

Bargaining Update #13

April 6-7, 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 the collective bargaining agreement. A tentative agreement has been reached.

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.**
- **Reopener** - to discuss/negotiate articles for the next contract.
- **Tentative Agreement** - items within the article have been negotiated and agreed upon by both SEA and SUHSD. Terms are not put into effect until each side has ratified (voted to approve) it.
- **Ratification** - active SEA members will be eligible to vote and approve the tentative agreement.

Tentative Agreement Reached: 11 articles on April 6, 2022 and 5 articles on April 7, 2022.

Withdrawn Articles: Article 6 Calendar and Work Year), Article 7 Class Size, Article 34 Teaching Assignments, New Article - Non-teaching personnel

[Article 1: Agreement - Tentative Agreement \(April 7, 2022\)](#)

- Contract from July 1, 2021 - June 30, 2024 effective upon ratification by both parties
- Reopeners 2022-2023 - Article 15 Stipends and Article 27 Part-Time Employment
- Reopeners 2023-2024 - Article 36 Wages and Benefits and Article 18 Health Benefits and 2 other articles by mutual agreement

[Article 3: Association Rights - Tentative Agreement \(April 7, 2022\)](#)

- SEA President will be notified within ten workdays of any employee orientations.
- Association representatives and union endorsed vendors shall participate in orientation sessions.

[Article 4: Adult Education - Tentative Agreement \(April 6, 2022\)](#)

- Written analysis of eligibility towards permanency provided to Adult Educations with PARs of 18.1 or more hours for both semesters of a school year within 20 days of the end of the work year.

[Article 5: Alternative Education - Tentative Agreement \(April 6, 2022\)](#)

- Align Alta Vista Academy and Community Day School
- Learning Centers - continue to suspend language for the 2022-23 school year; maintain conditions outlined in the side letter from 7/6/20
- Independent Study - caseload cap of 50 students with a method of calculating Gen Ed and SpEd students
- Add Launch Virtual Academy language to the contract

Article 11: Credential Incentive Program - Tentative Agreement (April 6, 2022)

- Added: Special Education to the list
- Removed: Math, Biology, and Adaptive PE

Article 12: Duty Hours - Tentative Agreement (April 6, 2022)

- Procedures for TOSAs during extenuating circumstances and emergency situations
- CTE - compensation
 - continue pilot program (compensation for work to improve/develop Career Pathways) in 2022-23
 - Starting 2023-24 provide an hourly per diem (based on periods taught) to continue work on Pathways
 - Includes a commitment to continue talks to identify funding sources to provide a prep period
 - Curriculum rate if required to attend meetings, conferences, other activities outside of contracted hours

Article 14: Evaluation - Tentative Agreement (April 6, 2022)

- Revised the evaluation process for CTE teachers so that formal observations occur every other year and informal observations happen in the other years

Article 18: Health and Welfare Benefits - Tentative Agreement (April 7, 2022)

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

Article 24: Negotiations Procedures - Tentative Agreement (April 7, 2022)

- Reopeners for the 2023-2024 school year: Article 18: Health & Welfare, Article 36: Wages, and two additional articles

Article 27 Part-Time Employment - Tentative Agreement (April 7, 2022)

- Reopener for 2022-2023. Parties will discuss current language and possible changes needed to ensure that an individual part-time assignment is not occurring inappropriately.

Article 29: Professional Dues - Tentative Agreement (April 6, 2022)

- Requests to change/cancel payroll authorizations go to the Association
- Remove language related to agency fees

Article 36: Wages and Benefits - Tentative Agreement (April 7, 2022)

- 4% off schedule effective Jan 1, 2022 - June 30, 2022
- 3% on schedule effective May 1, 2022
- 3% on schedule effective July 1, 2022

Article 37: Special Education - Tentative Agreement (April 6, 2022)

- Define “co-teach” and “collaboration” with percentages.
- District average will be provided monthly to SEA president for M/S, M/S Transition, Mod, Mod Transition, M/M
- Class cap based on physical space for SpEd Schools and SpEd Programs - SEA unit member must request.
- During the 2022-23 and 2023-24 school years, a Gen Ed teacher (core & elective) with a ratio over 30% of students with IEPs can request a meeting with site administration to develop and implement a mutually agreed-upon support plan. Data will be forwarded to the Joint Special Education Committee
- Pool of 100 IEPs is permanent
- Compensation to complete IEP related work during non-duty hours due to lack of a substitute to cover the unit member’s classes
- In-service opportunities for General Education teachers working with students with disabilities
- Lunch supervision ratios

Comprehensive Tentative Agreement (April 7, 2022)

- Summary of the tentatively agreed upon changes noted in the Articles above.
- MOUs/Side Letters that will be negotiated in the near future
 - Article 11 Credential Incentives - apply the new language to obtain a Special Education credential to teachers on the layoff list for the term of this agreement
 - Article 25 Teacher Induction & Support Programs
 - Learning Center Side Letter (7/6/20) to remain in effect for the 2022-2023 school year
- Articles that were sunshined and not addressed are considered closed and will remain status quo

Respectfully submitted,
Bargaining Team