

2020-2021 INITIAL REOPENER PROPOSALS
FROM
ELK GROVE UNIFIED SCHOOL DISTRICT
TO
NATIONAL UNION OF HEALTH CARE WORKERS

The District has an interest in continuing to use the Interest Based Bargaining model for collective bargaining. Implementation of the Learning Continuity and Attendance Plan (LCP) and compliance with SB 98 and other California laws and orders implicates the interests and principles that are addressed in this initial proposal. This includes the District's continued interest in establishing budget priorities that are consistent with law and the District's local priorities, the District's mission to ensure student achievement, and District's interest in compliance with State and County Public Health Orders to protect the health and safety of all students and employees during the pandemic.

The District has an interest in meeting the statutory requirements of a fiscally solvent multi-year budget based upon the following:

- The budget will maintain a positive certification;
- Negotiated Agreements will address total compensation, including:
 - Annual step and column raises,
 - Cost of increased STRS and CalPERS employer contribution increases,
 - Annual District payments to the independent employee retirement trust (EGBERT),
 - Annual Employer cost of 80% to 85% of medical premium costs, and
 - Dental, Vision, and Life Insurance premiums;
- The budget will fund the rising cost of operations (fuel, utilities, textbooks, supplies and materials, instructional and business operations, technology); and
- Alignment with State requirements and local priorities.

The District also has an interest in negotiating the following topics:

1. Total Compensation – Compensation and Benefits (Article 20 and 22)

The District wishes to maintain a total compensation package that is commensurate to that of comparable local districts while maintaining the fiscal stability of the District and is in alignment with State requirements, State regulations and local priorities. The District recognizes the cost of health and welfare benefits as an integral part of the total compensation package to be considered in conjunction with salary, as well as increases to CalSTRS and CalPERS employer contributions. The District has an interest in exploring a total compensation formula model. The District has an interest in ensuring that health and welfare benefits and related provisions, are consistent with the current implementation of federal health care law and in compliance with changes to the legal mandates as they arise.

2. Hours (Article 10)

The District has an interest in revising contract language regarding hours in order to meet student needs.

3. Working Conditions (Article 11)

The District has an interest in revising contract language regarding working conditions in order to meet student needs.

4. Leaves (Article 17)

The District has an interest in revising contract language regarding leaves related to the District's response to COVID-19 impacts.

5. PT, OT, and COTA Classifications

The District has an interest in modifying and updating contract language as necessary to address the addition of the PT, OT, and COTA classifications consistent with the parties' April 6, 2020 MOU.

6. Purpose of Agreement and Duration (Article 26)

The current collective bargaining agreement between NUHW and the District is effective through June 30, 2021. The parties agree to negotiate regarding the 2020-2021 school year consistent with the parties' initial proposals.

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