

Increase in Career Earning - ATA Longevity Compression

Effective 7/1/2015, ATA unit members on salary schedules that already have longevity stipends will receive the longevity stipends 2 years earlier than the current timeline. For example, step 13 and step 14 will receive the same stipend currently given to step 15; step 18 and step 19 will receive the same longevity stipend given to step 20, etc. Beginning step 38, instead of step 40, unit members will receive the maximum longevity stipend. Most unit members will see a significant increase; however, the amount of the career earning increase varies from member to member due to various factors.

Mandatory Extra Hours of Work

For 2015-2016: 6 hours total for the year
Beginning 2016-2017: 10 hours total for each school year

In exchange for the compression of the longevity stipends, beginning 2015-2016, ATA has agreed that ATA unit members will work additional hours outside the contractual day each school year. Many of the agreed activities are responsibilities that ATA unit members have already been taking on voluntarily without extra compensation. Each site will make its own decisions in planning and scheduling the extra hours of work for the ATA unit members at that site. No unit members should be mandated to sign up for certain activities as long as the required extra hours of work are met for the school year.

ATA Unit Members Exempted: Psychologists (they do not receive longevity stipends); and some of the unit members who will retire in 2015-2016, 2016-2017, or 2017-2018 at certain steps and will not benefit at all from the compression of the longevity stipends. These unit members will have to turn in their retirement paperwork by January of their last work year to be exempted from the mandatory extra hours of work for their last year.

Following is a partial list of the agreed activities:

School Site Council attendance, PTA Representative, fundraising community events, school site computer lab supervision of students before/after school, school/district committee attendance (without a stipend), site leadership/CAST, Saturday School, graduation supervision, prom supervision, elementary yearbook, and ASB approved clubs. Unit members who are not classroom teachers such as nurses, SLPs, etc. may sign up for activities not on the agreed list if approved by the site administrator with prior approval from the District.

On a case by case basis, an activity that is not on the list, may be approved by the site administrator with prior approval from the District. Overall, these extra work hours activities must be participatory and extracurricular in nature, LCAP compatible, student-centered, and may include parent engagement.

Health Benefits Agreement Beginning October 1, 2015

The District has agreed to offer the District Blue Shield PPO plan to the current Bridge plan retirees and all future eligible retirees as a choice. This will greater ensure the continuity of care for the active unit members who are covered under the Blue Shield plan and are eligible for the Bridge plan upon retirement.

The District has agreed to contribute an additional \$250,000 per year to the Bridge plan fund in 2015-2016 and 2016-2017.