

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

March 27, 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 27, 2022.

B: SCTA Proposal on Substitutes, Combined Classes and Extra Work dated March 27, 2022.

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

D. Clarify 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 22, 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, 203.

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. In addition, the Union remains willing to consider a change in health benefits consistent with the language contained in the collective bargaining agreement (Section 13.1) which shall be as follows whereby the parties will work together to obtain health savings by among other things seeking to enter a larger health benefit purchasing pool (e.g. CalPERS):

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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

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

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>.

4. Further discussion regarding the District economic proposal that relates to 2019-20, 2020-21, and 2022-23.

5. SCTA is open 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.