

SBTA ALL MEMBER ADVISORY

TENTATIVE AGREEMENT: FAQs

1. **Why is the raise only 2.5% and not the 3% Cost of Living Adjustment the Governor proposed?**

The Tentative Agreement is a two (2) year agreement and reflects a **total** raise of 4.5% over the combined two years and locks the Agreement in for the two (2) year period.

2. **Why are we adding the two (2) days over the two (2) years?**

Under the Local Control Funding Formula, if dollars provided to the District in the Supplemental Grants are going to be used for salaries, the District **MUST show improved and increased services**. Rather than add additional time to the workday for our members, SBTA elected to add the days to the work year, restoring a portion of the three days we sacrificed in 2008-2009.

3. **Are we being paid for the two (2) days?**

YES. All SBTA unit members will be paid their **true** per diem (daily) rate for working the days. In addition to being paid the per diem, the value of the two days goes permanently into unit members' retirement.

4. **What is happening with our health benefits?**

Originally, the District proposed to put a "hard cap" on the total amount they were willing to pay for benefits for employees, employee + 1, and employee + family. A "cap" means that, as soon as the benefits reach a certain cost, then the employee pays everything over that cost. The current contract language stating in Article XII – HEALTH AND WELFARE BENEFITS that, "The District shall pay the full cost of group health insurance premiums for eligible full-time unit members and eligible dependents enrolled in the least expensive of the group health plans" remains unchanged as does the entire Article. If the benefits had been capped, the greater portion of the raises would go to cover benefits.

5. **What are we doing with Article XVI – HOURS OF EMPLOYMENT?**

The Article XVI – HOURS OF EMPLOYMENT is where the two additional days are located. It has already been updated well ahead of June 7, 2019. The Article reflects the annual workdays for every bargaining unit position for each of the two years. Further, year-round language has been struck and the length of the workday will be as established in the Collaboration Day MOU which is housed in Appendix H. School meetings language shall also follow the Collaboration Day MOU.

In addition, language regarding elementary preparation, that was part of an arbitration settlement agreement from 2008 and was to have been added to the Article when it was opened, has finally been added to the Article. In 2008, SBTA and the District had locked the contract and subsequently this step was not completed.

6. **What is happening with class size?**

SBTA proposed a comprehensive reduction of class sizes for the coming years; however, the District was singularly focused on reducing Special Education Class Sizes which had not been addressed for many years. We worked together on those areas with the Agreement to re-open the class size article and address the other grade levels in 2020-21 with a focus on implementation in the 2021-2022 school year.

The SBTA Leadership was determined that our unit members leave this school year with full knowledge of what their compensation would be for the next two years, and the Negotiations Team delivered on that determination.