

TENTATIVE AGREEMENT
ARTICLE XXI- SALARIES
January 25, 2024

ARTICLE XXI will be included in the CBA as follows:

A. The District and SRVEA agree to total compensation modifications as follows:

The District will provide an ongoing increase of six percent (6%) which will be applied as a base increase to all SRVEA salary schedules effective July 1, 2023.

The District will provide all unit members a one-time payment of one percent (1%) based upon their salary schedule placement as of November 1, 2023. This will be received no later than March 31, 2024.

1. Effective July 1, 2023, special education teachers will be added to the existing Health Educators/Teachers of the Visually Impaired Salary Schedule with their annual work year increased from (186) days to (191) days. This schedule will be renamed, 'Special Services Salary Schedule.'
 - a. This includes the following positions: Special Day Class (SDC), Resource (RS), Adaptive Physical Education (APE), Teachers of the Deaf and Hard of Hearing (DHH), Inclusion Specialists, Orientation and Mobility Specialists and Assistive Technology Specialists.
2. The District and SRVEA agree to the following terms and conditions to address SRVEA's required increased contribution to 2.40% of payroll to the Retiree Benefit Trust as outlined in the Actuarial Study of Retiree Health Liabilities, valuation date June 30, 2023.
 - a. During the 2023-24 school year, the District will provide a one-time payment of 0.25% to the Retiree Benefit Trust to offset a portion of the increased contribution owed by SRVEA.
 - b. This provision is considered non-precedent setting and is intended to acknowledge the length of time that has lapsed between actuarial reports.
3. The following modifications will be made to the Extra Services Salary Schedule (ESS), effective July 1, 2023. The fine arts stipends will be site funded utilizing Proposition 28 funds and will be calculated based upon a percentage of the Credentialed Teacher's Salary Schedule, C-1 as specified below.

Fine Arts


- a. Elementary and Middle School Music Director, 3 productions
 - i. 8% of C-1

- b. Middle School Drama Director- 2 productions
 - i. 6% of C-1

D.1 For initial placement on the schedule, the units required shall be earned after the date of the bachelor's degree regardless of whether the or not the units were necessary for the degree. Only upper division or graduate units from accredited colleges and universities in the United States or from foreign colleges and universities accepted as transfer credit in one of the accredited United States colleges or universities shall be allowable for initial salary placement. Lower division courses if required for a credential meets or meets the following criteria may be allowed.

- a. Unit members who have completed blended bachelor's degree/credential programs may receive credit for a maximum of thirty (30) undergraduate semester units.
- b. Lower division courses completed on/ after July 1, 2020, from an accredited college (including community colleges) may be taken for credit toward advancement on the salary schedule provided they meet the following criteria:
 - 1) Strengthen an immediate teaching skill or technique;
 - 2) The member gains new knowledge in an instructional area in which she/he may be required to teach at a future time;
 - 3) The course is not offered in upper division
 - 4) The course is relevant to the member's current or future teaching assignment.

For the Association:



Laura Finco
SRVEA President

1-25-2024

Date



Melinda Daly
SRVEA Vice-President

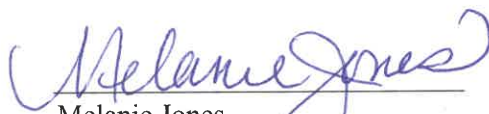
1-25-2024

Date



Dee Dee Justice


For the District:



Melanie Jones
Assistant Superintendent, HR

1-25-2024

Date



Stella Kemp
Assistant Superintendent/CBO

1-25-2024

Date



Evan Miller

SRVEA Negotiations Chair

1-25-24
Date

Executive Director, Business Services

1/25/24
Date


Keri Van de Star

Director, Human Resources

1/25/2024
Date