



**Tentative Agreement
Between the
Saugus Union School District
And the
Saugus Teachers Association
January 23, 2023**

The Saugus Union School District (District) and the Saugus Teachers Association (STA) agree to the following Tentative Agreement (TA). This TA reflects the full and complete agreement of the parties and will be incorporated into the current Collective Bargaining Agreement unless otherwise indicated below: The parties agree to the following terms to take effect upon ratification of the TA by the parties:

Article 11.22 – Class Size

Transitional Kindergarten class-size enrollment shall not exceed 24:1 (Education Code). The parties agree to an alternative annual class-size enrollment in grades ~~Transitional~~ Kindergarten-3 for each school site as authorized by Education Code section 42238.02(d)(3)(B). The grades ~~Transitional~~ Kindergarten (TK) through third (3rd) maximum average class-size enrollment shall be 28:1. The District agrees, if financially viable, to make progress toward the 24:1 average class size goal in grades TK-3 at each school site, but the amount of annual progress shall not be tied to the “making annual progress” formula in law (Education Code 42238.02 (d) (3) (B) (i)-(v)). Instead, if economically viable, the District shall decrease the average class size at each school site incrementally each year such that any increase in certificated staffing is fully funded by the increase in the TK-3 funding adjustment to the District’s base grant provided under the LCFF. In this manner, the parties intend for the District’s efforts to reduce class-size in the TK-3 to be “cost-neutral”.

If at any time the District learns that compliance with the foregoing contractual provisions will likely result in penalties which would reduce or eliminate the additional funding grant for TK-3 class size reduction, the parties agree to meet and negotiate to discuss and implement a mutually agreed solution. If the District in fact ceases to receive the additional funding grant for TK, K-3 CSR, these class size limitations shall be suspended until funding is restored.

Article 13 – Bereavement Leave

Bargaining unit members may be absent from their duties on account of acute bereavement as defined herein. Acute bereavement will mean bereavement occasioned by death or serious illness where death is imminent of a member of the bargaining unit member’s immediate family as identified below.

Bereavement leave must be taken within six (6) weeks of the death of the immediate family member.

Bereavement leave may be taken after six (6) weeks of the death due to extenuating circumstances if

mutually agreed upon by STA and the District. Bereavement leave will be in addition to any accrued sick leave and not deducted from sick leave.

Article 15.1 – Evaluations

Evaluation Cycle - At least every three years for personnel with permanent status who have been employed at least 10 years with the school district, are highly qualified, as defined in 20 U.S.C. Sec. 7801, and whose previous evaluation rated the employee as meeting or exceeding standards, if the evaluator and certificated employee being evaluated agree. Employees who have been employed at least ~~twenty (20)~~ **fifteen (15)** years with the district, and whose prior evaluation rated the employee as meeting or exceeding standards, may be evaluated every five (5) years if the evaluator and certificated employee being evaluated agree. No employee may go longer than a five (5) year period without an evaluation. The certificated employee or the evaluator may withdraw consent at any time. **The evaluator may choose to evaluate a certificated employee any year.** Any changes to current statutory language would make the entire section null and void.

Article 18.10 – Medical Benefits

The medical cap is ~~\$672~~ **\$900** monthly (~~\$8,064~~ **\$10,800** per year). Married, or registered domestic partners, who are both District employees may combine their district provided medical caps up to ~~\$1344~~ **\$1800** monthly (~~\$16,128~~ **\$21,600** per year).

Article 18.11 – Cash in Lieu

Employees who are eligible for health insurance may elect to receive cash in lieu of health benefits in the amount of ~~\$325~~ **\$350** a month (for 10 months), upon showing proof of alternate minimum essential coverage, through a plan not obtained on the individual market, for the employee and his or her expected tax family.

Article 20 – Salary

- L. The extra-duty/extra-pay assignments shall be compensated at the negotiated rate (currently ~~\$32~~ **\$50**/hour). Extra duty/extra pay assignments include:
 - 1. Health & Safety
 - 2. Insurance Committee (three (3) members selected by STA, maximum nine meetings, two hours each)
 - 3. Site Council (three (3) bargaining unit members per school, one (1) meeting per month, two hours each)
 - 4. Student Event Lead Coordinator (one (1) bargaining unit member per school)
 - 5. District Curriculum Committees as designated.
 - ~~6. The compensation for “in house” presenters of district workshops will be compensated at the rate of \$50/hour. This includes the option for preparation time equal to the length of the presentation. Committee work that requires writing curriculum and/or assessments will be compensated at the rate of \$40/hour.~~
 - 7. Intersession, Summer School, Saturday Academy, and Home Teaching positions **will also be compensated at the negotiated hourly rate.**

8. **ELD, PBIS, and SST Coordinator (1 per school site) not to exceed twenty (20) hours per year. Additional hours mutually agreed upon by the Site Administrator and Coordinator may be paid out of site funds.**
 9. Other extra duty assignments, outside of the bargaining unit member's regularly scheduled work day, if approved, will be compensated at the negotiated hourly rate.
- O. A PAR consulting teacher will receive an annual stipend of ~~\$2,500~~ **\$3,500** if full-time release teacher or ~~\$1,000~~ **\$2000** for regular teachers performing PAR consulting, maximum 4 per year.
- R. Bargaining unit members who hold credentials and/or authorizations and serve as special education teacher with the following job descriptions receive an annual stipend of ~~\$2,500~~ **\$3,500** for the school year. In addition, if they teach summer school, they receive a \$1,000 summer school stipend, in addition to the negotiated hourly rate. (This stipend is not based on performance of additional services.)
- SDC Moderate/Severe
 - Regional Autism Program
 - Early Childhood SDC
- Bargaining unit members who hold credentials and/or serve as special education teachers with the following job description receive an annual stipend of ~~\$1,500~~ **\$2,500** for the school year. In addition, if they teach summer school, they receive a \$1,000 summer school stipend, in addition to the negotiated hourly rate. (This stipend is not based on performance of additional services.)
- SDC Mild/Moderate
 - Resource Specialist Program
- Bargaining unit members who hold credentials and/or authorizations and serve as Dual Language Immersion teachers receive an annual stipend of ~~\$1,500~~ **\$2,500** for the school year. (This stipend is not based on the performance of additional services.)

Induction Mentor Teacher Stipend

- The Induction Mentor Teacher stipend will be increased from \$1000 per year to \$2000 per year effective July 1, 2022.

Salary Increase for 2022-2023 School Year

- 9% increase on schedule effective July 1, 2022 based on the March 8, 2022 Board approved salary schedule.

Upon agreement negotiations are considered complete for the 2022-23 school year.

This agreement is subject to ratification by both the Governing Board of the District and the membership of STA and will not become final until such ratification occurs.

Jennifer Stevenson
Jennifer Stevenson (Jan 24, 2023 08:22 PST)

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Michelle Mularky
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