

TWIN RIVERS UNIFIED SCHOOL DISTRICT and TWIN RIVERS UNITED EDUCATORS
Joint Communication

July 5, 2017

Dear Twin Rivers Employees/TRUE Members-

We hope you had a very happy Independence Day. We would like to announce that we have reached a tentative agreement on contract negotiations.

We know that having excellent certificated staff is at the heart of our work with students, and we thank you for your dedication.

The attached tentative agreement outlines salary increases, benefits increases and other agreements that benefit employees.

We are grateful to the tireless efforts of our negotiating teams.

We wish everyone a wonderful summer. Enjoy your time with family and friends.

Respectfully,

A handwritten signature in blue ink, appearing to read 'Steven Martinez', with a long, sweeping horizontal line extending to the right.

Steven Martinez, Ed.D.
Superintendent Twin Rivers Unified School District

A handwritten signature in blue ink, appearing to read 'Catherine Roller', written in a cursive style.

Catherine Roller
President Twin Rivers United Educators

Twin Rivers Unified and Twin Rivers United Educators
Tentative Agreement to Implement Factfinding Report
June 29, 2017

- **Collective Bargaining Agreement**
 1. **Duration of Agreement:** This agreement shall be effective upon ratification and shall expire June 30, 2018.
 2. The parties agree to sunshine proposals for the successor agreement no later than December 15, 2017.
 3. The parties agree to commence negotiations no later than January 20, 2018.

- The parties agree to the attached language for the following Articles: Article 1-General Provisions, Article 4-Work Day/Work Year, Article 7-Class Size, Article 9-Extra Duty Assignments, Article 12-Safety, Article 13-Salary, Article 14-Benefits, Article 20-Early Childhood Education / Child Development, and Article 21-Adult Education.

The following is premised on agreement for 2016-2017 and 2017-2018:
2016-2017:

- **Article 13 Salary:**
 - Compensation:
 - 2% on-Salary Schedule with retro payment to July 1, 2016 to employees as of June 1, 2017. Payable by September 15, 2017.
 - 1% one-time off-salary schedule payment to those employees employed on June 1, 2017
 - Restructured Salary Schedule with:
 - Effective July 1, 2016 the salary schedules (1-7) shall be implemented. These schedules reflect the conversion of longevity into salary schedule steps which shall be subject to future negotiated increases to the salary schedule. Note: The parties shall meet to review the salary schedules for errors and to review anomalies. It is the intent of the parties, as a result of the conversion of the salary schedule, that no Member shall receive less salary compensation than they would have otherwise received. Association accepts, subject to review as stated above and with modifications to schedules as stated below under resolution of the Longevity Grievance.
 - Addition of 30 year step to column F for the following salary schedules 1, 2, 4C, 5, 6, and 7.

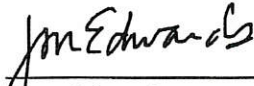
- **Article 14 Benefits:**
 - Any employee enrolled in employee only plan (PPO M Employee Only) will be reimbursed for increases equal to \$192.00.

2017-2018

- **Article 13 Salary:**
 - Compensation:
 - 2% on salary schedule—effective July 1, 2017
 - 1% one-time off-salary schedule payment payable on or before October 15, 2017.
 - One-time 1% off Salary Schedule for Professional Development outside of the regular work day paid from Supplemental Concentration Funding for twelve (12) hours of professional development as determined by the District. Attendance is voluntary; however, attendance is required for payment, no pro-ration and completion by December 1, 2017.

- Nurses moved to Salary Schedule 2.
 - Increase Master's Stipend to \$2,000.
- **Article 14 Benefits:**
 - Increase Benefit caps by \$52/month effective with the **2017-18 fiscal year**.
- **Article 4 Work Day/Work Year:**
 - Reduce work calendar by one (1) day for all salary schedules (exception of ECE schedules 3 and Adult Ed schedules 4) and calendars in 2017-2018; example: from 187 days to 186 days for the core salary schedule. The eliminated work day will be the March 16, 2018 Professional Development Day.
 - Increase Elementary and Secondary Substitute Rate to \$50.
 - Elementary prep time missed due to Holidays will be made up or compensated at the rate of \$25.
 - Teacher Librarian Prep Time
- **Article 7 Class Size:**
 - Alternatively Bargained Language for TK-3 class sizes through June 30, 2018
 - TK-3 maximum class size for the purpose of payment of overages from 30 to 26; section 7.1.2 Maximum Number of students assigned through June 30, 2018
 - Lab Science & Culinary Classes from 30 to 28
 - Increase overage payments to \$60
 - Increase payment frequency to 4 times/year for Elementary and 3 times/year for Secondary
- **Article 9:**
 - Assistant to Principal \$100 Increase
 - 9.5 School Activity Stipends \$100 Increase
 - 9.5.1 Stipends \$100 increases in Categories 2, 3 and 4.
 - Addition of numerous new stipends
- **Article 12:**
 - New Safety Language
- **Grievance and Unfair Resolution:** The following will resolve all pending grievances and unfair charges with prejudice related to the following articles:
 - Elementary Prep Time: The new language in Article 4.3.1.1 will resolve all pending grievances and unfair charges, with prejudice, related to that article.
 - Librarian Prep Time: The new language in Article 4.3.2 will resolve all pending grievances and unfair charges, with prejudice, related to that article.
 - Longevity Grievance(s), Unfair Charges and other legal claims relating to a longevity stipend will be withdrawn, with prejudice, in exchange for the following resolution: One-time payment equal to any longevity stipend not paid to a Member in the 2015-16 year only, pursuant to all articles related to Longevity in the 2015-16 school year. Effective July 1, 2016, the District shall place salary compensation on the restructured salary schedules 1, 2, 4C 5, 6, and 7 in the following manner:
 - In Column D create steps 20 and 25. Step 20 shall be \$1,000 more than the step above it. Step 25 shall be \$1,000 more than step 20.
 - In Column E step 25 shall be \$1,000 more than step 20.


 Gina Carreón, Date
 Twin Rivers Unified School District
 Assistant Superintendent


 Janet Edwards,
 Twin Rivers United Educator
 Lead Negotiator

6/30/2017
 Date