

sdta **HOTLINE**

December 6, 2016

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Message from the President

I would like to take this opportunity to thank our bargaining team for the incredible work they put in this year putting together a contract proposal and working with the District to ensure a settlement that is responsive to what our members have told us they value. While this cycle, which started back in February, has been more prolonged than many in our past, the end result is an agreement that makes a lot of motion forward for our members and one about which I think we can all be proud. If you see the members of the bargaining team around campus, please let them know you appreciate the work they did at the bargaining table. This year's team has been: Bargaining Chair, **Greg Gruszynski** (W), **Cary Milia** (C), **Carolyn Wade** (C – Spring, 2016), **Hai Nguyen** (C – Fall, 2016), **Tania Kranzler** (M-A), **Tim Bowler** (M-A), **Javier Galaviz** (R), **Edith Salvatore** (S), **Dylan Shelley** (S).

-Edith Salvatore

The tentative agreement includes the following items:

- **A 4.33% raise to the salary schedule**
- **No change in current health benefits**
- New language guaranteeing that both advanced degree stipend amounts and department chair stipend amounts will be increased annually by whatever percentage the salary schedule is increased.
- Clarification on personal necessity leave that up to 20 days (based upon how many days the member has accumulated) may be used for personal necessity without need for approval, to be implemented July 1, 2017.
- Guarantee of four release days per year for co-teaching pairs (or summer work not to exceed the cost of four sub days), to be implemented July 1, 2017.
- Guarantee of duty-free lunch and prep time on professional development days
- Guarantee of meeting-free teacher work days at the end of each semester
- Minor adjustment to 6/5s language, allowing for no more than 6 such assignments per site or 20 district-wide at any given time
- New allowance for members to use as much of their accumulated sick leave as may be necessary to care for a seriously ill family member.
- Clarification of legal definitions for the use of leave under the Family School Partnership Act
- Addition of "sibling" to the list of approved family members for whom family illness leave can be taken.
- Clarification of Pregnancy Disability Leave

TENTATIVE AGREEMENT

After eleven days of bargaining stretching back to March of this year, SDTA and the District have reached a tentative agreement. This Hotline contains a summary of the items included in the agreement. Your site reps will have copies of the actual contract language if you are interested in perusing that as well. In addition, bargaining team members will be at each site for informational meetings to explain the settlement and answer any questions.

An election will be held to ratify the agreement December 14-16 after which time it will be forwarded to the Board of Trustees for approval at their January 18 meeting.

The proposed settlement is for a two-year agreement, with "reopeners" on salary and an article of each side's choosing for the second year. This means that we have only agreed upon salary for this year and we will be back at the table this spring to negotiate for next year, but with a much narrower focus.

- Establishment of new Child-Bonding Leave (as awarded by the legislature) – new parents may take up to 12 work weeks of leave over the first year of their child's life (from the date of birth or of placement with the adoptive/foster family). This leave can be scheduled at the member's discretion in "chunks" of not less than 2 weeks at a time and will be compensated at differential pay (in most cases this is your daily salary minus the cost of a sub). If a member has unused sick leave, he or she can choose to use that leave rather than differential pay. In the case of the birthing parent, this leave is awarded in addition to maternity disability leave. (Note: the current ten days of bonding time were maintained for those brand new employees who may not be eligible for child bonding leave under the California Family Rights Act.)
- Addition of initiation of foster care of a child as a qualifying reason a member may be granted two days of parental leave (not deducted from sick leave).
- Additional guarantees that the recommendation of the Assistant Superintendent and the decision of the Superintendent on leave requests will be communicated to the member applying.
- Reduction in the allowance for total sabbatical leaves in a year from 5% of the total employee unit to 1%, with the additional removal of contradictory language that the district can deny all sabbaticals if they would prove to be a cost to the district.
- Establishment of a joint task force between SDTA and the District to work on the evaluation procedures for non-classroom teaching members, beginning with Counselors. This task force will make recommendations to the bargaining teams.
- Clarification that members working in the Home and Hospital Program will be compensated at the curriculum rate (schedule B).
- Adjustment to the rate that retirees who return to teaching are paid, placing them at the cell at which they were placed at the time of retirement, rather than at a standard cell, and further establishing that placement shall not be lower than Column V, step 10, to be implemented July 1, 2017.
- Commitment that the District and SDTA will meet to discuss the impact of any newly required testing or credentialing.
- Deletion of early Wednesday reporting times in the East Palo Alto Academy Side Letter.
- Minor grammatical and syntax changes

SDTA THURSDAYS ~ Show your SDTA pride on Thursdays this school year!

SDTA representatives hope you'll join us in supporting your bargaining team on Thursdays this year. If you need to get a new t-shirt, please email the office at sdta2@sbcglobal.net with your request. We have t-shirts in black and ash gray in a variety of sizes (though, sadly, women's small and medium shirts are limited and on back-order). If you are requesting a replacement shirt, we appreciate a \$10 donation to cover the cost of the shirt. New members - your first shirt is on us!

Join our Facebook Group for Updates
<http://www.facebook.com/groups/MySDTA>

Your SDTA Site Reps:

Carlmont

Katya Burton
 Connie Dominguez
 Cary Milia*
 Matthew Miskelly
 Hai Nguyen
 Genevieve Tep
 Carolyn Wade*
 Kelly Redmon
 (communications)

Menlo-Atherton

Tim Bowler*
 Manuel Delgado
 Tania Kranzler*
 Patrick Maier
 Daryl Solomon
 Liane Strub
 Ana Ventura

Sequoia

Belén Álvarez-Iglesias
 Debolina Dutta
 Nick Muys
 Guadalupe Navarrete
 Octavio Rodriguez
 Edith Salvatore*
 Jasmine Schimek
 Dylan Shelley*

Woodside

John Arner
 Greg Gruszynski*
 Diana House
 Alexandrina Pretto
 Felicia Yang

Redwood

Javier Galaviz*
 Chris Beetley-Hagler
 Mike Martin (interim)

East Palo Alto Academy
 Caren McDonald

District Office
 (available opening)

*bargaining team