

SEA 2026 Conceptual Summarized Proposal #1
June 25, 2026
SAEOP

Compensation and Benefits

1. Compensation.

- A. 2026-2027.** 4.0% plus the annual inflationary adjustment, based on the State's annual inflationary factor, currently the implicit price deflator (IPD), of prior year total compensation applied as an equal percentage salary increase to all cells of the salary schedule.
- B. 2027-2028.** 4.0% plus the annual inflationary adjustment, based on the State's annual inflationary factor, currently the implicit price deflator (IPD), of prior year total compensation applied as an equal percentage salary increase to all cells of the salary schedule.
- C. 2028-2029.** 4.0% plus the annual inflationary adjustment, based on the State's annual inflationary factor, currently the implicit price deflator (IPD), of prior year total compensation applied as an equal percentage salary increase to all cells of the salary schedule.

- 2. Salary Schedule.** Remove step 1 and 2, move those at step 1 and 2 to step 3 (new step 1). Add two steps (5% increments) to the top of salary schedule, new 8,9).

3. Supplemental Pay.

- a. Professional Certificates: in the 26-27 school year, office employees in the unit who have earned the nationally recognized certificates and maintained a current certificate shall receive seventy-five (\$75) per month pro rata for each certificate in addition to their regular salaries each year. Starting in the 2027-28 school year and beyond this incentive will increase annually by the state's annual inflationary adjustment factor, currently based on the Implicit Price Deflator (IPD).
- b. Increase peak workload fund in building budgets to six-thousand dollars (\$6000). Requests for extra time, extra help, or extra days will not be unreasonably denied. When requests are denied the principal will immediately meet with SAEOPS to redistribute and reprioritize workload.

Effective Teaching and Learning, Student Supports, and District Operations

4. SAEOP staff shall be allocated to buildings by dividing the building's average enrollment of all students, including preschool, from September to January of the current school year in accordance with the following ratio:
 - a. 2 FTE SAEOP: 0-249 students
 - b. 2.5 FTE SAEOP: 250-399 students
 - c. 3 FTE SAEOP: 400-499 students
 - d. 5 FTE SAEOP: 500-999 students
 - e. 7 FTE SAEOP: 1000-2000 students

5. Building access and security

- a. The duties of SEA Education Office Professionals are clerical and administrative. Employees in these classifications shall not be assigned responsibilities that require security monitoring, threat assessment, or discretionary decision-making regarding building access.

6. Early Release Time.

- a. Early release Wednesdays will be designated as follows: (Article IV, Section A.8)
 - i. Two per month for job training and/or collaboration (Gold).
 - ii. One per month for educator-directed job alike (Red).
 - iii. One per month for racial equity work (Green).
- b. Administrators will respect individual employee professional judgment by not scheduling meetings or activities during designated educator-directed individual and collaborative time.
- c. For Classified staff, decisions about how to use early release time on days other than job alike and collaboration days will be made in collaboration between the building principal and classified staff and may include participating in school-based professional development or collaboration, as well as attending to other duties that are associated with their positions. Classified mentors will be released on training/collaboration (gold) and job-a-like (red) days to meet with mentees.
- d. Professional Development/Leadership Time. No principal approval is necessary for activities defined.
- e. The school office will be closed during early release Wednesdays so that SAEOPS can be released to participate in training and other PD activities.

7. Training Plan.

- a. For each SAEOP position, SPS shall draft a training plan and send to SEA for input by December 1, 2026. The plan shall be finalized by February 1, 2027.
 - b. Each plan will include a recommended order of topics and specific information about how to access each.
 - c. SAEOPs will move from a 203 to a 205 workday schedule. These additional workdays will be the tri days before the first day of school.
 - d. Training shall occur at early-release training days and in advance of the school year. New hires shall have at least two dedicated workdays to train for their position per their training plan. Substitutes will be provided for these two training days.
8. The District will issue a full-access laptop to all SAEOP employees.
9. Mentorship Committee. SEA and SPS will convene a committee on paid time to design mentorship and onboarding programs for SAEOPs. At least \$60,000 will be committed to program each school year.

Rights in the Workplace

10. Right to Return

- a. Increase right to return to building to same position for two years.
- b. Remove the requirement of displaced employees to notify HR if they wish to exercise their right to return. Remove the requirement for vacancy to be identified by October 31.

11. Extra Hours. Regular part-time employees will have first priority to additional hours over casual/temporary and hourly employees. Additional hours will be granted based on seniority in their job title.

Housekeeping and Duration

12. Three years.
13. In most cases, language should be changed from K-5 or K-8 to PreK-5 or PreK-8. Remove references to half day Kindergarten in acknowledgment that the District no longer runs half-day Kindergarten classes.
14. All MOUs will be continued unless otherwise mutually agreed upon.
15. The parties agree to review and update dates and citations.