

Tentative Agreement  
Between  
San Juan Unified School District (District)  
and the San Juan Professional Educators Coalition (Coalition)



**Article 12 – Salary**

12.01 Certificated Salary Schedules

**Base salaries, stipends and hourly rates shall be increased by a total of 1.6 % effective November 1, 2018.**

**The District shall provide a one-time off schedule payment equal to 2 % of each member’s new annualized (for the full or partial period between July 1, 2018 and June 30, 2019) base salary and stipends included in the contract as of November 1, 2018. The one-time off schedule payment will be paid no later than December 21, 2018.**

**Effective July 1, 2018, the district will provide a range increase for Psychologists from Range 15 to Range 16.**

**Additionally, the district agrees to implement a stipend of \$1000 per year for all Coalition members who possess a current Pupil Personnel Services Credential (PPS), Psychologist credential, and who possess either an Education Specialist in School Psychology (Ed.S), a Licensed Educational Psychologist (LEP) state licensure, or a Nationally Certified School Psychologist (NCSP) certificate. The stipend amount would be a maximum of \$1000 per year per Coalition member. Coalition members must complete filing of verifiable transcripts, licenses or certificates in Human Resources by October 1. For the 2018-2019 school year Coalition members must complete filing of verifiable transcripts, licenses or certificates in Human Resources by October 22, 2018. For the 2018-2019 school year the stipend will be paid on a pro-rata share at an amount of \$727.27.**

Article 5 - Evaluation of Job Performance

***The District and Coalition agree to establish an Evaluation Joint Committee within 30 days of ratification of this contract. The purpose of the joint committee is to work on collaboratively creating an evaluation tool that is valuable to both parties. Non-binding recommendations of the committee shall be reported to the respective bargaining teams no later than March 1, 2019.***

Article 1 - General Provisions

1.5 Term: Two (2) year contract for the years ~~2016-17~~ 2018-2019 and ~~2017-2018~~ 2019-2020.

1.6 Subsequent Negotiations and “Sunshine” Process: Each party to this Contract may reopen salary, benefits, plus two additional articles each, for the ~~2007-08~~ 2019-2020 fiscal year ~~and again for the 2008-09 fiscal year~~. SJPEC shall submit its written initial proposals to the District on or before ~~July 31~~ April 1 for the ~~2007-08~~ 2019-2020 reopeners, ~~and in March, 2008 for~~

~~2008-09~~ re-openers. The written proposal shall be submitted to the Board of Education with a copy to head of Human Resources and the ~~Director of Assistant Superintendent of Schools and Labor Relations~~. The proposal will be placed on the Board agenda and public comment will be invited at the following board meeting. The District will present its initial written proposals for the reopener negotiations within three board meetings of the public comment period and will adopt its initial proposal by the fourth board meeting following the public comment on the Coalition's initial proposal. *In addition, all recommendations arising from joint committees set forth in this tentative agreement will be part of the 2019-2020 negotiations.*

Article 9 – Work Year and Hours

***9.5 Plus Four*** *The District and the Coalition agree that all Coalition members' total contract days will remain unchanged, but effective July 1, 2019, each Coalition member will receive a contracted work year calendar that allows each member to individually place four (4) of their work days during school recess time (similar to existing Coalition Work Year Calendar 4). These Plus Four days must be worked each calendar year and may not be rolled over into another work year. The parties agree to meet during the 2018-2019 school year to develop shared language, protocols and understanding of how this practice would be implemented and tracked beginning July 1, 2019.*

Principal Mentor Joint Committee

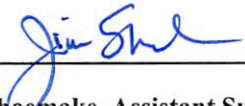
*The District and the Coalition agree to establish a Principal Mentor Joint Committee within 15 working days of the San Juan Unified School Board's approval of this contract. The purpose of the joint committee is to mutually develop the purpose, scope, expectations, interview process, and stipend amounts for these newly created positions.*

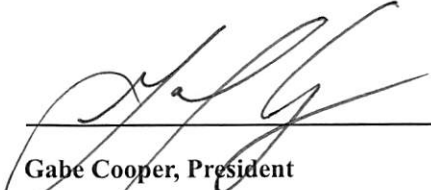
Special Education Joint Committee on Least Restrictive Environment and Eligibility

*The District and Coalition agree to establish a Joint Committee within 30 days working days of the San Juan Unified School Board's approval of this contract. The purpose of this joint committee is to explore interests and opportunities related to ensuring students are properly placed in the least restrictive educational setting. Non-binding results and recommendation(s) of the committee shall be reported to the respective bargaining teams no later than March 1, 2019. The parties agree that any recommendation(s) to the bargaining teams that include a pilot shall only utilize one-time funds.*

Appendix G - SJPEC Flex Day Protocol form

*Effective July 1, 2019 the SJPEC Flex Day Protocol form will include a line to route the signed paperwork to Human Resources.*

 \_\_\_\_\_ 9/2/18  
Jim Shoemaker, Assistant Superintendent      Date  
Schools and Labor Relations, SJUSD

 \_\_\_\_\_ 9/12/18  
Gabe Cooper, President      Date  
San Juan Professional Educators Coalition

js jll

APPENDIX "G"

San Juan Unified School District  
SJPEC Flex Day Protocol

NAME \_\_\_\_\_

SCHOOL/DEPARTMENT \_\_\_\_\_

DATE \_\_\_\_\_

Day(s) to be worked outside of work year calendar: \_\_\_\_\_

*(Must be a non-instructional workday for site administrators.)*

Day(s) requested off as a "flex day": \_\_\_\_\_

*(Must be a non-instructional, non-Professional Development, day during normal work hours.)*

RATIONALE

SIGNATURE \_\_\_\_\_

DATE \_\_\_\_\_

SUPERVISOR APPROVAL \_\_\_\_\_

DATE \_\_\_\_\_

- 1) Approval must be secured prior to flexing workday(s)
- 2) Must be full day – no partial day requests
- 3) Must be returned to employee **and Human Resources** within 10 workdays

Original –Supervisor  
 Copy – Employee  
**Copy - Human Resources**

8/28/18