

SCTA Proposal to SCUSD¹

March 22, 2022

In order resolve various outstanding issues, SCTA proposes the following:

1. Accept the Fact-Finder's Compromise: The District will accept neutral third-party Joe Lindsay's Fact-Finding Compromise in Case SA-IM-3456-E. Attached are the modified SCTA proposals which incorporate the elements of the Fact-Finding Compromise. Attached are revisions to SCTA's previous proposals that incorporate the recommendations of the Fact-Finder's Compromise. The attached proposals include:

A: SCTA Proposal on COVID Health and Safety and Independent Study dated March 22, 2022.

B: SCTA Proposal on Substitutes, Combined Classes and Extra Work dated March 22, 2022.

C. Tentative Agreement Between SCUSD and SCTA on Extra Work for School Nurses dated

D. SCTA Proposal on Training Specialists dated March 22, 2022.

E. SCTA Proposal on Across-the-Board increase for 2021-22 retroactive to July 1, 2021, based on Consumer Price Index (CPI) for 2021 and consistent with the superintendent's contract provisions with the SCUSD dated March 22, 2022.

2. Extend the current collective Bargaining Agreement through June 30, 2023: The SCTA-SCUSD collective bargaining agreement will be extended through at least June 30, 2023, as recommended by the state mediators on March 22, 203.

3. Withdraw the Health Insurance Takeaway, or In the Alternative Follow the Provision of Article 13.1 to Obtain Health Plan Savings by Moving Into a Larger Purchasing Pool and Apply the Savings to Improve Services to Students: The District will drop its health insurance take-away demand. In addition, the Union remains willing to consider a change in health benefits consistent with the language contained in the collective bargaining agreement (Section 13.1) whereby the parties would work together to obtain health savings by among other things seeking to enter a larger health benefit purchasing pool (e.g. CalPERS): "The level of benefits of the plan (e.g. out of pocket maximums, co-payments, services covered, network scope, etc.), when evaluated in the aggregate, may not be reduced, and the providers may only be changed through mutual agreement of the parties." Any savings would be applied to previously agreed-upon goals (contained in the 2017 Framework Agreement) to reduce class sizes and improve services to students, particularly students with disabilities.

4. Further discussion regarding the District economic proposal that relates to 2019-20, 2020-21, and 2022-23.

¹ This proposal was previously made orally through the state mediators on March 22, 2022.