# Article 8 - Transfers

#### **District Initial Proposal**

Passed on 3/29/23



- No voluntary transfers during the school year
- Reduce unit member priority period from 6 weeks to 4 weeks
- Remove hiring limitations on the number of applicants referred
- Move up surplus date from April 30 to March 30
- Expand open hiring period
- Create surplus fair to expedite internal hiring

#### **SCTA Initial Response**

Passed on 4/20/23



- Rejected proposed changes to voluntary transfers, member priority period, and number of applicants
- Accepted proposed surplus fair
- Accepted District proposal to place unassigned teachers beginning on July 1 rather than August 1
- Proposed to increase candidate pool during member priority period to include those participating in teacher pipeline programs.

#### District Response to SCTA Counterproposal

Passed on 5/2/23



#### Passed on 5/11/23



- Moved on voluntary transfer restriction
- Adjusted dates for unit member priority period
- Proposed expanding number of applicants referred during Step 1
- Adjusted dates for open period

 Agreed to reduce unit member priority period by nine days, from April 10 to April 1

SCTA Response to District's Proposal

# Article 12 - Compensation

#### **SCTA Initial Proposal**

Passed on 3/29/23



- 13.26% ongoing salary increase for 2022-23
- 8.13% ongoing salary increase for 2023-24
- Additional 15% for Special ed teachers, school nurses, social workers, and psychologists
- Additional 7% for educators with certain certifications/licenses
- 25% increase for substitute pay
- Superintendent "Equity" Plan
- \$250,000 Indemnity Clause

#### District Initial Response

Passed on 4/20/23



- 5% ongoing salary increase for 2022-23
- Re-openers for salary, plus one article each in 2023-24
- 3 days of paid pre-service professional learning in 2023-24
- Additional 5% for employees working in 9 specific classifications
- Increase substitute pay more than 50%

#### SCTA Response to District Proposal

Passed on 5/2/23



 No movement on salary from 3/29/23 proposal

### District Response to SCTA Counter Proposal

Passed on 5/11/23



- 6% ongoing salary increase
- \$1,500 one-time stipend
- Re-openers for salary, plus one article each in 2023-24
- 3 days of paid pre-service professional learning in 2023-24
- Additional 5% for employees working in 9 specific classifications
- Increase substitute teacher pay more than 50%
- Increase pay for designated teacher in charge

### SCTA Response to District's 5/11/23 Proposal

Passed on 5/11/23



- No movement on salary from 3/29/23 proposal
- Agreed to increase substitute teacher pay more than 50%
- Agreed to increase pay for designated teacher in charge

# Article 17 - Class Size

#### **SCTA Initial Proposal**

Passed on 3/29/23



- TK = need to discuss
- K = Maximum of 24 students
- Grades 1-6 = Maximum of 24 students
- Grades 7-8 = Maximum of 28 students
- Grade 9-12 = Maximum of 28 students
- Reduced caseloads in Special Education

#### District Initial Response

Passed on 4/20/23



- TK = need to discuss
- Propose maintaining current maximum student levels
- Accepted addition of counselor to alternative schools

#### SCTA Response to District Proposal

Passed on 5/2/23



No significant movement

#### District Response to SCTA May 2 Proposal

Passed on 5/11/23



- TK = need to discuss
- K = Maintain current class size
- Grades 1-2 = Maintain current class size
- Increased compensation for counselors when workload exceeds maximum per pupil limits