

## Bargaining Update #4

2-6-17

### ETA Proposals

### ESD Proposals

<p>-20 days + 10 if approved for ETA body          -Release time for ETA officers to attend association business.          *all days paid for by ETA</p>	<p>-20 days + 10 if approved for ETA body          -Release time for ETA officers to attend association business.          *all days paid for by ETA</p>
<p>One release day a week for association president to tend to union business.          *all days paid for by ETA</p>	<p>One release day a week for association president to tend to union business.          *all days paid for by ETA</p>
<p>Binding Arbitration - Original contract language. No changes made.</p>	<p>Proposing no changes at this time</p>
<p>Preparation Time:          -Allow ESD to use up to 20 prep periods days for school business.          -Requested 6 minimum days to be used before grading periods.   <b>-Grades 1-5 to have 50 minute PE preps. Exception of inclement weather</b>  <b>- 2 per week, minimum 60 per year</b></p>	<p>-Proposed to add 4 minimum days to middle school schedule with adding 2 minutes to the instructional day throughout the year. .   <b>-Grades 1-5 to have 50 minute PE preps. Exception of inclement weather</b>  <b>-2 per week, minimum 60 per year.</b></p>
<p>District to provide duty coverage for grades 1-8 recess and after school.  <b>All special education teachers grades 1-8 will have a duty free day. Morning, recess and after school.</b>  <b>Whenever possible due to unforeseen circumstances.</b></p>	<p>District to provide duty coverage for grades 1-8 recess and after school.  <b>All special education teachers grades 1-8 will have a duty free day. Morning, recess and after school.</b>  <b>Whenever possible due to unforeseen circumstances.</b></p>
<p><b>Agreed to adding language of 12 weeks parental leave (“Baby Bonding Time” new law)</b></p>	<p>-Proposed adding Language to follow ed code 45196.1 which would allow for 12 weeks of parental leave (“Baby Bonding Time” new law). More info to follow.</p>
<p>-TK and Kinder to receive 3 prep days per year for planning and collaboration.  <b>-First through third grade will be provided a 3 hour aide, per week, if enrollment exceeds 26.</b>  <b>-Fourth and fifth will be provided 3 hour aide, per week, if enrollment exceeds 32.</b></p>	<p>No change for TK and K aides  <b>-First through third grade will be provided a 3 hour aide, per week, if enrollment exceeds 26.</b>  <b>-Fourth and fifth will be provided 3 hour aide, per week, if enrollment exceeds 32.</b></p>

<b>-An additional aide may be requested if SDC enrollment exceeds 14.</b>	<b>-An additional aide may be requested if SDC enrollment exceeds 14.</b>
A comprehensive curriculum will be made available for all instructional programs.	Was not addressed at this time. Discussion has been tabled until after the February 9th Board Meeting.
<b>-Benefit increase from \$13,400 to \$13,800</b> <b>-Employee benefit overpayment redistribution to current members who participated in plan year.</b>	<b>Increase benefits from \$13,400 to \$13,800</b> <b>-Employee benefit overpayment redistribution to current members who participated in plan year.</b>
-1.5% salary increase to the salary schedule. -2% salary one time payment.	- 1.25% Salary increase to the salary schedule effective 2016/2017 school year. - 1% off schedule one time payment.
CALSTRS reduced workload program. Ed code 44922.	Still researching the ed code and cost savings.
<b>Hourly rate will be increased from \$37.50 to \$40.</b>	<b>Proposed to increase the hourly rate to \$40.</b>
<b>Stipends</b> <b>-Elementary and Intermediate allotment will be increased from \$2,500 to \$3,000.</b>	<b>Stipends</b> <b>-Elementary and Intermediate allotment will be increased from \$2,500 to \$3,000.</b>

\*Tentative agreements will be in **BOLD lettering**.

Tentative agreements are not binding as they may change in the final offer.

**\*Next Negotiation Day will be 2-13-17**

**\*Next Board Meeting will be 2-9-17 @ 6:30**