

**TENTATIVE AGREEMENT**  
**Scotts Valley Unified School District**  
**and**  
**Scotts Valley Education Association**  
**June 5, 2017**  
**Time:\_\_\_\_\_**

**Article 19.   COMPENSATION**

19.1 Total Compensation: total compensation consists of salary, step/column increases, statutory benefits, stipends, hourly wages, health and welfare benefits for current and retired employees.

19.1.1 Salary Compensation

See Appendix A: Certificated Salary Schedule

For the 2016-17 school year only, the District shall provide Association bargaining unit members a one-time, off-salary schedule bonus equal to three percent (3%) of each unit member's annual salary using each member's base annual salary on the 2016-17 salary schedule, less all applicable taxes and deductions. This bonus will only be paid one time to all existing employees in active employment status as of May 1, 2017. Payments will be made on or before July 10, 2017.

19.1.2 The stipend for the Master's Degree is ~~\$1400~~\$1200.

19.1.3 Anniversary increments are based on 4% of BA+ 75, Step 1.

19.1.4 The hourly rate for employees performing adjunct duties or other work outside of the regular work day approved by a District administrator shall be \$35 per hour.

[Negotiations note: Need to revise section 8.4 to reflect this hourly rate]

19.2 Insurance Coverage

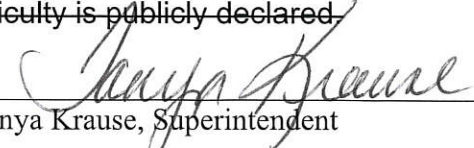
19.2.1.3 Bargaining unit members may buy up to any medical plan offered ~~by the JPA~~ at their own expense. Any change in plans must be done at the time of open enrollment.

~~19.3 Any future rebated monies from the Santa Cruz County Schools Health Insurance Group JPA will be designated for the purpose of covering any additional increases in medical costs for all employees. In the event that the Board publicly declares the District to be in financial difficulty, this section will be suspended in the year that the financial difficulty is publicly declared.~~

  
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John Magliato

Scotts Valley Education Association

June 5, 2017  
\_\_\_\_\_  
Date

  
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Tanya Krause, Superintendent

Scotts Valley Unified School District

June 5, 2017  
\_\_\_\_\_  
Date