


TENTATIVE AGREEMENT

TRUSD Proposal to TRUE 2013-2014

Date March 13, 2014 10:00 a.m.

PACKAGE PROPOSAL

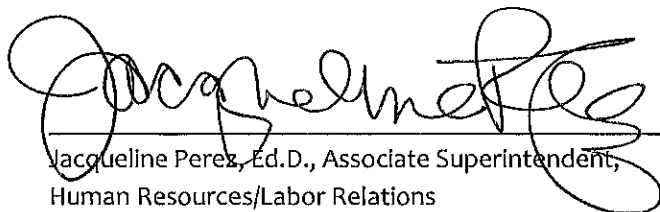
- 2% Increase across all salary schedule (retroactive to start of school year)
- 2% One-time bonus relative to salary schedule placement for each employee
- \$100 per eligible employee with benefits from December 2013 to June 2014, including employees with cash-in-lieu (equal to \$22.50 per month) and eliminate Unfair Labor Practice charge



Chris Moran, Chief Negotiator, TRUE

3/13/14

Date



Jacqueline Perez, Ed.D., Associate Superintendent,
Human Resources/Labor Relations

3-13-14

Date

TENTATIVE AGREEMENT



Adult Education Specialist Salary Schedule 4E

Adult Education Specialist
232 Work Days
Salary Schedule 4E

	BA	BA+30	BA+45	BA+60	BA+85
Step	A	B	C	D	E
1	55,782	59,597	61,560	63,463	65,342
2	57,690	61,560	63,463	65,342	67,277
3	59,597	63,463	65,342	67,277	69,184
4	61,560	65,342	67,277	69,184	71,086
5	63,463	67,277	69,184	71,086	73,111
6	65,342	69,184	71,086	73,111	74,985
7	67,277	71,086	73,111	74,985	76,891
8	69,184	73,111	74,985	76,891	78,826
9	71,086	74,985	76,891	78,826	80,673
10	73,111	76,891	78,826	80,673	82,577
11			80,673	82,577	84,483
12				84,483	86,417
13					88,352
Masters Degree			1,800	1,800	1,800
Doctorate Degree					1,800
Longevity					
10		1,500	1,500	1,500	1,500
15			1,500	1,500	1,500
20				1,500	1,500
25					2,000
Total Longevity		1,500	3,000	4,500	6,500
Longevity at 25 with Masters			4,800	6,300	8,300

DRAFT - 2% increase

TENTATIVE AGREEMENT



Adult Education Schedule 4A

Adult Education
Salary Schedule 4A

Step	Class I	Class II	Class III	Class IV	Class V
1	37,068	39,604	40,898	42,176	43,414
2	38,344	40,898	42,176	43,414	44,712
3	39,604	42,176	43,414	44,712	45,971
4	40,898	43,414	44,712	45,971	47,229
5	42,176	44,712	45,971	47,229	48,586
6	43,415	45,971	47,229	48,586	49,825
7	44,713	47,229	48,586	49,825	51,100
8	45,971	48,586	49,825	51,100	52,377
9	47,229	49,825	51,100	52,377	53,599
10	48,586	51,100	52,377	53,599	54,879
11			53,599	54,879	56,136
12				56,136	57,428
13					58,709

Longevity

5	750	750	750
10	750	750	750
15	2,500	2,500	2,500
20	3,500	3,500	3,500

Total Longevity at 20	7,500	7,500	7,500
Longevity at 20 with Masters	9,300	9,300	9,300

Classification I:	Credential plus 5 years experience Voc. Ed
Classification II:	BA Degree
Classification III:	BA Degree plus 30 semester hours
Classification IV:	BA Degree plus 45 semester hours or MA Degree
Classification V:	BA Degree plus 60 semester hours or MA plus 15 semester hours
Master's Stipend:	\$1,800

DRAFT - 2% increase

TENTATIVE AGREEMENT



CORE CERTIFICATED SALARY SCHEDULE 1

Schedule 1 - Core Certificated (186 days)	YEAR	Frozen BA	Credential	BA + 45	BA + 60	BA + 75	BA + 90
		A	B	C	D	E	F
	1	40,800	42,228	43,706	45,236	46,819	48,458
	2	42,228	43,706	45,236	46,819	48,458	50,154
	3	43,706	45,236	46,819	48,458	50,154	51,910
	4	45,236	46,819	48,458	50,154	51,910	53,726
	5	46,819	48,458	50,154	51,910	53,726	55,607
	6	48,458	50,154	51,910	53,726	55,607	57,554
	7	50,154	51,910	53,726	55,607	57,554	59,568
	8	51,910	53,726	55,607	57,554	59,568	61,653
	9	53,726	55,607	57,554	59,568	61,653	63,811
	10	53,726	57,554	59,568	61,653	63,811	66,045
	11				63,811	66,045	68,356
	12					68,356	70,749
	13					70,749	73,226
	14					73,226	75,789
	15					75,789	78,442
National Board Certification			1,800	1,800	1,800	1,800	1,800
Masters Degree			1,800	1,800	1,800	1,800	1,800
Doctorate Degree							1,800
Longevity							
	10				1,500	1,500	1,500
	15				1,500	1,500	1,500
	20					1,500	1,500
	25						2,000
Total Longevity at 25 years					3,000	4,500	6,500
Total Longevity at 2 with Masters Degree					4,800	6,300	8,300

DRAFT - 2% increase

TENTATIVE AGREEMENT



CORE CERTIFICATED SALARY SCHEDULE 2

Schedule 2 - Psychologists, Special Ed. Program Specialists, Curriculum & Academic Achievement Program Specialist, Transition Specialist, TUPE Specialist, Alternative Ed. Lead Teacher, Welfare & Attendance Counselor, Adult Ed. Specialist, ECE Program Specialist (186 days)	YEAR	BA A	BA + 30 B	BA + 45 C	BA + 60 D	BA + 75 E	BA + 90 F
	1	58,180	59,925	61,723	63,575	65,482	67,446
	2	59,925	61,723	63,575	65,482	67,446	69,469
	3	61,723	63,575	65,482	67,446	69,469	71,554
	4	63,575	65,482	67,446	69,469	71,554	73,700
	5	65,482	67,446	69,469	71,554	73,700	75,911
	6	67,446	69,469	71,554	73,700	75,911	78,188
	7	69,469	71,554	73,700	75,911	78,188	80,534
	8			75,911	78,188	80,534	82,950
	9				80,534	82,950	85,438
	10				82,950	85,438	88,002
National Board Certification			1,800	1,800	1,800	1,800	1,800
Masters Degree				1,800	1,800	1,800	1,800
Doctorate Degree							1,800
Longevity							
	10				1,500	1,500	1,500
	15				1,500	1,500	1,500
	20					1,500	1,500
	25						2,000
Total Longevity at 25 years					3,000	4,500	6,500
Total Longevity at 25 with Masters Degree					4,800	6,300	8,300

DRAFT - 2% increase

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CORE CERTIFICATED SALARY SCHEDULE 5

Schedule 5 - Speech Therapists K-8 Counselor (186 days)	YEAR	BA A	BA + 30 B	BA + 45 C	BA + 60 D	BA + 75 E	BA + 90 F
	1	46,049	47,430	49,114	50,857	52,663	54,532
	2	47,430	49,114	50,857	52,663	54,532	56,468
	3	49,114	50,857	52,663	54,532	56,468	58,473
	4	50,857	52,663	54,532	56,468	58,473	60,548
	5	52,663	54,532	56,468	58,473	60,548	62,698
	6	54,532	56,468	58,473	60,548	62,698	64,924
	7	56,468	58,473	60,548	62,698	64,924	67,228
	8			62,698	64,924	67,228	69,615
	9				67,228	69,615	72,086
	10				69,615	72,086	74,646
	11						77,296
	12						80,039
National Board Certification			1,800	1,800	1,800	1,800	1,800
Masters Degree				1,800	1,800	1,800	1,800
Doctorate Degree							1,800
Longevity							
	10				1,500	1,500	1,500
	15				1,500	1,500	1,500
	20					1,500	1,500
	25						2,000
Total Longevity at 25 years					3,000	4,500	6,500
Total Longevity at 25 with Masters Degree					4,800	6,300	8,300

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TENTATIVE AGREEMENT



CORE CERTIFICATED SALARY SCHEDULE 6

Schedule 6 - Counselor (JHS & HS), Adult Ed. Counselor, K-8 Counselors (198 days) Work Experience Counselor (186 days)	YEAR	BA A	BA + 30 B	BA + 45 C	BA + 60 D	BA + 75 E	BA + 90 F
	1	54,218	55,845	57,576	59,361	61,201	63,098
	2	55,845	57,576	59,361	61,201	63,098	65,055
	3	57,576	59,361	61,201	63,098	65,055	67,071
	4	59,361	61,201	63,098	65,055	67,071	69,151
	5	61,201	63,098	65,055	67,071	69,151	71,294
	6	63,098	65,055	67,071	69,151	71,294	73,504
	7	65,055	67,071	69,151	71,294	73,504	75,783
	8			71,294	73,504	75,783	78,132
	9				75,783	78,132	80,555
	10				78,132	80,555	83,051
National Board Certification			1,800	1,800	1,800	1,800	1,800
Masters Degree				1,800	1,800	1,800	1,800
Doctorate Degree							1,800
Longevity							
	10				1,500	1,500	1,500
	15				1,500	1,500	1,500
	20					1,500	1,500
	25						2,000
Total Longevity at 25 years					3,000	4,500	6,500
Total Longevity at 25 with Masters Degree					4,800	6,300	8,300

DRAFT - 2% increase

TENTATIVE AGREEMENT



Adult Education Schedule 4B

Adult Education
Hourly Schedule 4B

Step	Class I	Class II	Class III	Class IV	Class V
1	31.29	33.46	34.54	35.62	36.68
2	32.35	34.54	35.62	36.68	37.75
3	33.46	35.62	36.68	37.75	38.81
4	34.54	36.68	37.75	38.81	39.88
5	35.62	37.75	38.81	39.88	41.00
6	36.68	38.81	39.88	41.00	42.08
7	37.75	39.88	41.00	42.08	43.15
8	38.81	41.00	42.08	43.15	44.23
9	39.88	42.08	43.15	44.23	45.26
10	41.00	43.15	44.23	45.26	46.33
11			45.26	46.33	47.40
12				47.40	48.48
13					49.58

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Part Day Preschools 186 days Schedule 3A	ECE Tchr Permit with 24 ECE units	ECE Master Tchr Permit w/ 16 GE units + 6 specialization units + 2 adult supervision units	AA*	AA* +15 units	AA* +30 units	AA* + 45 units	Bachelor's Degree**
1	21,954.00	22,618.00	23,295.00	23,999.00	24,716.00	25,460.00	26,230.00
2	22,392.00	23,069.00	23,759.00	24,476.00	25,207.00	25,965.00	26,761.00
3	22,843.00	23,534.00	24,238.00	24,968.00	25,712.00	26,482.00	27,293.00
4	23,295.00	23,999.00	24,729.00	25,473.00	26,230.00	27,013.00	27,836.00
5	23,759.00	24,476.00	25,220.00	25,978.00	26,761.00	27,558.00	28,394.00
6			25,725.00	26,495.00	27,293.00	28,116.00	28,965.00
7			26,243.00	27,026.00	27,836.00	28,674.00	29,550.00
8					28,394.00	29,245.00	30,148.00
9						29,828.00	30,745.00
10						30,426.00	31,356.00

Longevity	
10 years	\$1,500
15 years	additional \$1,500

Site Supervisor with a Site Supervisor permit or a Master's Teacher Permit	1,800.00
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Children Centers (CCTR and Full Day) 230 days Schedule 3B	ECE Tchr Permit with 24 ECE units	ECE Master Tchr Permit w/ 16 GE units + 6 specialization units + 2 adult supervision units	AA*	AA* +15 units	AA* +30 units	AA* + 45 units	Bachelor's Degree**
1	31,025.00	31,963.00	32,920.00	33,914.00	34,928.00	35,979.00	37,067.00
2	31,644.00	32,601.00	33,577.00	34,591.00	35,623.00	36,692.00	37,818.00
3	32,281.00	33,258.00	34,252.00	35,284.00	36,336.00	37,424.00	38,569.00
4	32,920.00	33,914.00	34,947.00	35,998.00	37,067.00	38,175.00	39,339.00
5	33,577.00	34,591.00	35,641.00	36,711.00	37,818.00	38,944.00	40,127.00
6			36,354.00	37,443.00	38,569.00	39,733.00	40,934.00
7			37,087.00	38,193.00	39,339.00	40,521.00	41,759.00
8					40,127.00	41,328.00	42,604.00
9						42,154.00	43,448.00
10						42,999.00	44,312.00

Longevity	
10 years	\$1,500
15 years	additional \$1,500

Site Supervisor with a Site Supervisor permit or a Master's Teacher Permit	1,800.00
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TENTATIVE AGREEMENT

Parent Pay 186 days Schedule 3C	ECE Tchr Permit with 24 ECE units	ECE Master Tchr Permit w/ 16 GE units + 6 specialization units + 2 adult supervision units	AA*	AA* +15 units	AA* +30 units	AA* + 45 units	Bachelor's Degree**
1	25,089.00	25,848.00	26,622.00	27,427.00	28,246.00	29,096.00	29,976.00
2	25,590.00	26,364.00	27,154.00	27,973.00	28,808.00	29,673.00	30,584.00
3	26,106.00	26,896.00	27,700.00	28,535.00	29,385.00	30,265.00	31,191.00
4	26,622.00	27,427.00	28,262.00	29,111.00	29,976.00	30,872.00	31,813.00
5	27,154.00	27,973.00	28,824.00	29,689.00	30,584.00	31,494.00	32,451.00
6			29,400.00	30,280.00	31,191.00	32,132.00	33,104.00
7			29,992.00	30,887.00	31,813.00	32,769.00	33,771.00
8					32,451.00	33,422.00	34,454.00
9						34,090.00	35,137.00
10						34,773.00	35,835.00

Longevity	
10 years	\$1,500
15 years	additional \$1,500
Site Supervisor with a Site Supervisor permit or a Master's Teacher Permit	1,800.00

*AA in ECE or Liberal Studies (which includes 24 ECE Units).

** BA in either ECE, Child Development or Human Development OR a Bachelor's Degree in any other major which includes 24 ECE units and a teacher's permit OR a Bachelor's degree in any other major with a Multiple Subjects credential with Preschool authorization.

Head Start 186 days Schedule 3D	Teacher	Master Teacher	AA in ECE	Any BA with min 24 ECE Units
1	22,352.00	23,959.00	25,672.00	27,505.00
2	23,587.00	25,274.00	27,079.00	29,018.00
3	24,875.00	26,655.00	28,568.00	30,613.00
4	26,243.00	28,116.00	30,134.00	32,286.00
5	27,690.00	29,669.00	31,794.00	34,065.00
6			33,547.00	35,951.00
7			35,393.00	37,917.00
8				
9				
10				

Longevity	
10 years	\$1,500
15 years	additional \$1,500
Site Supervisor with a Site Supervisor permit or a Master's Teacher Permit	1,800.00

DRAFT - 2%
increase