



**Bargaining Bulletin
September 23, 2009**

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 White Collar/Food Service Agreements:

- Maintained vacation days.
- Maintained 10% increase for promotions and reclassifications.
- Out of Class will begin immediately upon assignment vs. on the second day.
- Changed the layoff protection date from July 1 to August 16, 2004 – which would protect new hires who started at the beginning of that school year – and clarified the recall process.

In order to preserve and/or obtain the provisions above, “**all ESPs will be allocated 6 personal leave days,**” instead of 7, “**for the 2009-2010 fiscal year only.**”

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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.