



SUMMARY DETAILS OF TENTATIVE AGREEMENT **COMPENSATION & CONTRACT LANGUAGE**

TALB and the District have reached a tentative agreement.

K-12 and CDC/Head Start - SALARY INCREASE: 2% increase in compensation.

- ❖ **1% increase** to bargaining unit salary schedules, career increments (longevity), stipends, and rates of pay retroactive to July 1st, 2017. An additional one time off schedule payment of **1%** based on the unit members earnings for the 2017-18 fiscal year (July 1st, 2017 – June 30th, 2018).

K-12 and CDC/Head Start Article IV – Association Rights

- ❖ The District authorizes the Association to use faculty/staff mailboxes and **email**. Expands language to provide Association with membership information and includes access to “new teacher orientation”. Contract language cleanup.

K-12 – Article V – Day & Hours: Workday

- ❖ Clarification on staff meetings. Contract language cleanup.

K-12 and CDC/Head Start Article VI: Compensation Section B HEALTH AND WELFARE BENEFITS

- ❖ The HMO prescription plan will revert from a 4 tier prescription to 3 tier prescription system.

K-12 and CDC/Head Start Article VII Leaves of Absence – Leaves of absence with pay.

- ❖ Update language on Parental Leave for Child Bonding/Child Care

K-12 – Article VIII Transfers

- ❖ Include Transitional Kindergarten as a “specialized position”. Move employee initiated transfer requests from May 1st to March 31st. Add a final tie-breaker for the purposes of transfer (current practice, adding to contract language). Cleanup language.
- ❖ **Reassignments Memorandum** - The Memorandum of Understanding in part states, in the event a unit member has concerns with the reassignment, the teacher will have ten (10) working days to request a review meeting with the Director of Employee Relations. This request must be presented in writing to the Employee Relations office with a clear, concise statement of the extenuating circumstances. Thereafter a review meeting will be held with the Principal’s Supervisor and a Human Resources Administrator. Every effort will be made to schedule the review meeting within ten (10) working days of the written request.

K-12 -Article XVIII: Term of Agreement & CDC Head Start Article XVII Terms of Agreement

- ❖ Full contract shall be open for 2018-2019, with reopeners for 2019-2020 and 2020-2021 on Article VI and three articles selected by each party.

K-12 and CDC/Head Start Appendix B: Credit on the salary schedule for advanced work.

- ❖ Cleanup language for changes in current job descriptions and credentials.

K-12 Appendix F Sick Leave Donation Program & CDC Head Start Appendix E: Sick Leave Donation Program

- ❖ Clean up language providing further detail.

TENTATIVE AGREEMENT – FREQUENTLY ASKED QUESTIONS

IS THE 1% SALARY INCREASE & 1% OFF SCHEDULE RETROACTIVE TO THE BEGINNING OF THE YEAR? Yes.

DOES THE 1% SALARY INCREASE & 1% OFF SCHEDULE APPLY TO ALL SALARY SCHEDULES, ANNUAL CAREER INCREMENTS, RATES OF PAY, AND STIPENDS? Yes.

WHEN WILL WE GET OUR RETRO CHECK? If the Tentative Agreement is ratified by the TALB membership, the District reports that the 1% retroactive pay will be included in the June pay date. In September, the 1% increase off schedule will be paid. Specific dates will be provided after ratification.

WHO IS ON THE TALB BARGAINING TEAM? **Bargaining Chair:** Corrin Hickey – Lakewood H.S., **Bargaining Members:** Mark Ennen – Newcomb K-8, Donna Gerren – Roosevelt E.S. & Herrera E.S., Gerry Morrison – McBride HS, Maritza Summers – Mann E.S., Kevin Quinn – Edison E.S., Christine Kelly – MacArthur E.S., Sybil Baldwin – CDC, Maria Garcia – Head Start.

WHAT WILL HAPPEN IF THE TALB MEMBERSHIP REJECTS THE TENTATIVE AGREEMENT? The terms of the Tentative Agreement won't take effect and we will return to the bargaining table and continue negotiations.

SHOULD I VOTE IN FAVOR OF THE TENTATIVE AGREEMENT? Each TALB member must make his or her own assessment of how to vote, but we strongly encourage every member to vote. The Bargaining Team recommends a **YES** vote on the agreement.

Calendar for Ratification

March 21st - 4:30 p.m. to 5:30 p.m. all Member Q & A meeting @ TALB Office, 4362 Atlantic Avenue, L.B.

March 26th – March 29th Voting – Deadline to vote, Thursday, March 29th @ 4:30 p.m.

- Ratification Vote – Posted Friday, March 30th.