**CEA City MOU Talking Points 7-23-24**

* The CEA MOU Bargaining team was formed by mid-April and began negotiations with the District by early May. Final tentative agreement was reached on July 17**. The CSD School Board is set to vote on the City MOU at their next meeting (the Board does not want to approve until the CEA membership ratifies it) and a CEA membership vote will be held on Tuesday, August 27, Wednesday, August 28, and Thursday, August 29.**
* The CEA team included: Dave Kohan, Valerie Jermusyk, Benjamin Hodesblatt, Ally Parey, Lane Carter, Rochellda Adderley, Shelley Suchyj, Peter Antony, Kristyn Stevenson, Leslie Footman, Tonya Frazier, Tyler Kilby, Jennifer Dalgarn, and Julie DeHaas
* The District Team included: Paul Dunford, Paul Walmsley, Deirdra Joyner, Bob Vacca, and Ledonnis Hernandez
* The key points of the MOU are:
* $3,500 bonus for all permanent city teachers in PK-8
* 7.75 hour workday paid at per diem.
* An additional planning period per day of 45 continuous minutes (beyond the contractual 225 minutes) used for individual planning, PLCs, Staff PD, IEP meetings. Priority placed to ensure that at least one of the additional planning periods per week is dedicated to individual teacher planning.
* Class sizes of no more than 18 students for grades K-3 in the city
* A more clarified shared-decision process (Educator Leadership Team - ELT previously Building Leadership Team - BLT) which includes a detailed make-up of the team representatives, the team member election procedures, EPER pay for ELT members and chairperson, building climate surveys sent twice a year, team training, and a list of essential topics for ELT decision making that focus on students, staff, and building operations.
* A building-specific crisis plan developed by the ELT
* Staff training on age-appropriate behavior interventions/de-escalation strategies and trauma-informed practices
* Permanent sub for each building to cover staff-approved absences, IEP meetings, behavior meetings, MTSS meetings, etc
* A school resource officer or a constable assigned to each city school.
* More supports for Year 1-2 teachers in the city
* A reading specialist and math interventionist for each city school