



Approve AB 1200 Disclosure of Cost and Ratification of the Tentative Agreement with Bargaining Unit - United Professional Educators (UPE)

September 7, 2017

Board Item No. 9.2

Presented By: Cancy McArn, Chief Human Resources Officer

Gerardo Castillo, Chief Business Officer

Ted Appel, Assistant Superintendent, Labor Relations

Terms of Agreement

- Rather than offer an across the board % increase for all members, a new salary schedule was introduced that is competitive with surrounding school districts.
- UPE members will receive an average of 3.13% increase for 2016-17 and after that increase will be step and column.
- Family benefits (80%) are being offered to UPE represented employees rectifying the most significant deficit SCUSD faced in attracting new administrators to the district.
- Accelerated longevity steps to incentivize valued employees to remain with the District.

Terms of Agreement

- UPE members will contribute \$500 toward OPEB, phased in over three years to help with unfunded retiree benefit costs.
- Current UPE members will reduce vacation days from 22 to 5 and extinguish the unfunded vacation accumulation liability. Future UPE members will not receive any vacation days.
- Agreement includes provision to cooperatively develop an administrator evaluation system.
- This is a 3-year agreement.

In Closing

- We would like to thank the UPE negotiation team for their work, time, energy, and effort.

- Staff recommends approval of this item.

Questions