. **Artificial Intelligence.** AI shall not be used in evaluation or disciplinary processes. Confidential personnel information will not be input into any AI system. The district

will not promote AI and employees shall not be required to use AI. [See written proposal.](#)

7. Security Cameras

- A. No mechanical or electronic device other than intercom systems shall be installed in any classroom or brought in on a temporary basis which would allow a person to be able to listen to or record the procedures in any class, except by permission of the employee(s). Intercoms will not be used for the purpose of supervision or evaluation.
- B. The District may use security cameras, subject to the following limitations, for the purpose of monitoring safety within District facilities.
 - i. Such devices per this provision shall not be used in the evaluation of employees, and the District will not use such devices to engage in surveillance of employees. If security/video camera recordings are used in the discipline of an employee, the employee may review the recording(s) upon request to the District.
 - ii. Cameras may not be placed or used in front office workspaces, classrooms or other instructional spaces (e.g. libraries, elementary pods), or areas where there is a reasonable expectation of privacy, including but not limited to conference rooms, restrooms, and private offices.
 - iii. Cameras may be placed in non-classroom areas including hallways, lunchrooms (commons), outside, entrances, parking lots, or other typically non-instructional spaces.
 - iv. Cameras may be placed in gymnasiums and other athletic venues provided that in all spaces used for instructional and non-instructional purposes, cameras will be turned off during the employee's contracted day. The District will make available a list of cameras that will be turned off during the day at each worksite to the employees and Association.

C. Audio monitoring or recording is not permitted.

8. Substitute Reimbursement

- A. Ensure language is the same across all three CBAs. Incorporate joint memo language into CBAs. Pay SAEOPs for this work from substitute reimbursement fund at their hourly rate.

9. Representation Rights and Due Process

- A. Timeliness of investigations: Initiate investigations within 15 days. Complete investigations and outcomes within 60 days. Extensions must be mutually agreed upon in writing by the parties.
- B. Notification: The district will provide the specific allegations in the investigation notification.
- C. Paid administrative Leave: Limit paid admin leave only to situations where the District has concerns regarding safety.
- D. Allow up to 3 SEA representatives in grievance and investigatory meetings.

10. Personnel Files

- A. Rewrite language to address Labor and Employee relations database and ensure that materials retained for the purpose of public records retention compliance are retained and destroyed in accordance with records management procedures and timelines. Limit files in labor and employee relations database to open investigations and closed investigations resulting in discipline and/or referral to other agencies. Letters of counsel will not be retained in the labor and employee relations database after the end of the school year in which it was issued.
- B. Upon request by the employee, materials reviewed by an employee and judged by the employee to be derogatory to their conduct, service, character, or personality will be:...

- C. The District shall provide free, accessible, and speedy process for staff and SEA to request and review personnel files.

11. Leaves and Accommodations

- A. Family Care Leave: up to 5 additional paid days to care for a family member every school year.
- B. Reasonable Accommodations. Add language: “When an employee requests reasonable accommodation for a disability or the District has reason to believe that a reasonable accommodation is needed, the parties will engage in the interactive process, which is an ongoing dialogue between the employee and appropriate District representatives about possible options for reasonably accommodating the employee’s disability. Both the District and the employee are expected to participate in the interactive process in good faith, which includes engaging in timely communications regarding possible reasonable accommodation. The employee may bring an SEA representative or support person to interactive process meetings.”
- C. Expand definition of “family” for family leaves to match the definition used as bereavement: “immediate family is defined to include parent, sibling, spouse or partner, child, child in-law, sibling in-law, parent in-law, grandchild, grandparent, aunt or uncle (pibling), or anyone who is living with or considered part of the family.”
- D. Define shared leave and add shared leave bank. ([See written proposal](#))
- E. A “year of leave” in this article is defined as 91 or more days in a work year.

12. LGBTQIA+

- A. Update non-discrimination language to include “sexual orientation” and “gender identity/expression”
- B. Expand definition of protected class harassment to include deliberate and consistent failure to use known preferred name or pronouns

- C. District shall provide a clear process for employees to change their employment records with self-determined name and gender, including updating their employee photo(s), etc.
 - D. Develop a Transition Support Plan template for employees and supervisors to clearly communicate expectations to support an employee's gender-affirming transitions.
13. Add language on Immigration/Sanctuary Schools. [\(See written proposal\)](#)