



THE DISTRICT'S CONTRACT PROPOSAL

The District and SCTA held their sixteenth meeting on March 9, 2017 to continue negotiations for a successor contract. This meeting was held at the SCTA by prior agreement to rotate locations. The District began by sharing its desire to work collaboratively with SCTA's negotiations team to reach a fair and equitable agreement that protects the interests of students, parents/guardians, unit members, and the District. The District requested SCTA's agreement to participate in the CECHCR Project's health benefits analysis to identify savings by joining alternative pools while maintaining the same levels of coverage with no cost to unit members. All other units have agreed – SCTA again refused. The District continued by reiterating its prior and new proposals listed below. The District also presented the attached salary schedules which include the District's proposed salary increases:

For 2016-17:

- 2% increase to salary schedule retroactive to July 1, 2016 for all unit members.
- \$10,000 bonus retroactive to July 1, 2016 for those hired for the 2016-17 school year and for new hires thereafter, to attract and retain Special Education, Science, hard to fill foreign language/immersion and Math teachers, and Nurses. Payments to eligible unit members will be split over four years at \$1,250 in each of the first two years, \$2,500 in the third year, and the final \$5,000 paid at end of fourth school year. (Eligibility based on subject matter credential and assignment.)
- \$552 increase in stipends for Athletic Directors (move from Category B to Category A) and additional per diem compensation equivalent to one prep period.
- All special day class teachers as defined by Special Education shall be provided preparation time equal to the preparation time provided other teachers in their school.

For 2017-18:

- 4% increase to salary schedule for all unit members effective July 1, 2017 (based entirely on savings realized from SCTA's participation in CalPERS or other health benefits pool through CECHCR Project with no change in health benefit coverage and no out-of-pocket to unit members)
- **[NEW]** OR use the 4% increase to create a more competitive salary schedule. (See attached)
- **[NEW]** Increase the current Doctorate stipend from \$1,161 to \$3,000.
- Unlimited years of experience credited to new hires for placement on salary schedule effective July 1, 2017.
- Unlimited years of experience credited to current unit members for placement on salary schedule prospectively, i.e. current unit members will be credited for all years of experience as of July 1, 2017 and placed at applicable higher step moving forward.
- Add up to an additional 20 FTE of Speech, Language, and Hearing Specialist to reduce caseloads to 55 students.

- District will annually contribute amount equal to approximately 1.5% or more of total payroll for the Association to be placed in the jointly administered GASB fund (OPEB), subject to available funding. (The District currently budgeted approximately \$3 million for the 2017-18 school year.)

All remaining savings realized from joining CalPERS or other health benefits pool through CECHCR Project will be used to fund additional priorities as mutually agreed with SCTA, which may include, but not be limited to:

- Art and Music
- Athletic Director Prep
- Assistant Athletic Director
- Counselors
- Class Size
- Department Chair Leads
- Elementary Prep
- Mentor Teachers
- Money for Extra Duty Sections
- Nurses
- Program Specialists
- School Psychologists

SCTA rejected the District's proposals and stated their desire to declare impasse. The District disagreed and reiterated its desire to continue negotiations. SCTA refused and cancelled the parties' previously agreed negotiation dates of March 14 and March 23, 2017. The District is ready and willing to continue negotiations with SCTA.