

Summary of SDEA /SDUSD Tentative Agreement

Article 35: Effect of the Agreement

A three year term effective July 1, 2014 - June 30, 2017.

Article 7: Wages

- 2014/15: 1% Retroactive to July 1, 2014 (all rates of pay).
- 2015/16: 4% Effective July 1, 2015 (all rates of pay).
- 2016/17: A reopener on wages for the purpose of negotiating increases to wages.
- Elimination of the MA requirement to advance across the columns 013 & 014 effective 7/1/2016.
- BTSA costs to be paid by SDUSD.

Article 8: Hours

- Within their schedules, counselors, nurses, and other non-classroom unit members can schedule preparation time that is equitable with other unit members.
- Payment for emergency class coverage after the first hour.
- Seventy-five (75%) percent of elementary modified days will be set aside for teacher directed preparation & planning. However, sites may utilize up to nine (9) days (25%) of the set aside planning time for PLCs, PD, and other similar purposes but only if 50% of unit members at the site vote to do so by secret ballot.
- Guarantee of 55-60 minutes of preparation time for grades 4-6 provided by a Preparation Teacher.

Article 9: Health Benefits

- Fully paid family medical benefits with all current plan choices for the term of the agreement.
- A process to select a new broker for our current dental coverage. Any realized savings will be utilized to improve the dental benefits.
- A retirement incentive to offset the cost of benefits for those who retire by the end of the 2014-15 school year and purchase benefits through SDUSD.

Article 10: Leave

- Utilize up to five (5) days of accumulated sick leave per year for personal and family reasons.
- Parents able to utilize an additional ten (10) days of accumulated sick leave for the birth or adoption of a child.

Article 11: Safety

- SDEA to jointly develop the District's hot weather procedures.
- Student discipline plan to be in place within and made known ten (10) workdays prior to reporting to work.

Article 12: Transfer

- A streamlined May Post and Bid process with timely notification upon selection for a position.
- New vacancies must be posted by May 10th each year.

Article 13: Class Size

- Elimination of consultation language
- TK-3 class size site average of 24:1.
- Lower elementary cap (35) effective 2016-17.
- No nurse or counselor shall be assigned more than 3 sites.
- Additional nursing for sites based on acuity.
- Sixteen additional counselors at secondary sites to assist in meeting A-G requirements.
- Secondary counseling assignments less than .5 will be rounded up to a point .5 assignment and assignments over .5, but below 1.0 will be rounded to a 1.0 assignment
- Additional staffing for elementary and secondary schools that have an unduplicated pupil count of 90% or higher.

Article 14: Performance Evaluation

- A joint union/district committee to research and make recommendations on new evaluation models focused on teaching and learning, not tied to test scores. Pilot project recommendations to be referred back to the bargaining teams.
- Five (5) year evaluation cannot be denied for arbitrary or capricious reasons.

Article 29: Special Education

- A definition for Resource Specialists.
- Resource Specialist caseloads reduced from 28:1 to 24:1.
- Requirement of the development of a support plan for General Education Teachers when the number of students in a classroom w/ IEPs exceeds 20%.
- Pro-rata payment for IEP meetings held beyond the 8 hour work day.
- A study to evaluate current SPED delivery models. Findings related to bargaining will be brought back to the table.

Article 32: Visiting Teacher

- A new category of Established Day to Day Visiting Teacher (VT) paid at a higher rate after 92 days.
- Ability for Long Term VTs to utilize accrued sick leave.
- Expanded access to Post & Bid.
- Memorialized the new state law allowing sick leave for Day to Day VTs.

Appendix B: Early Childhood Education

- Seniority order rights up to two (2) years to select a vacant 11 or 12 month position if a unit member's current work year is reduced to ten (10) months.

Appendix D: Visiting Teacher

- Higher rate of daily pay for Established Visiting Teacher.
 - New daily rates of pay for Visiting Nurse, Counselor, and Speech-Language Pathologists.
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