

Bargaining Update #12

March 18, 2022

The Bargaining Team: John Cox, Leo Hsu, Lourdes Renteria, Cesar Gamez, Ana Banos, Monchel Lewis, and Dalisay Quitilen along with Chad Cooper (CTA) met with the District Bargaining Team to discuss Duty Hours, Part-Time Employment, and **Wages**. **The District continues to propose a comprehensive package, all or nothing offer.**

Key terms to know:

- **Comprehensive package** - a proposal that includes multiple articles with suggested changes that need to be agreed to as an **all or nothing**
- **Off-salary schedule payment** - one time bonus not figured into your retirement, **this is not a raise.**
- **On-salary schedule payment** - increase amount applied to each step of the salary schedule and figured into your retirement, **this is a raise.**
- **Initial Proposal** - starting point of negotiations, starting percentages may change throughout negotiations.
- **Reopener** - to discuss/negotiate articles for the next contract.

District Counter Proposal: Closed contract for 2021-2022, 2022-2023 and limited reopeners for 2023-20244. Closed contract and limited reopeners...

Article 5: Alternative Education (District Counter)

- Add Launch Virtual Academy language to the contract; include caseload caps for Independent Study; continue to suspend language for Learning Centers.

Article 7: Class Size (District Counter)

- No changes to the contract.

Article 12: Duty Hours (District Counter)

SEA Initial Proposal:

- TOSA - Protocol for extenuating circumstances and emergency situations in regards to class coverage.
- SLP - A one-sixth ($\frac{1}{6}$) assignment when serving over 55 students but not to exceed 70 students.
- CTE - (1) An hour of paid prep time for every five hours of classroom instruction; (2) pro rata per diem to attend meetings/conferences outside the duty day.

District Counter-Proposal:

- TOSA - When possible TOSAs will be given advance notice of at least 12 hours and be assigned to the same geographic region. Will be compensated pro rata per diem with prior approval when required to complete work outside of their duty day. Will be providing an emergency process for assigning district staff at the beginning of the school year.
- SLP - May receive a $\frac{1}{6}$ assignment based on caseloads and minutes if mutually agreed by the unit member and Special Services.

- CTE - (1) Rejected proposal for paid preparation time; (2) Curriculum pay rate (\$44.55) to attend meetings/conferences outside duty day.

Article 18: Health and Welfare Benefits (District Counter)

- Increase benefits contribution by \$1,000 from \$14,130 to \$15,130.

Article 36: Wages (District Counter)

- 4% **off schedule** from January 1, 2022 to June 30, 2022 and 2% **on schedule** for 2022/2023 pending approval from the SDCOE.

Article 27 Part-Time Employment

SEA Initial Proposal

- Clarified part-time employment to address varying bell schedules.

District Counter-Proposal

- Committee evaluation during the 2022-2023 school year. Assignment inequities will be addressed by the Association and District on an individual basis.

Article 37: Special Education (District Proposal)

- Status quo

Next bargaining date: April 6, 2022

Respectfully submitted,
Bargaining Team