

DISTRICT PROPOSAL

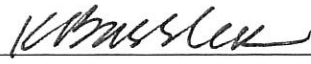
Settlement of Salary Formula for 2015-2016


August 4, 2016

The Salinas Valley Federation of Teachers (SVFT) and the Salinas Union High School District (District) agree to the following terms and conditions for Compensation for the 2015-2016 School Year:

1. A 6.50% increase shall be applied to the 2015-2016 salary schedules (7-12, Adult Education, Hourly Rate, fixed dollar extra duty stipends, formula based extra duty stipends (athletics/coaching), and Substitute Daily Rate) effective July 1, 2015. Payment for the retroactive increase for the 2015-2016 school year will be made no later than September 30, 2016.
2. A one-time off-schedule payment of 0.57% shall be paid for the 2015-2016 school year to unit members employed as of May 27, 2016.
3. The parties agree that the calculation differs from prior year calculations and that the calculation is not precedent setting.
4. Additional revenue from the state in 2016-2017 will not be subject to Appendix O – Salary Formula of the bargaining agreement.
5. This agreement will conclude negotiations on the Salary Formula for the 2015-2016 and 2016-2017 school year and, notwithstanding Article II – Duration of the bargaining agreement, the parties hereby agree that there will be no negotiations on compensation for the 2016-2017 school year.
6. The District will provide a written explanation of the retroactive increase to the compensation and one time off-schedule payment to SVFT members with the pay warrants.

For SVFT:





For the District:

