

## **Summary of Tentative Agreements with CST, Local One**

### Article 7: Personal Necessity Leave

- Increase entitlement from 10 days to 15 days in a fiscal year.

### Article 35: Substitute Coverage (New Article)

- Allow all unit members the ability to request a substitute from the first day absent.
- Exception for positions with specialized skills, access to confidential student and staff records, and financial impact – Can request on third day of absence if qualified subs are available.

### Article 37: Promotion

- Allows unit members to retake portions of the written test for a position.
- Provides a thirty day grace period to apply and interview for promotional positions.

### Article 38: Reclassification

- Established a clear timeline for the reclassification process.

### Article 39: Transfer

- Clarified the definition of a transfer.

### Article 40: Professional Development (New Article)

- Provides for collaboration between the Union and District to provide training for unit members on two of the teacher in-service days.

### Article 42: Salary Administration

- Increased percentage for longevity from 2.5% to 3.5% and changed the frequency to every four years after the employees tenth year as a unit member.

### Article 43: Salary

- Effective July 1, 2016, a 5% ongoing salary increase on the salary schedule.
- Effective July 1, 2017, a 3% ongoing salary increase on the salary schedule.
- “Me too” Agreement for the 2016-2018 contract term.

### Article 44: Benefits

- District pays up to 80% of the 2016 Kaiser CalPERS rate.
- Starting with 2018 Benefit Year, District pays 80% of the Kaiser CalPERS rate including any increase up to 4%.

- If the Kaiser CalPERS rate increase is greater than 4%, the District and the Union will negotiate how to cover the increase.
- Medical in-lieu will be paid at highest rate paid for any District bargaining unit. (Currently at \$140/month)
- All employees working more than 4 hours a day or 20 hours a week will receive full health benefits.
- “Me too” Agreement for the 2016-2018 contract term.

#### Article 44: Term

- A two year term July 1, 2016 through June 30, 2018.
- Proposals for successor Agreement due October 30, 2017.