

## SCTA Proposal to SCUSD<sup>1</sup>

March 30, 2022.

In order resolve various outstanding issues, SCTA proposes the following:

**1. Accept the Fact-Finder's Compromise:** The District will accept neutral third-party Joe Lindsay's Fact-Finding Compromise in Case SA-IM-3456-E. Attached are the modified SCTA proposals which incorporate the elements of the Fact-Finding Compromise. Attached are revisions to SCTA's previous proposals that incorporate the recommendations of the Fact-Finder's Compromise. The attached proposals include:

A: SCTA Proposal on COVID Health and Safety and Independent Study dated March 30, 2022.

B: SCTA Proposal on Substitutes, Combined Classes and Extra Work dated March 30, 2022.

C. Tentative Agreement Between SCUSD and SCTA on Extra Work for School Nurses dated

D. Clarified Tentative Agreement SCTA Proposal on Training Specialists dated March 22 2022, for the full 2021-22 school year.

E. SCTA Proposal on Across-the-Board increase for 2021-22 retroactive to July 1, 2021, based on Consumer Price Index (CPI) for 2021 and consistent with the superintendent's contract provisions with the SCUSD dated March 30, 2022.

**2. Extend the current collective Bargaining Agreement through June 30, 2023:** The SCTA-SCUSD collective bargaining agreement will be extended through at least June 30, 2023, as recommended by the state mediators on March 22, 2022.

**3. Status Quo On Health Insurance Benefits, while parties work together to lower health care costs and to use the savings to improve services for students:** The District will drop its health insurance take-away demand.

The Union proposes the following:

Provided that the parties are able either to find an alternative health plan to HealthNet or to enter a larger purchasing pool (e.g. CalPERS), and the changes achieve both savings as well as maintain the level of benefits when viewed in the aggregate as defined in Article 13.1.1, then SCTA agrees to make changes to the health plans with an implementation date of January 1, 2023.

The District will retain CECHR to coordinate this transition process.

Article 13.1.1 will be modified to read as follows.

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<sup>1</sup> This proposal was previously made orally through the state mediators on March 22, 2022.

13.1.1 The Board shall provide all eligible employees with a choice of the Kaiser Plan and a mutually agreed upon alternative plan(s), which is currently Health Net. Summary plan descriptions of the health plans will be included in Appendix X. The level of benefits of the plan (e.g. out of pocket maximums, co-payments, services covered, network scope, etc.), when evaluated in the aggregate, may not be reduced, and the providers may only be changed through mutual agreement of the parties. The parties agree that any savings that result from making changes to health plans or in the reduction of health plan costs will be applied to the certificated bargaining unit. The parties will negotiate how to apply to the bargaining unit any such savings achieved by the District. Savings shall be defined as any total amount per plan that is lower on an actual cost basis. The annual anniversary date for health plan changes will be July 1<sup>st</sup>.

The parties will further discuss the definition of health plan savings.

In addition, SCTA and SCUSD will work together to achieve immediate savings to healthcare through direct negotiations with Health Net.

**4. Further discussion regarding the District economic proposal that relates to 2019-20, 2020-21. SCTA is open to discussing bonuses for 2019-20 and 2020-21, and a fair, cost of living-based increase for 2022-23.**

**5. SCTA is open to inclusion of three additional professional development days for 2022-23, provided the parties can agree on the content, with a specific goal of continuing implicit bias and anti-racist training to be jointly developed with the SCTA Equity Committee.**

**6. SCTA also proposes to discuss a resolution to the short staffing, extra work grievance # 6 filed in October 2021.**