SUTA-District Negotiations

Summer School
The District and SUTA negotiation teams met on Tuesday, May 10, 2022 to discuss the Summer School Extended Learning Program MOU that was written last summer.

District administration created the 2022 Summer School proposal after receiving input via a Google Survey. However, some of the tenets within the 2022 plan are not in alignment with the MOU that was created in 2021 and extends through July 31, 2022.

During the special hour-long negotiation session on May 10, the District requested that SUTA and the District collaboratively, jointly create a survey to determine if longer summer school hours are more desirable than shorter hours.

SUTA declined to jointly create a survey with the District, but indicated they would conduct their own survey.

Proposed Revisions to the Summer School MOU
Wednesday morning the District submitted a proposal to SUTA to modify the existing Summer School MOU.

The primary tenets of the Addendum to the Summer School MOU are as follows:

- 25 contractual work days for 9th-12th, including Heartland; 23 instructional days
  - 2021 was 23 contractual and instructional days
  - Additional days would be for June 9-10; 1 day of professional learning, staff meeting, and PLC; 1 day for prep
  - The additional contractual days pay at the employee’s prorated daily rate rather than the $41.38 per hour from the 2021 MOU
  - The 7 hours of voluntary prep time from the 2021 MOU must be done on site, not from home; again, paid at the $41.38 rate.

- The work day for all teachers would be
- 8 a.m. – 2 p.m. This was based on a survey conducted by the Ed Services division; results indicated that a shorter day was more desirable.
  - TK-6th, student dismissal at 1 p.m.; PLC and prep from 1-2 p.m.
  - 7th-12, student dismissal at 1:30 p.m.; PLC and prep from 1:30-2 p.m.
  - No recess, break, or lunch supervision (except for 7th-8th grade teachers to visually monitor students between classes)
  - 30-minute duty free lunch with 5 minutes of passing before and after
  - 1 mid-morning break/recess
• Rate of Pay
  o The work day is 5.5 hours (8 a.m.-2 p.m. minus the 30-minute duty free lunch, but **not** subtracting recess/break and passing time)
  o 5.5 hours ÷ 7.0 hours (regular work day) = .7857
  o Each individual teacher’s daily rate of pay ÷ .7857
  o This is the standard rate of pay identified in the Contract
  o 2021 was paid at a full daily rate for a 7:45 a.m. - 3:15 p.m. work day
• Partial Contracts
  o Partial contracts will be honored without preference to teachers who can work the entire session, as long as the requests are in week-long increments (no change from 2021)
• Sick Leave Allotment
  o 1.5 days of sick leave, prorated for partial contracts (no change from 2021)
• Additional Funding for Student Incentives
  o $300 per FTE per site, to be decided as a site team as to how the money is allotted, as long as it supports student learning
• Hiring
  o Continue to use the matrix in Appendix F
  o Credential, 3 points for:
    ■ 9th-12th and 7th-8th ELA/Math applicants with a Single Subject credential
    ■ TK-6th applicants with a Multiple Subjects credential
  o Grade span experience rather than subject matter (9th-12th will be using Edgenuity, which covers all core subjects)
• Safety
  o Based on CDPH, CDE, CalOSHA, and FCDP guidelines (no change from 2021)
• Association Rights
  o Current CBA articles not affected by the MOU remain in effect (no change from 2021)
• Duration
  o The MOU expires on July 31, 2022.