



I am SVEA! WE are SVEA!

We bargain together, and together we gain!

SNOQUALMIE VALLEY EDUCATION ASSOCIATION – Over many bargains, SVEA has secured major improvements to our collective bargaining agreement (CBA), substantially increased income, and advanced our profession.

Then ...	Now ...
No extra pay for work outside the regular work day	Additional Responsibility Contract (“TRI”) pays 20.75% of base salary in 2016-17 – from \$7,408 to \$13,962/year
No financial support for expenses tied to obtaining Professional or National Board Certification	A \$28,000 pool provides members with the reimbursement for some of the costs of Professional Certification, National Board Certification, and Masters programs.
No pay for learning the mandatory technology applications we use in our jobs	A technology stipend of \$1,600 is available to all members – with no “pathway” required beginning in 2016-17; Fourteen (14) hours of professional development at the professional rate also provided
No attract & retain stipends	All members now receive attract & retain stipends to keep our compensation comparable with neighboring districts – from \$500 to \$3,000/year in 2016-17
No personal leave	Two (2) leave days per year for personal reasons <i>you</i> determine & personal leave may be cashed out at the sub rate or accumulated up to five (5) days
No personal leave could be taken around holidays or breaks	Beginning in 2016-17, up to five (5) members may take personal leave before and after each holiday/break – with an increase possible
No family illness or bereavement leave for unmarried significant others.	Family illness and bereavement leave may now be used for anyone permanently living in your home and considered part of your family.
No SVSD contribution to the SVEA insurance pool.	The District contributes \$50,000/year to an insurance pool to decrease members’ insurance premiums
No support for large class size	All levels have specific class size targets with remedies to compensate for increased workload and encourage the district to reduce class size
No protections against derogatory statements or “surprises” in your employee file	Negative materials placed in employee’s file must be shown to employee and employees now have the right to attach their own statement

No contractual protection from workplace discrimination	Members are guaranteed the right to a workplace free from discrimination based on: sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a service animal
No early release Fridays	Early Release Fridays allow for planning, collaboration, and PD during the regular workday – 60% of which is teacher directed time
Teacher directed days unprotected	Administrators prohibited from calling staff meetings on teacher directed Fridays (except in emergencies)
No job sharing	Job sharing possible
Child Care Leave: “Any request for a leave of absence... is of significant concern”	“Child care / parental leave is available”
No pay when required to move classrooms	Eight (8) hours of pay for moves within a school and sixteen (16) hours of pay when moving to a new school
No guaranteed planning time	Guaranteed planning time at both elementary and secondary
Starting pay with a BA in 1989-90 was \$18,304 and MA max pay was \$39,701.	In 2016-17, first year teachers with a BA begin at \$46,001 and members top out at \$87,846

Negotiated TRI Pay Above Base State Salary

History of TRI at the MA Maximum
for Snoqualmie Valley School District Certificated Instructional Staff

