
SLCTA

Tentative Agreement Presentation

Emily Cappellano, SLCTA President

Laurie Decker, SLCTA Negotiations Chair

Monday, May 9, 2022

Introductions

SLCTA Negotiations Team:

- Jennifer Sandles (Baywood)
- Lauren Merrick (Bishop's Peak)
- Dan Hoskins (LOMS)
- Deb Pagan (LAMS)
- Brendan McLoone (SLOHS)
- Craig Stewart (SLOHS)
- Laurie Decker (SLOHS, Chair)
- Ken Stevens (CTA Representative)

SLCTA Executive Board:

President - Emily Cappellano, Baywood
Vice President - Phil Angel, LOMS
Secretary - Caroline Pedersen, LOMS
Treasurer - Linnae Coiner, MBHS
Pre-school, TK, K Member at Large - Robin Minkel, CL Smith
Gr. 1-3 Member at Large - Linzy Van Luchene, Hawthorne
Gr. 4-6 Member at Large - Katherine Kirby, Monarch Grove
Specialist Member at Large - Julie McAdon, SLOHS
Middle School Member at Large - Jim Nett, LAMS
High School Member at Large - Scott Nairne, SLOHS

The Process...

1. We are at the **end of our current 2019-2022 three-year contract**, so 2022 was the time to go back to the bargaining table with the district
2. **SLCTA Executive Board conducted site visits and surveys** to determine what items are important to our members
3. **SLCTA Negotiations Team** organized all of that data, had three workshops to come up with comprehensive proposals that addressed those priorities, and four formal negotiations sessions with SLCUSD



Things working 'for' us and 'against' us in this process...

'Wins' for SLCTA:

1. There were **not any changes** to our Health Insurance packages, or any limits placed on District contributions to our plans (*also known as a 'Cap'*)
2. No property tax increases attached to salary increases (known as "*contingencies*")
3. Members communicated with SLCTA through site visits, surveys, emails, meetings, etc.
4. Already a STRONG contract
5. Strong Executive Board/Negotiations Team, and **Organizing** = Strength

Working against us...

1. STRS/PERS State Retirement systems are requiring districts to pay substantial increases
 2. Full Day TK/K Programs are not currently funded by CA for Basic Aid districts
 3. Diablo Canyon is in flux and future uncertain- this affects the property tax income to the district
 4. One-time COVID funding expiring
 5. Comparisons to LCFF districts receiving large settlement numbers (*they are funded differently than Basic Aid districts*)
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The Tentative Agreement (TA) ~ *Highlights*

1

The 'TA' goes in order of the articles in the contract.

3

The details of the changes in the articles are included in what are called '**exhibits**'.

2

The TA is only a *summary* of the contract changes.

4

The TA and all exhibits are on the **SLCTA website**.

Article VI: Hours of Work

The “Hours of Work” article is *directly* related to members’ working conditions...

- ❑ Nurses/Counselors Mandatory Work Year extended
 - ❑ Full Day Transitional Kindergarten and Full Day Kindergarten language and prep time for TK and K now 150 minutes/week
 - ❑ Forming an Elementary Conference Committee to revamp how parent/teacher conferences are structured in SLCUSD
 - ❑ Last week of semester or trimester, secondary members will not be required to attend any meetings longer than 30 min.
 - ❑ Special Education Release Days, three of the eight can be outside of regularly scheduled school days and be paid per diem
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Secondary Teacher Collaboration Time (TCT)

TCT:

- Teacher Collaboration Time - is defined as a unit member deciding what other staff they collaborate with, including but not limited to: department chair, special education staff, department staff.
- TCT time will be 50% of late start Mondays
- TCT will not be used for: LCAP presentation from admin., tutoring students who need help, or trainings.

ACT:

- ❖ Admin. Collaboration Time - is defined as the collaboration time coordinated by (school) site or district admin. including tasks pushed out to ILT to be addressed in the department.
- ❖ ACT time will be the other 50% of late start Mondays

Both TCT and ACT should be focused on student learning, student well-being, and growing as educators in Professional Learning Communities discussing students, sharing strategies, and lesson planning together.

Article XI: Transfer Procedures

Release Time and Moving Assistance

- If a unit member is required and directed by the District to move at the same site outside the duty day, the District will compensate the member for the time it takes to move rooms, for a maximum of 16 hours at the teacher hourly rate. (Last sentence eliminated.)

Late Openings

- For unanticipated openings which occur two weeks prior to the school year and throughout the current school year, the District may, without complying with the posting and application procedures, fill the opening on a permanent basis with a unit member who has been declared “surplus” from his or her work location by virtue of an unanticipated drop in enrollment, program change or the like.
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Article XIV: Salary Schedule and Rules

Salary Schedules

- ❑ All Columns on Steps 1-10 on Appendix A will increase by \$1,000 to update the salary schedule.
- ❑ Additionally, all Unit members will receive the following increase in salary without contingencies:

A. Salary 2022-23. The 2021-22 salary schedules, including per diem hourly pay, shall be increased by four percent (4%) for all unit members effective July 1, 2022.

B. Salary 2023-24. The 2022-23 salary schedules, including per diem hourly pay, shall be increased by three percent (3%) for all unit members effective July 1, 2023.

C. Salary 2024-25. The 2023-24 salary schedules, including per diem hourly pay, shall be increased by three percent (3%) for all unit members effective July 1, 2024.

Service Credit for Hard to Fill Positions

To assist in the recruitment of hard to fill positions, the district may allow up to 20 years of service credit for new hires. When the district designates a position as hard to fill and hires new employees with this incentive, current employees serving in, or transferring to, the identified position will be eligible for a salary adjustment if they were not previously credited with more than 10 years of experience when initially hired in SLCUSD.

This salary adjustment will not be retroactive to original date of hire and will take effect in the school year for which the incentive was authorized. Employees will receive an email from Human Resources notifying them their current assignment was designated a Hard to Fill Position. Employees will work with the Human Resources Analyst to verify years of service credit.

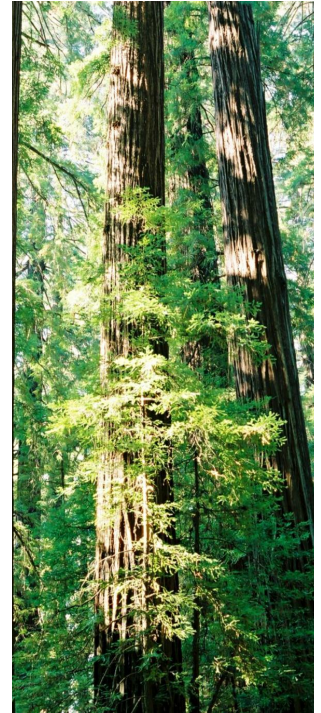
Payroll Errors, Per Diem Hourly Rate, Step Advancement

- ★ Any **payroll error** resulting in an incorrect payment shall be corrected as soon as practicable after discovery thereof, and normally will be remedied by a supplemental warrant within five (5) working days. If the error resulted in overpayment, the amount in question shall be deducted from subsequent warrants via a mutually agreed upon written repayment agreement in a reasonable manner so as to minimize hardship to the employee.
 - ★ All unit members who receive **per diem** will have it calculated by a 7 hrs 10 min work day.
 - ★ A unit member who has been **in paid status** at least .75 FTE of the mandatory work year for the position will advance one step on the salary schedule upon their return to work the following school year.
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Appendix E: Extra Duty Pay

Extra-Duty (Stipends) Appendix

1. Extra Duty Pay will be reevaluated collaboratively by a committee formed from SLCTA and the district prior to the end of this agreement. One unit member from elementary, middle and high school will join three district representatives for the committee.
2. \$750.00 SST stipend to secondary schools for SST Coordinators. One stipend per site to coordinate SSTs.
3. Elementary Athletics, \$1,000 stipend per season
4. Supplement Allotted District Academic Amount Stipend with CTE Grant Funds: (for 'CTSOs' or Career Technical Student Organizations)



Instructional Leadership Teams

Members expressed an interest in clarity in the language connected to **Elementary Leadership Teams** and **Secondary Instructional Cabinet**.

1. Meetings are held monthly
2. Agenda is created by site Principal with input from ILT members
3. Minutes are shared with site staff
4. Agenda topics may include:
 - a) Student Progress and Data
 - b) Continuous improvement of the instructional core
 - c) Upcoming Professional Development (PD, grade level collaboration, department collaboration)
 - d) District Focus/Input, request for site feedback (curriculum focus, IMAP discussion, district committees requiring feedback, for instance, Report Card Committee)
 - e) Site Systems Discussion (for example; event calendaring, restorative practices, site specific calendars/special schedules, advisory discussions)



Additional Notes

1. Voting will happen electronically for the TA- be sure to check your personal email!
2. Results will be emailed to members next week once voting closes
3. Ratification = when a majority of the ***total amount of members that vote*** choose 'YES'
4. Any questions?

Thank you for coming!

