

Governance for SACAPS

1. This negotiation unit consists of all employees of SAC (excluding Director and Business Manager).
2. Within this group are informal sub-groups for the purpose of bargaining salary only. Sub-groups are as follows:
 - a. Speech language pathologists
 - b. Teachers, including early childhood special education and adapted physical education
 - c. School psychologists
3. These separate units will select 1-3 representatives from their respective groups to negotiate a salary increase for existing staff and set a salary schedule/base salary (used for hiring purposes) for their respective groups.
 - a. SLPs will vote to accept/reject the proposed salary agreement within their sub0group. Accept proposal with a majority vote. Those SLPs working .5 FTE or greater will have a full vote.
 - b. Teachers will vote to accept/reject the proposed salary agreement within their sub0group. Accept proposal with a majority vote. Those teachers working .5 FTE or greater will have a full vote.
 - c. School psychologists will vote to accept/reject the proposed salary agreement within their sub0group. Accept proposal with a majority vote. Those school psychologists working .5 FTE or greater will have a full vote.
4. These employees will negotiate salary individually:
 - a. SLPA
 - b. Physical Therapist
 - c. Occupational Therapist
 - d. COTA
 - e. Birth to Three Coordinator
 - f. Early Childhood Special Education Assistant
 - g. Office Secretary
 - h. Custodian
5. Employees negotiating salary individually will accept/reject the proposed salary agreement on an individual basis.
 - a. If the majority of the Speech Language Pathologists, a majority of the Teachers, a majority of the School Psychologists, and a majority of the individuals accept their salary package(s), SACAPS (the whole group) will not go to impasse.
6. SACAPS waives the need for the entire group to vote on the salaries of the sub-groups and individuals. This is done due to the face that some sub-groups have more votes and could control the voting.
7. Each party will furnish a cost factor of the package they are presenting 24 hours prior to the first meeting, and each party shall simultaneously present a written proposal through the director or business manager. The first live meeting shall take place approximately 24 hours later. The negotiating teams shall have the authority from their representative groups to make tentative agreements, not be simply messengers to the parent group.
8. Benefits affecting all cooperative employees will be negotiated through elected negotiated representatives from the SACAPS unit within the Board of Directors. Benefits include:

health/dental insurance, sick leave, personal days, emergency days, mileage, voluntary sick leave bank, professional leave, leave of absence, leave without pay, cafeteria plan, inservice day pay, and extended school year contracts.

9. Both SACAPS and the Board of Directors has the right to introduce new items to be negotiated.
10. After SACAPS has voted and accepted the proposed salary and benefits agreement, it will be presented to the Board of Directors for approval.
11. For any new employees hired, they will join SACAPS and receive the same benefits as the group. They will belong to the sub-group of their profession and they will negotiate either with their sub-group or as an individual, as detailed in item 2.
 - a. If a new discipline is added to the professional staff that does not fit into any of the sub-groups, the director, in consultation with the Board of Directors and SACAPS, may decide how they will negotiate salary.