



Tentative Agreements have been reached!!

The TEA and TUSD bargaining teams signed tentative agreements for the Consensus and White Collar/Food Service Agreements on Friday, September 18, 2009. The agreements will be in full force and effect July 1, 2009, through June 30, 2010.

In the face of numerous requested concessions, we have been able to successfully **MAINTAIN**:

- 100% health insurance coverage
- Current salaries (i.e. **NO** reduction in salary, and **NO** furlough days)
- PD Stipend
- Longevity Stipend
- Current holidays

Both sides have agreed to come together to consider alternatives if there is an unexpected change to the projected budget deficit.

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Other provisions agreed to for the 2009-2010 Consensus Agreement:

- Protects normal work day and class size provisions.
- Restructures Article 29, Extra Duty, which distinguishes “Added Duty” from “Extra Duty.”
- Increases loss of planning pay to \$25 (vs. \$20).
- Establishes an exceptional education added duty stipend for exceeding case load and/or class size.
- Establishes class cap for exceptional education pre-school programs.
- Changes the RIF protection date from July 1 to August 16, 2004 – which would protect new hires who started at the beginning of that school year – and aligns the RIF recall process with current state law.

In order to preserve and/or obtain the provisions above, “**all MBUs will be allocated eleven (11) sick/personal leave days**” instead of 12 “**for the 2009-2010 fiscal year only.**” (For full time MBUs this will result in a reduction of 7.5 hours of leave time). We also have agreed that MBUs who break their contracts will be assessed a 5% penalty.

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Ratification and Forums

The ratification vote will take place by the October 21st Association Representatives meeting. Only TEA members have voting privileges. In order to help members understand the terms of the tentative agreements, we have scheduled two evening forums to review the provisions and the ratification process.

Tuesday, September 29
4:00-4:45 and 4:45-5:30
TEA office (4625 E. 2nd St.)

Wednesday, September 30
4:00-4:45 and 4:45-5:30
Drachman Multi-Purpose Rm. (1085 S. 10th)

Members: remember to submit your ballot by October 21st.