

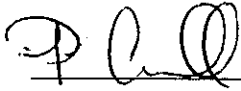
SUHSD-SVFT AGREEMENT
May 7, 2010


This Agreement resolves all issues in negotiations between the Salinas Union High School District and the Salinas Valley Federation of Teachers (SVFT) for the 2010-11 school year on the following terms and conditions:


1. Except as expressly provided herein, all current provisions of the collective bargaining agreement (Agreement) between the parties shall continue without modification.
2. The attached document titled "Wednesday Collaboration" shall be included as Appendix "M" Wednesday Collaboration to the appendices section of the contract.
3. The attached document entitled "Reduction in Work Year and Restoration Formula" shall be included as Appendix "N".
4. SVFT will adopt one of the two attached calendars in conjunction with the passage of this Tentative Agreement.
5. The Parties shall meet regarding the working conditions of TSA's.
6. Negotiations regarding 2011-2012 school year calendar will begin on or before November 8, 2011.


Dated: May 7, 2010

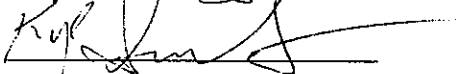
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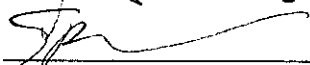










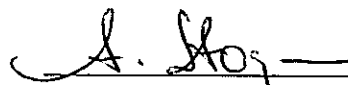





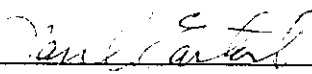




DISTRICT







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- 2 *Albert Maguire*
- 3 *K. Diefen*
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May 6, 2010

WEDNESDAY COLLABORATION

5 **Collaboration** : A systematic process in which educators work together interdependently to
 6 analyze and to impact their professional practice in order to achieve better results for their
 7 students, their team, and their school. In the Salinas Union High School District collaboration at
 8 all middle schools happens every Wednesday for 60 minutes. The remaining 30 minutes will be
 9 distributed by increasing five (5) minutes a day to each of the six (6) periods of class on
 10 Wednesday.

11 **Collaborative Teams**

12 **Purpose:** Curriculum, assessment, and instruction

13 The four questions- 1) What do we want our students to learn? 2) How will we know if they have
 14 learned it? 3) How will we respond when some students do not learn it? 4) How will we extend
 15 and enrich the learning for students who have learned it?)

16 **Collaborative Team Definition:** A group of people working interdependently to achieve a
 17 common goal for which the members are held mutually accountable.

18 Teams will be made up of a group of teachers who teach the same course. [Shared content
 19 creates an inherent mutual interest]

- 20 1. Teachers who teach more than one course will select the course area team in which
- 21 they will participate. This selection will be made in mutual agreement with the Principal
- 22 of the site. They will remain with that team for the school year. If they believe there is a
- 23 need to change to another team, they must meet with and receive approval from site
- 24 administration. The teacher will receive information (eg. common assessments,
- 25 common goals, etc.) for courses that they teach but are not a team member. They are
- 26 expected to adhere to the goals and plans and provide data to those teams in addition
- 27 to the team in which they actively participate.
- 28 2. Team leaders will be selected by the team and approved by the site principal. It will be
- 29 the responsibility of the team leaders to make sure that information (i.e. curriculum and
- 30 pacing guide, common mini assessment, data analysis) is given to all teachers who teach
- 31 the course. Team leaders will be responsible for providing administration with the
- 32 mutually agreed upon work product. Team leaders will also be responsible for notifying
- 33 administration of the location of all team meetings. All meetings will be held at the site.
- 34 Team leaders will receive a \$1,500 stipend paid in two parts; \$750 at the end of each

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- semester. Each middle school will have up to twelve (12) team leaders. Stipends will not be paid from General Fund (restricted funds only).
3. Those teachers who are the sole provider of a subject area on their campus will meet with other similar subject area teachers in the district. It is understood that in order to accomplish this, the teachers involved will be outside of the contract day (eg. Allowing for travel time back to the individual's site would necessitate starting earlier). This time will be credited against the teacher's adjunct duty requirement.
 4. Each team will provide an agreed upon, explicit, set of group norms to the site administration by the second week of each school year.
 5. Each team will provide the agreed upon form and supporting materials (eg. Goals/assessments/etc.) to the site administration each week. Administration will make sure that intervention providers (eg. Opportunity teachers, SPED teachers, IS teachers, Alt. Ed teachers) are provided with the work products of the academic teams.
 6. If a team determines that it needs support/help from outside the team, the team leader will work with the department chair, and the site administration, to find and provide the appropriate help. Any expense for this purpose will not be paid from General Fund (restricted funds only).

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REDUCTION IN WORK YEAR AND RESTORATION FORMULA/LANGUAGE

- SAM
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1. The 2010-2011 contract year shall include five (5) certificated furlough days to be mutually determined by SVFT and the District.
 2. If furloughs are in effect, the bargaining unit members' work year will be reduced accordingly to ensure that employees receive a complete year of service credit for 2010-2011.
 3. The percentage of salary reduced shall be equal to 2.7% of each employee's salary. Bargaining unit members who are not on a 184 day schedule shall have their work days reduced by the number of days necessary to equal a 2.7% pay reduction.
 4. If all other employees of the District do not accept furlough days greater or equal to a 2.7% pay reduction all SVFT agreed upon furlough days will be restored.
 5. If the District receives additional local, state, or federal revenue, for each increment equivalent to 0.54% of funded Base Revenue Limit, then such revenues that are not specifically restricted by law from being used for certificated salaries shall be directed toward restoring furlough days until all furlough days and corresponding salary are restored.
 6. For each 0.54% increase to the District's funded Base Revenue Limit per Average Daily Attendance (BRL/ADA) compared to 2010-11 proposed BRL/ADA in the Governor's initial released budget, a furlough day will be restored with the corresponding salary increase until all five (5) furlough days are restored. Increases to the BRL/ADA shall include all increases to the District's funded BRL/ADA including cost of living adjustments, deficit reduction, equalization aid, and/or any other permanent ongoing increases to the District's funded BRL/ADA. Any increase in revenues in excess of the amounts needed to fully restore the furlough days, shall be applied as a percentage increase to the salary and health benefit cap until the deficit factor is 100%. When the deficit factor is 100%, all new ongoing revenues, with the exception of

Paul Klassen
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Albert Maggiano
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equalization dollars, will be applied as a percentage increase to the salary schedule and health benefit cap. Equalization money shall be subject to negotiations. See formula attachment.

7. If the increase to the funded BRL/ADA is not enough to restore a complete furlough day then the remaining percentage increase shall be applied to the salary schedule and health benefit cap as follows (see below)

8. Furlough days will be restored if proposed cuts are not made. (see attached budget documents)

Formula:

Formula: (salaries * BRL/ADA increase) + (AHBE * BRL/ADA increase)

2. Average Health Benefit Expenditure (AHBE):

Below is an example of the calculation, ALL NUMBERS ARE MADE UP.

Group	Health Cap/mth/12mths	Numbers	Total Expenditures/group
Employee only	744	240	= 2,142,720
Employee + 1	1038	180	= 2,242,000
Family	1441	230	= 3,977,160
			= 8,361,960
	AHBE		= 12,864.55

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Modifications and clarifications to proposed budget reductions presented at the April 20, 2010 Board Budget Study Session.

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1. School Resource Officers/Probation - possibility of the District accepting a proposal from the Probation Department for seven (7) officers.
2. Middle School Renaissance dollars will be restored.
3. Elimination of Librarian reduction
4. Athletic reduction will be achieved by freezing coaching positions at current level; reduction of Athletic Director release periods to one period, elimination of positions described as "> 35 player assistant".

April 20, 2010 Board Meeting Budget Reductions with Furlough Days Savings

Proposed Budget Reductions	2010-2011	2011-2012	Combined Total	Running Total
Remaining projected budget reductions				-12,273,754
1 Reduce athletics	\$160,000.00	\$160,000.00	\$320,000.00	-11,953,754
2 Renaissance budget	\$70,000.00	\$70,000.00	\$140,000.00	-11,813,754
3 Reduce school resource officers	\$293,100.00	\$293,100.00	\$586,200.00	-11,227,554
4 Travel and conference - unrestricted	\$50,000.00	\$50,000.00	\$100,000.00	-11,127,554
5 Reduce formula funds 10%	\$180,000.00	\$180,000.00	\$360,000.00	-10,767,554
6 Counseling to guaranteed services per contracts	\$289,748.00	\$289,748.00	\$579,496.00	-10,188,058
7 Librarians from 1.0 to .80	\$73,364.00	\$73,364.00	\$146,728.00	-10,041,330
8 Reduce/Eliminate Summer School	\$450,000.00	\$1,000,000.00	\$1,450,000.00	-8,591,330
9 Reduce 1 school psychologist (retain 4 FTEs)	\$96,000.00	\$96,000.00	\$192,000.00	-8,399,330
10 Reduce consultants	\$100,000.00	\$100,000.00	\$200,000.00	-8,199,330
11 High school activity director to non-adm 1 periods	\$60,000.00	\$60,000.00	\$120,000.00	-8,079,330
12 Eliminate probation officer	\$52,500.00	\$52,500.00	\$105,000.00	-7,974,330
13 State textbook adoption	\$400,000.00	\$0.00	\$400,000.00	-7,574,330
14 Furlough days certificated - negotiable	\$1,237,261.00	\$1,237,261.00	\$2,474,522.00	-5,099,808
15 Furlough days classified - negotiable	\$205,352.00	\$205,352.00	\$410,704.00	-4,689,104
16 Furlough days management - negotiable	\$121,913.00	\$121,913.00	\$243,826.00	-4,445,278
17 Furlough days confidential/supervisory - negotiable	\$48,402.00	\$48,402.00	\$96,804.00	-4,348,474
18 One time savings Tier III federal stimulus funds	\$1,280,000.00	\$0.00	\$1,280,000.00	-3,068,474
19 P2 AD A Increase in AD of 3.18	99,831.00	793,522.00	893,353.00	-2,175,121
SPED Federal Stimulus for Employment	\$1,000,000.00	\$0.00	\$1,000,000.00	-1,175,121

Reductions still needed by 2011-2012 = -481,748
 On-going cuts divided over two year period beginning July 1, 2010 = -240,874

Albert Massucci
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(Footnotes Apply To Classified Personnel Only)

<p align="center">July 2010</p> <table border="1"> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td></tr> <tr><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> <tr><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td></tr> </table>	S	M	T	W	T	F	S					1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	<p align="center">JULY</p> <p>5 Fourth of July Holiday</p>	<p align="center">AUGUST</p> <p>3 New Year's Day Holiday</p> <p>10 Return from Winter Break #4</p> <p>17 Martin Luther King Holiday</p> <p>20 End of 1st Semester</p> <p>21 Teacher Workday</p> <p>24 Start of 2nd Semester</p>	<p align="center">January 2011</p> <table border="1"> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td>31</td><td></td><td></td><td></td><td></td><td></td></tr> </table>	S	M	T	W	T	F	S							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31					
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Classified Footnotes

177 day employee classifications: Instructional Aides, Campus Supervisors, Suspension Center Aides, Bus Drivers & Cadets, Child Care Givers, Infant Care Aides, Food Service Assistants
178 day employee classifications: all other classifications
 * Food Service Assistants: 1st day of work:
 Last day of work:

- 1 = 1st day for 178 day classified employees
- 2 = 1st day for 177 day classified employees
- 3 = non-working day for 177 and 178 classified employees
- 4 = full work day for all classified employees and managers

	Holiday
	Teacher Workday
	Break
	First/Last Student Day

Board Approved: