Negotiations with SUTA

District’s Proposal on Compensation/Benefits
The District proposed a 2% salary schedule increase and a 2% off-salary-schedule, one-time compensation amount, contingent upon SUTA accepting proposed language in the Peer Assistance and Review (PAR) and Evaluation articles. Status Quo was proposed for all Schedule C stipends and for Health and Welfare benefits.

SUTA’s Proposal on Compensation/Benefits

- Cost of Living Adjustment (COLA), as applied to the Local Control Funding Formula of 5.07% for 21-22; ongoing COLA was also proposed.
  - With the ongoing COLA, SUTA would agree to the PAR and Evaluation language.
- An additional 3% on the salary schedule
- Schedule C hourly rate of $41.38 raised to each unit member’s hourly rate (daily rate of pay ÷ 7)
- 3% increase for Health and Welfare benefits, which increases the current benefit cost per unit member from $14,800 to $15,244.

Articles Still Being Negotiated
In addition to Compensation and Benefits, SUTA and the District are still negotiating Certificated Evaluation, Class Size, Hours and Assignment, and Peer Assistance and Review.

Evaluation and PAR articles: the District has proposed language that two consecutive evaluations with a score of “1” Unsatisfactory or “2” Needs Improvement in the Overall Standard Ratings would initiate a referral to PAR. The PAR proposal also includes revised language to reflect the fact that FCSS now operates the induction program for teachers.

Class Size article: the District and SUTA are negotiating the size of pull-out programs and the size of PE classes at Selma High. Conceptual agreements have been reached about compensation for combination classes, RSP caseloads, and SLP caseloads that exceed the contractual maximum.

Hours and Assignment: SUTA proposed that six (6) Tuesdays a year be designated for teacher preparation and planning, unencumbered by the District. The District proposed four (4) Tuesdays for teacher preparation and planning for District...
designated activities, contingent upon SUTA’s acceptance of the additional evening for carnival assistance (elementary) or attendance at promotion/graduation ceremonies relative to the employee’s site.

A Conceptual Agreement was reached on Summer School and Adult Education.

**Next Negotiations Meetings**
Negotiations with CSEA resume on 11/19; negotiations with SUTA will resume after Thanksgiving break.