

TEACHER CONTRACT 101

The Certificated Bargaining Agreement, more commonly known as the teacher contract, is currently being negotiated by Seattle Public Schools and the Seattle Education Association. Below is a user-friendly guide to key contract modifications advocated by the Our Schools Coalition (see membership list on reverse).

Area	Current Contract	Proposed Change
Teacher Support & Development	<ul style="list-style-type: none"> • Collaboration time unspecified; does include six professional development days a year • Elementary school teachers have 30 minutes and secondary teachers have the equivalent of one class period per day of Preparation-Conference-Planning time. • Mentions the STAR program, which assigns first-year teachers a mentor, but does not guarantee a mentor to all first-year teachers 	<ul style="list-style-type: none"> • Increased collaboration time with peers • Increased preparation time • Expanded mentoring and coaching programs
Performance & Evaluation	<ul style="list-style-type: none"> • The contract has a binary performance evaluation rating, where teachers earn a Satisfactory or Unsatisfactory. <i>(In practice, 99.5% of Seattle’s 3,300 teachers are rated “satisfactory.” Source NCTQ 2009 report)</i> • Student academic growth (i.e. student learning) not included in teacher evaluations; eight other criteria: instructional skill, classroom management, professional preparation and scholarship, effort toward improvement when needed, handling student discipline and attendant problems, interest in teaching pupils, knowledge of subject matter and professional responsibility • Seniority determines layoffs and displacement of staff; contract explicitly states that performance evaluations shall not be a factor in determining the order of layoffs • Employees may be placed on a 60 school day (not calendar day) probation period 	<ul style="list-style-type: none"> • Meaningful four-tier evaluation scale that includes multiple measures of performance • Include measures of student academic growth in teacher evaluations • Move beyond seniority-only staffing decisions to incorporate performance as a factor in placements, transfers and layoffs • Remove lowest performing teachers in less than 12 months
Compensation & Career Opportunities	<ul style="list-style-type: none"> • Salary schedule based on seniority, coursework and degrees 	<ul style="list-style-type: none"> • Create new opportunities for increased compensation based on performance, additional responsibilities, subject matter expertise in hard-to-staff areas and placement in high-need schools

OUR SCHOOLS COALITION

African American Parent Community Coalition
African American Men's Group
Alliance for Education
Central Area Motivation Program
CEER (Coalition for Equal Education Rights)
Councilmember Tim Burgess
East African Community Services
El Centro de la Raza
Greater Seattle Chamber of Commerce
Horn of Africa Services
Kevin C. Washington, Chair, Tabor 100 Education Committee
King County Hispanic Chamber of Commerce
League of Education Voters
Mona H. Bailey, Retired Seattle Public Schools District Administrator
Partnership for Learning
Powerful Schools
Rainier Scholars
Seattle Breakfast Group
Somali Community Services of Seattle
Stand for Children
Technology Access Foundation
Technology Alliance
Urban Enterprise Center
Urban Impact
Urban League of Metropolitan Seattle
Washington Policy Center
Youth Ambassadors

List updated as additional members are added.