

November 8, 2024

TENTATIVE AGREEMENT
subject to ratification and approval

The Board and the Association agree the following package proposal for a new three-year contract:

Salary: 2025-2026:

- Drop Step One
- Drop Step 6
- Step movement
- Increase on steps below max: 0.75%
- Increase on maximum steps: 3.50%

2026-2027:

- Step movement
- Increase on steps below max: 0.75%
- Increase on maximum steps: 3.50%

2027-2028:

- Step movement
- Increase on steps below max: 0.75%
- Increase on maximum steps: 3.50%
- Insert a step between Steps 15 and 16 to break the bubble

*Changes to Article 4(A)(1) is agreed as part of the salary settlement (Superintendent to place teachers on salary schedule)

*Changes to Article 27- Salary Notifications email by June 30 (Job will continue to be sent out to all SEA members on or before June 15th of each year).

Other compensation issues:

- All stipends increase by 1.5% each year
- Summer school hourly rate increases by 3%, 2%, 2% in each year respectively
- Summer school head teacher stipend increases from \$2,500 to \$3,000

Insurance:

Premium cost sharing increases 0.5%, 0.25%, 0.25%

Language changes:

- Add new paternity/maternity benefits to permit teachers to take up to two weeks (10 workdays) of paid sick leave by The Stamford Board of Education immediately following the birth of a child (Teachers will not be using their accumulated sick time for these ten days).

SPS Board will now allow both parents to take this leave simultaneously if both are employed by SPS.

- Unassigned time at the elementary schools will be increased from 200 minutes to 225 minutes per week.

- All agreements previously reached will be included in the successor contract, including agreements reached in the package of agreements and withdrawals presented on October 17.

Anything currently outstanding is withdrawn by the Stamford BOE and SEA.

Middle School ULP will be resolved in accordance with procedures of the SBLR

High School Schedule(s)

High School schedules per the attached will be implemented in 2025-2026, with necessary changes to Article 16(F) providing that the Board reserves the right to change schedules in the future and the SEA reserves the right to negotiate over the impact of any such change.

As per the schedules previously provided, class size for mathematics and World language will be capped at 25 students. Class size for science shall be capped at 24.

For teachers in the CTE, PE/Health, and VAPA departments who teach courses that are .5 credits, the total student caseload for each academic year will not exceed 300 students. For teachers who teach 1 credit courses in these departments, the total student caseload will not exceed 150 students. For teachers who teach a combination of .5 and 1 credit classes, the Administration will work with the SEA to develop a formula to determine the maximum student caseload that aligns with these established maximums. Such teachers shall notify the Administration if the students assigned exceed these caps, and the Administration shall have five days thereafter to correct the situation. If the overage continues beyond five days, the teacher will be paid the class coverage rate for each day of overage.

SEA and the BOE will form a committee immediately upon the mutual ratification/agreement of the successor agreement to ensure that the provisions of this Tentative Agreement are appropriately implemented for the 2025-2026 school year.

The following MOAs shall be removed:

- AITE, p. 88
- Certification cohorts, p. 92, 94
- Middle school advisory, p. 104
- Terms for instructional coordinator, pp. 83, 107

The Kronos MOA will be updated as agreed.

Moreover, any other MOA that is inconsistent with this Agreement is superseded.

No other proposed changes are agreed.

STAMFORD BOARD OF EDUCATION

STAMFORD EDUCATION ASSOCIATION
