



Local 21 and SFUSD Tentative Agreement Summary and Bargaining Team's Recommendation to Ratify

Your Bargaining Team has recommended that the *Tentative Agreements* on economic and non-economic proposals to a successor contract be ratified by the membership on February 3, 2015.

The successor MOU includes a retroactive 12% raise over the three-year contract period (covering fiscal years 2014-2015, 2015-2016, and 2016-2017). Our members with families, who generally have had to pay a larger percentage of their paychecks towards health coverage, will see some relief. For those enrolled in any of the employee plus 2 healthcare plans, the employer contribution will increase from \$250 to \$344. In addition, the District will spend more money on employees' professional development, begin a comprehensive review of temporary appointments, and engage in a regular labor-management dialogue with the Union. The full summary of the tentative agreements follows:

ECONOMIC

Wages. 12% raise over the 3 year life of the MOU. Implementation will be:

2014-2015:	2%	Effective July 1, 2014;	2%	Effective December 31, 2014
2015-2016:	1.5%	Effective July 1, 2015;	1.5%	Effective December 30, 2015
2016-2017:	2.75%	Effective July 1, 2016;	2.25%	Effective December 28, 2016

The year one raise will be retroactive to July 1, 2014. Further, in year two the contract may be reopened (on wages only) to negotiate an additional salary increase should the economy continue to improve. Over the life of the MOU, the bargaining unit will receive an overall 12.6% raise once compounded.

Healthcare. Employer contribution to employees on a family (employee plus 2) healthcare plan will be increased by more than one-third raising the District's contribution to \$344 (from the current \$250). This will save employees over \$1,100 dollars a year.

Professional Development. The District will increase the amount of money it spends on employees' professional development by 50%, raising the fund to \$7,500. Workers will be permitted 16 hours of paid time to attend courses and conferences when pursuing professional development.

Longevity Pay. Memorializes a longevity premium of an additional 30 cents per hour for employees with 10-15 years of service. For those with 15 or more year, the longevity premium is increased by 10 cents per hour for a total of 40 cents.

NON-ECONOMIC

Temporary Positions. The District will provide data on all L21 temporary positions. By June 30, 2015, the District will create a plan for their conversion to permanent civil service (PSC) employees. During the 2014-2015 fiscal year SFUSD will identify or host examinations for L21 classifications with incumbents on temporary provisional (TPV) status

Catastrophic Sick Leave Bank. The District agrees to maintain a Local 21-specific sick leave bank for catastrophic circumstances. Members who deplete their sick leave accruals may receive sick leave donations to prevent a potential double hit from a loss in salary in addition to the illness.

Contract Administration (Labor-Management) Committee. Establishes a committee to provide an ongoing forum to collaboratively address and resolve issues of concern to L21 members. The committee will consist of representatives from each party and will meet on a quarterly basis.

RATIFICATION: The ratification will take place on February 3, 2015 (Tuesday), 12p-2p, at SFUSD Headquarter, 601 McAllister, Main Conference Room.