

sdta **HOTLINE**

OCTOBER 14, 2014

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14/15 – 4

2014-2016 TENTATIVE AGREEMENT

Message from the President

I would like to take this opportunity to thank our Bargaining Team (**Greg Gruszynski, Tania Kranzler, Tim Bowler, Cary Milia, Carolyn Wade, Dylan Shelley, and Javier Galaviz**) for their continued and diligent work on your behalf in our discussions with the District. After settling last year's contract in November, they were back at work in January crafting a new proposal and met regularly through the spring semester and again this fall to come to the tentative agreement presented to you here. When you see them on campus, please let them know you appreciate their dedication and hard-work.

-Edith Salvatore

TENTATIVE AGREEMENT REACHED

Following ten days of negotiations, SDTA and the District reached a tentative agreement at our bargaining session on October 9th, the specifics of which are detailed in this Hotline. The Legislative Council of SDTA has voted to send this tentative agreement to our members for ratification.

There will be meetings at sites to discuss the details of the agreement. Look for announcements of the dates and locations of those meetings. We will then have a ratification election running October 16-20 at sites.

The settlement is for a 2-year contract with limited re-openers for the second year. This means that for 2015-16, SDTA will only be bargaining in the areas of salary, health and welfare benefits, and one additional article of the contract chosen by each side. It is SDTA's hope that this will mean that negotiations for next year can proceed more quickly in the spring and, hopefully, result in an agreement before the end of the school year.

The agreement does include an increase on the salary schedule as well as an off-schedule lump sum bonus. While our Bargaining Team is not fond of these off-schedule arrangements, recognizing that they create some long-term financial uncertainty for members, we felt that this was the best possible settlement for our members available at this time. The District hopes to process both the increase and the "bonus" prior to Winter Break.

- **2% salary increase on the salary schedule, retroactive to July 1, 2014**
- **2% off-schedule "bonus" for 2014-2015**
- **Maintenance of fully-paid medical, dental, and vision benefits**
- **Increase in release time for ILS & TRACE teachers to 6 days per year, plus up to \$2,000 in timesheet pay for case management work**
- Change in identification of Health & Welfare Advisor & Work Experience Advisor to match current job titles
- Similar change to reflect the current title of the Assistant Superintendent of Human Resources and Student Services
- Removal of a section that required minutes of the superintendent's council meetings to be provided to SDTA. These will be made available upon request.
- Removal of specification of by whom bargaining unit members who apply for transfers will be notified of the outcome of that application. Notification by telephone or in writing is still required.
- Removal of language that allowed unit members to request a conference with the Assistant Superintendent of HR to discuss the reasons for a denial of a voluntary transfer request.
- New language to clarify that the timelines for requests for part-time and full-time leaves of absence are the same.

Don't Forget!

**VOTE YES TO RATIFY THE
2014-2015 TENTATIVE
AGREEMENT OCTOBER 16-20**

TIMELINE FOR CONTRACT RATIFICATION

- October 9th – Settlement reached at Bargaining Table
- October 14th – Tentative Agreement approved by SDTA Legislative Council
- October 15th – October 17th Meetings at sites to discuss specifics of the Tentative Agreement with members
- October 16th – October 20th – Ratification Election among SDTA members
- October 21st – Report of the results of the SDTA Ratification Election
- October 22nd – Ratification of the Tentative Agreement by the SUHSD Board of Trustees

- Shifting of the due dates for requests for leaves of absence from December 1 to November 1 for Spring Semester and from May 1 to March 1 for Fall Semester. Additional clarification that applicants who are not accepted into the program for which they requested their leave of absence have the right to rescind the leave request as long as they have provided the district with the information about the course of study in their application.
- Clarification of the timelines and contact individuals for notification by employees on leave of absence that they intend to return to work the following semester.
- New language requiring the district to provide members who leave the district (whether by termination, resignation, or retirement) with a payment sufficient to cover the cost of COBRA coverage to continue their health, dental and vision

premiums in order that members receive a total of 12 months of coverage for their full year of employment. (This is necessary because of certain restrictions CalPERS places on maintaining coverage for terminated employees.)

- Clarification that bargaining unit members with a “special assignment” (usually a non-classroom assignment) may have their reporting times designated by the principal, program administrator, or management designee.
- Removal of punitive language that allowed the district to prevent an employee from advancing on the salary schedule if s/he had received two consecutive unsatisfactory evaluations and did not participate in an appropriate inservice training program. (This was not an issue as our contract mandates that all employees who receive an unsatisfactory evaluation must participate in the PAR program.
- Clarification of the 430:1 counseling ratio at the comprehensive high schools and the 245:1 ratio for Redwood High School.
- Removal of outdated language about class size “factors” at Redwood High School
- Various instances of grammar & numbering clean up

**VOTE FOR
TOM TORLAKSON
FOR STATE
SUPERINTENDENT
OF PUBLIC
INSTRUCTION
NOVEMBER 4TH**

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Your SDTA Site Reps:

Carlmont	Menlo-Atherton	Sequoia	Woodside	Redwood
Katya Burton Connie Dominguez Maddie Fox Cary Milia* Hai Nguyen Carolyn Wade* Kelly Redmon (communications)	Tim Bowler* Nancy Day Karina Escobar-Weaver Tania Kranzler* Patrick Maier Liane Strub (available opening)	Belén Álvarez-Iglesias Debolina Dutta Jonathan Hoffman Guadalupe Navarrete Edith Salvatore* Dylan Shelley* Kate Sheehan	Adele Alvarez Rick DeFrancesco Greg Gruszynski* Diana House Tony Mueller Sue Rhodehouse Marian Welch	Javier Galaviz Mike Martin District Office Devon Mullane EPAA Tamesha Wise *bargaining team

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