

LGUSD Comprehensive Settlement Proposal  
March 10, 2022

The Los Gatos Union School District proposes the following to settle and close contract negotiations with the LGUCEA for 2022-23 school year.

1. Article 10: Salary Schedule increases as follows:
  - Increase of 5% on the salary schedule for the 2022-23 school year pending board approval. Upon ratification, LGUCEA unit members will begin to receive the agreed upon salary increase for the remainder of the 2021-22 school year and continuing thereafter.
  - Increase of 5% on the salary schedule pending board approval for the 2023-24 school year effective 7/1/23.
  - Increase of 5% on the salary schedule pending board approval for the 2024-25 school year effective 7/1/24.
  - Professional Growth Increments shall be increased by 5% effective July 1 of each year of salary increase.
  - Lead Stipend will be indexed to the salary schedule beginning in the 2022-23 school year
2. Article 11: Health and Welfare Benefits
  - Increase of 5% on the amount the District shall pay towards health care and medical premiums for Employee Only; Employee + 1; Employee + Family effective January 1, 2023
  - Increase of 5% on the amount the District shall pay towards health care and medical premiums for Employee Only; Employee + 1; Employee + Family effective January 1, 2024
  - Increase of 5% on the amount the District shall pay towards health care and medical premiums for Employee Only; Employee + 1; Employee + Family effective January 1, 2025
3. Article 3 Agreement: Employees working a swing shift will be compensated 6.25% differential pay
4. Article 6 Agreement: Eliminates option to extend probationary period to comply with AB 1353
5. Article 9 Agreement
  - Provides option for board to extend accident and injury leave to align with certificated agreement

- Confirms that the District will implement all provisions covered by Workers' Compensation
  - Details that employees will not be required to make appointments related to Workers' Compensation outside of the school day, and that such appointments will not be deducted from employees' leave balance.
6. Article 16 Agreement: The Agreement shall remain in full force and effect through June 30, 2023 with the exception of Articles 10 & 11, which will remain in effect through 2025.

The District agrees to re-open negotiations on Article 10 & 11 for the 2022-23 school year should LGETA settle for a greater amount.