



## SRVUSD NEGOTIATIONS UPDATE



November 10, 2021

On Friday, November 5, 2021, District staff and members of the San Ramon Valley Education Association (SRVEA) bargaining team met again as part of the negotiations process.

We are pleased to share that the District and SRVEA have reached a tentative agreement on reopener negotiations for the 2020-21 and 2021-22 school years. Throughout the process, the negotiation teams acknowledged and honored some very important needs for both SRVEA staff and the District.

As a result, we reached tentative agreement on the following topics:

- Salaries (Article XXI): Salary increase that is equitably distributed to all bargaining unit members as follows:
  - 2020-21: 1% ongoing salary increase, retroactive to July 1, 2020
  - 2021-22: 3% ongoing salary increase, retroactive to July 1, 2021
  - 2021-22: 1% one-time salary increase, after the above salary increases have been applied to the salary schedules.
- Hours of Employment (Article XII):
  - New contract language that provides an opportunity for elementary Science and PE specialists to consult with the principal prior to finalizing the prep schedule.
  - Memorandum of Understanding (MOU) on an annual stipend in the amount of \$2,000 for elementary SDC teachers.
- Evaluations (Article XX):
  - New contract language to include the new evaluation tools for nurses, counselors, speech language pathologists and psychologists that were previously "pilot" tools in Appendix A of the Collective Bargaining Agreement (CBA).
- Leaves (Article XVI):
  - New contract language that allows certificated employees to utilize up to (3) compelling personal business days, without prior approval, per school year.
  - MOU on Vice-Presidential Service Leave
- School Calendar (Article XIII):
  - New contract language that outlines the process for the development of instructional calendar.



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"SRVEA has always been committed to student-centered negotiations, knowing that our students deserve the best opportunities available to them. We are pleased to partner with management so as to achieve the best for our students," said SRVEA President Laura Finco.

"We are so grateful to both bargaining teams for staying focused on identifying common goals and finding creative solutions," said SRVUSD Superintendent Dr. John Malloy. "Our students need the most amazing staff to support their learning, and coming to agreement this quickly ensures that can be the reality."

At the start of this process in mid-October, both negotiations teams made a commitment to do things differently than had been done in the past. The goal to work collaboratively with each other and reach agreement in a positive manner was achieved, and this is an accomplishment we can be proud of. We jointly want to express our thanks and appreciation to all of the SRVEA and SRVUSD bargaining team members.

Sincerely,

Dr. John Malloy  
SRVUSD Superintendent

Laura Finco  
SRVEA President

*SRVUSD has a process of regular negotiations updates after bargaining sessions with SRVEA, CSEA and SEIU. All updates will be located on our website: [www.srvusd.net/negotiations](http://www.srvusd.net/negotiations).*