



Summary of Tentative Agreement and Memorandum of Understanding TVEA and TVUSD 2016-2017

The following Tentative Agreement and Memorandum of Understanding has been reached between TVEA and TVUSD. The Tentative Agreement is a permanent change to the current contract, while the Memorandum of Understanding contains temporary changes affecting the 2016-2017 school year. This would conclude bargaining for Compensation and Benefits for the 2016-2017 school year, but bargaining will continue for pending reopeners in the fall.

TVEA Executive Board supports this agreement and encourages you to vote YES.

The Tentative Agreement requires a vote by membership. In order to implement the changes for July, TVEA will conduct a vote using our online voting system through personal email. Please refer to the voting timelines below.

Tentative Agreement Member Forum Q & A

Monday, June 21st 1:30-3:30
TVEA Office

Online Voting

Personal e-mails
June 22-29

Paper Voting

Thursday, June 23rd and Tuesday, June 28th
11:30am-2:30pm
TVEA office

Tentative Agreement
(Permanent Language Changes to Contract effective July 1, 2016)
The original signed Tentative Agreement may be viewed on www.tveducators.org.

(Language changes in BLUE)

Article 7: Compensation and Benefits

Rationale: A yearly increase of \$800 to the district medical contribution to start in October. The monthly increase would be \$66.66. This is a rough equivalent to a 1% increase to salary for members with medical benefits, depending where they sit on the salary schedule. The increase to medical benefits does not carry an additional STRS impact to TVUSD, which enables members to realize a greater real dollar increase.

7.2 Health and Welfare Benefits

7.2.1 The District contribution limit to the cost of medical, dental, and vision insurance premiums per each eligible, full-time member and his/her dependents shall be **\$857.25 per month (twelfthly) effective October 1, 2016**. Payment of any additional medical, dental, or vision insurance premium costs shall be paid by the individual unit member, (Appendix B-6).

Article 9: Longevity

Rationale: A change to the longevity rate from 2.5% to 3.25%. All other areas of the salary schedule increase yearly. Longevity increases every three years. The change in percentage brings longevity cell adjustments closer to the parameters for all other changes in cells in the salary schedule.

9.4.3 Each longevity/professional growth increment shall be compensated at the rate above the previous step. Step 16, then, shall be F/13 + **3.25%**, Step 19 shall be Step 16 + **3.25%**, Step 22 shall be Step 19 + **3.25%**, and Step 25 shall be Step 22 + **3.25%**.

A change to the longevity rate from 2.5% to 3.25%. The increase is based on cell F/13.

	Longevity 2.5%	3.25%
	F	New F
13	\$91,135.00	\$91,135.00
16	\$93,413.38	\$94,096.89
19	\$95,748.71	\$97,155.04
22	\$98,142.43	\$100,312.58
25	\$100,595.99	\$103,572.73

Memorandum of Understanding Summary

The following are temporary changes to the contract that will be in effect during the 2016-2017 school year. The original signed MOU may be viewed on www.tveducators.org.

Elementary Modified Wednesdays

Professional Development

For the 2016-2017 school year, K-5 teachers will participate in professional development between 1:30-3:30 that previously were scheduled during student hours, requiring sub preparation.

- Up to seven (7) Wednesdays for the year.
- The professional development will be in lieu of one staff meeting for the period and the PLC meeting for that day.
- The majority of the sessions will be scheduled at sites or within regional areas with travel time afforded.

Topics may include: Technology, Literacy, Math, and Next Generation Science Standards. Other professional offerings will continue to be held during student hours (ELA/ELD Adoption Committee, PLC Cohorts, refinement days, etc.)