

SUMMARY OF TENTATIVE AGREEMENT 2018-2019 SRP NEGOTIATIONS



ECONOMICS: The Total Package Including Step, Raise, & Insurance

\$ 1,320,720	To provide a 2.0 % permanent salary increase to all SRP.
159,983	To reclassify FNS Assistants from S Grade 02 to S Grade 03;
50,842	To reclassify FNS Production Assistants from S Grade 05 to S Grade 06;
14,744	To reclassify the Registrar position from S Grade 02 to S Grade 03;
170,654	To provide all Custodians, Trans Assistants and Early Childhood Health Assistants an additional 15 cents/hour increase in pay;
16,057	To reclassify EHS Caregivers from S Grade 09 to S Grade 10;
2,304	To reclassify EHS Lead Caregivers from S Grade 10 to S Grade 11;
9,225	To reclassify all employees on S Grade 01 to S Grade 02;
25,176	Fingerprint retention fee paid by the District
\$1,769,075	Total represents an overall 2.68 % package!!

- **Health Benefits:** The Board will maintain a fully-funded employee benefits package by contributing \$6,785 (**NO increase over last year's rate**) per eligible employee. The alternate “**opt-out**” will remain at **\$1,200 for those employees who have health coverage from another provider** and who do not choose one of the Board-approved health plans. Any surplus will be applied towards the insurance plan costs for the 2019 plan year. The District will continue the annual health risk assessment incentive of up to \$250 per employee.

NEW OR SIGNIFICANTLY REVISED CONTRACT LANGUAGE:

- **Working Conditions (Article VII), Section F – Evaluation** – sets clearer guidelines for receipt of the actual evaluation form, encourages a face-to-face meeting between employee and supervisor to ensure clear reflection of the SRP's performance.
- **Working Conditions – (Article VII), Section O – SRP of the Year** – increased from 2 to 3 working days the SRP of the Year Committee members are released from their jobs to perform the review, vetting and selection of the District SRP of the Year.
- **Leaves of Absence (Article VIII), Section B – Personal Leave** – modified this language to eliminate the long-standing requirement for SRP to declare one of four reasons for taking a personal day. Now the process will be the same as that of the instructional contract – the SRP will only have to state, if asked, that the day he/she is taking is “not for recreational purposes.”

MEMORANDUMS OF UNDERSTANDING - NEW OR SIGNIFICANTLY REVISED:

- **Sick Leave Bank** – written to extend for this school year the change from last year to increase from 50 to 100 the total number of days available to SRP who suffer catastrophic injury/illnesses.

RE-SIGNED OR SLIGHTLY MODIFIED EXISTING MEMORANDUMS OF UNDERSTANDING:

- | | |
|--|---|
| ✓ Dress Code | ✓ FNS Training Protocol |
| ✓ Educational Paraprofessional and Other Eligible SRP Career Development Program | ✓ Retention of Fingerprints |
| ✓ FNS Safety Apparel | ✓ School Choice Preference |
| ✓ Maintenance Department Shirt Program | ✓ SRP Compensation Committee |
| ✓ SRP Workplace Committee | ✓ Summer Food Service Program (SFSP) 2018 |
| ✓ School Improvement Grant – Fox Hollow ES | ✓ Voluntary Pre – K (VPK) Program – Summer 2018 |