

**Summarization of the Tentative Agreement between SEIU Local 521**

**And**

**Santa Clara Office of Education**

**September 2016**

**Wage Increases**

The Union and the County Office agreed to the following wage increases:

September 1, 2016 – 5% increase to the salary schedule

September 1, 2017 – 4% increase to the salary schedule

September 1, 2018 – 3% increase to the salary schedule

The raises for 2017 and 2018 are contingent on the office receiving at least a 1% COLA.

The Union is very confident the Office will receive at least a 1% COLA in 2017 and 2018.

**Article 4 – Probationary Period**

The County office and the Union agreed that the release of probationary employees is not considered a form of discipline.

**Article 5.6 Orientation: Union Presentation**

The County office agreed to allow the Union 15 minutes prior to the lunch break of HELLO orientations, the opportunity to meet with new employees and introduce them to the Union.

**Article 7.12 – Compensation in Absence of Teacher – Associate Teachers, Teacher Assistants, Paraeducators, Education Associates and Student Assessment Technicians**

The County Office agreed to increase classroom leader pay for Teacher Assistants and Associate Teachers from \$5.00 per hour to \$7.00 per hour.

For Associate Teachers, Teacher Assistants, Paraeducators Education Associates and Student Assessment Technicians; the County Office agreed that eligible bargaining unit employees will be paid the \$7.00 per hour differential after 2 hours. The current requirement is 4 hours.

**8.6.2 – Pants**

The Union and the County Office agreed to increase the allowance for pants from \$175.00 to \$250.00, which increases the total allotment for both pants and boots from \$325.00 to \$400.00.

**Article 9 - Medical Coverage**

The County office agreed to increase their contribution towards medical premiums from \$11,602 annually/\$966.83 monthly to \$12,852 annually/\$1071 monthly.

**Article 11.6.1 – Vacations – Worker Request**

The County Office agreed to language that would allow employees who request vacation of 5 days or less, who have submitted his/her request within 7 workdays the right to have a response from management within 5 workdays.

**Article 13.12.2 – Transfer Bid Board Process**

The Union and the County Office agreed that the bid board process will take place in June or July.

**Article 22 – Term**

The Union and the County Office agreed to a 3 year term with a re-opener for the 2017-2018 contract year to bargain over benefits and two non-economic items. For the 2018-2019 contract year we have agreed to bargain over 2 articles of either parties choosing, one of which may be economic, not including Sections 7.1 – 7.16.

**Article 26.3 - Certifications for OT/PT**

The Union and the County Office agreed to increase the current \$1000.00 stipend for the first certification to \$1250.00 and increase from \$500 for two or more certificates to \$600 for each subsequent certification. Approved certifications are Neuro Development Training, Sensory Integration Certification, Board Certified in Pediatrics and Certification in Feeding, Eating and Swallowing.

**Article 26.5 – Stipends for OT/PT**

Effective September, OT/PT's will receive an increase from \$1800.00 to \$2000.00 a year for an OT/PT with a physical science or education-related master's degree.

In the case where an OT/PT has a doctorate but doesn't have a master's degree, those employees will receive a \$2000.00 per year stipend.

Effective September 1, 2017, OT/PT's who have both a masters and a doctorate will receive an additional stipend of \$300 per year.

## **MOU's**

### **Re-Benching for 5.5 hour Paraeducators**

The County Office has agreed to make increasing Paraeducator hours a priority in next year's re-benching. The Union currently is forming a committee to work with COE to make this a reality. We currently have a survey that's available online. If you haven't taken the survey, please make sure you do it as soon as you can.

### **Staff Development for Special Education and Alternative Education Paraeducator Members**

For the 2017-2018 School year, the office has agreed to provide members 3 days of mandatory staff development days. These days will be in addition to your regular calendar. This MOU may be extended beyond the 2017-2018 school year by mutual agreement.

### **Head Start 2017-2018 Pilot Program for Consecutive Days Off**

If bargaining unit members working in Head Start are calendared to work either Saturday or Sunday, they will be given the option of either taking Sunday/Monday off if working on a Saturday, or taking Friday/Saturday off if working on Sunday.