

## Negotiations Update for October 13, 2015

On October 13, 2015, the District provided STA its last, best, and final offer for 2015-16 contract negotiations.

The District's offer includes the following contract provisions, ***including a 5.65% compensation package in the form of a 4% Salary increase and \$1800 (1.65%) Health Benefits Cap Increase.*** No agreement was reached.

<b>Contract Element</b>	<b>Amount</b>	<b>Notes</b>
<b><i>Salary Increase</i></b>	<b>4%</b>	Effective July 1, 2015
<b><i>Health Benefits Cap Increase for Active Employees</i></b>	<b>\$1800</b>	<p>\$1800 (1.65%) total added to Health Benefits Cap over next 3 years; add \$600 per year for next 3 years</p> <ul style="list-style-type: none"> <li>• 1-1-2016: \$7200 + 600 = <b>\$7800</b></li> <li>• 1-1-2017: \$7800 + 600 = <b>\$8400</b></li> <li>• 1-1-2018: \$8400 + 600 = <b>\$9000</b></li> </ul>
<b><i>Retiree Health Benefits Cap</i></b>	<b>No change</b>	Remains at \$7200
<b><i>Retiree Portion of Health Benefits Premium</i></b>	<b>na</b>	Retirees must pay their portion of health benefits premium costs to maintain health benefits
<b><i>New Hires Accrual of Additional Sick Leave</i></b>	<b>na</b>	New hires accrual of additional sick leave beyond the 10 per year required by Education Code set at 1 per year starting in 11 <sup>th</sup> year of service
<b><i>Development of Work Year Calendar</i></b>	<b>na</b>	Language to specify a joint committee process
<b><i>Professional Growth Activities Language</i></b>	<b>na</b>	<b>Definition of Professional Growth Activities:</b> professional learning, collaboration with peers, focused efforts directed towards data analysis and implementation planning for content standards and instructional strategies, and other professional activities deemed appropriate by Administration
<b><i>Professional Growth Activities</i></b>	<b>Up to 25 hours per year for extended workday Professional Growth Activities</b>	Professional Growth Activities to extend no more than 60 minutes past the on-site workday per week and to occur no more than 25 days per school year
<b><i>Contract Term</i></b>	<b>na</b>	Term of contract will be 3 years