

# ITA BARGAINING UPDATE

Your ITA Bargaining Team met 14 times with the District over the last 10 months and at 9pm on Tuesday, February 16, both parties reached a Tentative Agreement.

This was a very collaborative effort between ITA and the District and we appreciate all the support we received from our ITA sisters and brothers throughout this long process. We are very pleased with this TA and are confident that it addressed the concerns of the vast majority of our members as were expressed through the various surveys, site visits, and member meetings conducted over the past year.

A complete version of the TA will be available on the ITA website ([inglewoodteachersassociation.com](http://inglewoodteachersassociation.com)), but here are the highlights:

## ARTICLE VI - LEAVE PROVISIONS

- Updated language in order to comply with changes in the law

## ARTICLE XII - COMPENSATION

- **"The salary schedules in appendices T, P, C, and D shall be increased by 3% effective July 1, 2015, with an additional 2% salary schedule increase effective upon ratification by ITA unit members."**
  - Members will see a 5% increase as of the April paycheck (may actually see the increase on the March paycheck if the County can process the change in time)
  - Members will receive a retro check by the end of the school year in an amount equal to 3% of their 2015-16 salary for the months September-March)
  - Possible salary increases are still subject to negotiations for 2016-17
- **"Increase the hourly rate in Appendix B-6 to \$35.00 per hour, effective July 1, 2016."**
- **"BTS/Induction Stipend – A stipend of \$3,000 which will be used as a recruitment tool and will be provided to any new fully credentialed teacher that signs a contract with the District and agrees to stay for a minimum of three (3) years."**
  - This stipend will be paid in increments of \$1,000 per year over three years for qualified teachers

## ARTICLE VIII - WORKDAYS AND HOURS OF EMPLOYMENT

- Added language that allows for the opportunity for preparation, planning, and collaboration time for Elementary Teachers should the District hire credentialed teachers in specialized areas (PE, music, art, etc.)

### **ARTICLE XIII - FRINGE BENEFITS**

- **“For the 2017 insurance year (January 1, 2017 through December 31, 2017), the maximum District annual contribution for District medical insurance for each eligible full-time unit member shall be equivalent to 110% of each tier (1 party, 2 party, 3 or more) of the District’s Kaiser HMO Medical health benefit plan.”**
  - This “soft-cap” will revert to 100% of the Kaiser rate in 2018
  - The joint ITA/CalPro/District Health Benefits committee will meet a minimum of three times prior to the end of the 2015-16 school year to look into other health benefit providers and/or alternative plan options for our members.
  - Health Benefits are still subject to negotiations for 2016-17
- **“The District’s annual medical contribution may be combined or applied to any other employee’s selection of medical benefits. A current District employee cannot be added as a dependent on a parent’s selected District medical plan.”**
  - Members who have spouses working in IUSD may combine individual benefit amounts in order to reduce out-of-pocket costs

### **ARTICLE XVI - EVALUATION PROCEDURE**

- IUSD and 12 other districts throughout California are named defendants in a lawsuit alleging that their contract language re: evaluation procedures violates CA Ed Code. Specifically, the lawsuit alleges that language that prohibits the use of standardized test scores in the evaluation of teachers is illegal because it is in direct violation of the Stull Act (CA Ed Code 44662). This lawsuit was brought by Students Matter, the same group that brought the *Vergara* lawsuit in 2012. In order to respond to the lawsuit and save the District the potentially enormous litigation costs, we agreed to modify language in our CBA.
- Student test scores will still not be used in the overall, summative evaluation of teachers. However, teachers must use student data (including previous years’ test scores among other information) in order to develop lesson plans, etc. in order to enable students to improve on areas of identified areas of weakness.
  - **“The parties acknowledge that student assessment data is one of the many data points relevant to the overall review of classroom teaching performance, and that such data is to be considered and used solely as a formative assessment tool to inform and shape adjustments to the instructional strategies, methods and emphases, to influence and guide the establishment of each teacher’s performance objectives and strategies for the current year, and to influence upcoming classroom observations and other traditionally utilized assessment tools regarding classroom methods, skill levels and effectiveness.”**
- Please refer to the TA on the ITA website to review this Article in its entirety

**Once again, your ITA Bargaining Team wishes to express its thanks to all of you for your support throughout this process. Please be sure to check your email and the ITA website for more information regarding ratification information**