

District Business and Advisory Services

SUMMARY OF 2014-15 SANTA CLARA COUNTY SCHOOL DISTRICT COLLECTIVE BARGAINING AGREEMENTS

District	Bargaining Unit	Board Approval	Effective Dates	On-going Salary Increase	One-Time Payments	H&W Increases	Other Settlement Components and Comments	Unduplicated Percentage	Basic Aid
Alum Rock	Alum Rock Educators Association (AREA)						• Not settled for 2014-15	88.64%	No
	California School Employees Association (CSEA)						• Not settled for 2014-15		
	Teamsters Local 150	1/15/15	7/1/14 - 6/30/15	2.00%		Yes	• 129.59 FTE • HW increase from 12,464 to 13,525 for Teamsters Kaiser effective 10/1/14 • HW increase from 15,841 to 16,902 for United Health Care HMO effective 10/1/14		
	Mgmt./Sup/Confidential								
Berryessa	CA Teachers Association of Berryessa (CTAB)	1/20/15	7/1/14 - 6/30/15	5.50%			• 374.85 FTE	56.01%	No
	Teamsters Local 150	1/20/15	7/1/14 - 6/30/15	5.50%			• 65.24 FTE		
	California School Employees Association (CSEA)	2/10/15	7/1/14 - 6/30/15	5.50%			• 117.2 FTE		
Cambrian	Cambrian District Teachers Association						• No contract for 2014-15	25.85%	No
	California School Employees Association (CSEA)	6/19/14	7/1/14 - 6/30/16	3.00%	5.00%		• 68 FTE		
Campbell Elem	California School Employees Association (CSEA)	6/12/15	7/01/13 - 6/30/15	2.00%	2.00%	Yes	• 2% salary increase 7/1/13 • 2% off salary base pay 6/30/14 • HW cap increased from 10,168 to 11,086 effective 1/1/14 • 2% salary increase 7/1/14 • 2% off salary base pay 6/30/15 • HW cap increased from 11,086 to 11,986 effective 1/1/15 • 232.36 FTE	75.45%	No
	California Educator Teacher Association (CETA)	5/15/14	7/1/13- 6/30/15	3.00%	2.00%	Yes	• 2% salary increase 7/01/13 • 2% off salary base pay 6/30/14 • HW cap increased from 10,168 to 11,086 effective 1/1/14 • 3% salary increase effective 7/1/14 • 2% off salary base pay 6/30/15 • HW cap increased from 11,086 to 11,986 effective 1/1/14 • 401.75 FTE		

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Campbell Union High	Campbell High School Teachers Association (CHSTA)	9/19/13	7/1/13 - 6/30/14	5.00%	2.00%		• 330 FTE • Parcel tax stipend if passes	26.00%	Yes
			7/1/14 - 6/30/15	2.00%					
	Campbell Adult & Community Educ. (CACE)	12/12/13	7/1/13 - 6/30/14	5.00%	2.00%		• 19 FTE		
			7/1/14 - 6/30/15	2.00%					
	California School Employees Association (CSEA)	12/12/13	7/1/13 - 6/30/15	5.00%	2.00%		• 106 FTE		
Service Employees International Union (SEIU)	2/5/15	7/1/14 - 6/30/15	2.00%			• 63.88 FTE • retro to 7/1/14			
Cupertino	Cupertino Education Association	6/17/14	7/1/13 - 6/30/15	2.00%		Yes	• H&W increase from 7,502,362 to 8,280,326 effective 7/1/14 • 915.68 FTE	16.17%	No
	California School Employees Association (CSEA)	6/17/14	7/1/13 - 06/30/15	2.00%		Yes	• H&W increase from 2,041,882 to 2,275,304 effective 7/1/14 • 408.31 FTE		
	SEIU Local 521	6/13/14	7/1/13 - 06/30/15	2.00%		Yes	• H&W increase from 1,197,834 to 1,254,011 effective 7/1/14 • 163.72 FTE		
	Cupertino Elementary School Administrators Association	6/13/14	7/1/13 - 6/30/15	2.00%		Yes	• H&W increase from 915,704 to 1,048,141 effective 7/1/14 • 98.13 FTE		
East Side	East Side Teachers Association	1/15/15	8/31/14 - 8/30/15	5.00%			• 1,159 FTE	55.09%	No
	California School Employees Association (CSEA)	1/15/15	7/01/14 - 6/30/15	5.00%			• 543 FTE		
	Adult Ed Teacher Union	1/15/15	8/31/14 - 8/30/15	5.00%			• 106 FTE		
Evergreen	Evergreen Teachers Association	3/12/15	7/1/14 - 6/30/16	3.25%			• 585.9 FTE	41.41%	No
	CA School Employees Association (CSEA)	3/12/15	7/1/14 - 6/30/16	3.25%	0.50%		• 221.95 FTE		
Franklin McKinley	Franklin McKinley's Education Association (FMEA)							87.57%	No
	California School Employees Association (CSEA)	1/13/15	6/30/15	2.90%			• 303.8625 FTE		
Fremont	California School Employees Association (CSEA)							18.83%	Yes
	Fremont Education Association (FEA)								
	Fremont Management Association (FMA)								

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Gilroy	Gilroy Teachers Association (GTA)	3/7/15	7/1/14 – 6/30/15	5.50%	2.00%		<ul style="list-style-type: none"> • 5.5% salary schedule increase in current year retroactive to 12/1/14 • 3% salary schedule increase starting July 2015 	72.97%	No
	California School Employees Association (CSEA)		7/1/15 – 6/30/16	3.00%			<ul style="list-style-type: none"> • 576.50 FTE • Not settled for 2014-15 • Not settled for 2014-15 		
	Federation of Teachers & Paraprofessionals						<ul style="list-style-type: none"> • Not settled for 2014-15 		
Lakeside	Lakeside Teachers Association						<ul style="list-style-type: none"> • Not settled for 2014-15 	21.51%	Yes
	California School Employees Association (CSEA)						<ul style="list-style-type: none"> • Not settled for 2014-15 		
Loma Prieta	Loma Prieta Teachers Association							8.27%	Yes
	Classified								
Los Altos	California School Employees Association (CSEA)	6/9/14	7/1/13-6/30/16	3.00%		Yes	<ul style="list-style-type: none"> • 3% salary schedule increase in current year retroactive to July • HW rate increase about 3% average in Jan 2015 • 3% salary increase for 2015-16 can be rescinded if budget cannot support the increase • 128 FTE 	14.19%	Yes
	Los Altos Teachers Association (LATA)	6/9/14	7/1/13-06/30/16	3.00%		Yes	<ul style="list-style-type: none"> • 3% salary schedule increase in current year retroactive July • HW rate increase about 3% average in Jan 2015 • 3% salary increase for 2015-16 can be rescinded if budget cannot support the increase • 254 FTE 		
Los Gatos	California School Employees Association (CSEA)	1/20/15	7/1/14 - 6/30/15	3.50%	2.00%	Yes	<ul style="list-style-type: none"> • 3.5% salary schedule increase in current year retroactive to July • 2% off salary • HW cap increased in Jan from • Employee:\$10,747 to \$11,357 • Employee +1=\$11,947 to \$12,657 • Family=\$13,747 to \$15,357 • 80 FTE 	5.86%	Yes
	Los Gatos Union Teachers Association	11/18/14	7/1/14 - 6/30/15	3.50%	2.00%	Yes	<ul style="list-style-type: none"> • Cert+Unrepresented (like management)= 3.5% salary schedule increase in current year retroactive to July • Cert+Unrepresented (like management)=off salary 2% • HW cap increased in Jan from • Employee:\$10,747 to \$11,357 • Employee +1=\$11,947 to \$12,657 • Family=\$13,747 to \$15,357 • 170 FTE 		

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Los Gatos – Saratoga	California School Employees Association (CSEA)						• Not settled for 2014-15	3.18%	Yes
	District Teachers Association (DTA)	4/1/14	7/1/13 – 6/30/15	3.42%	1.00%		• 3.42% increase and 1% one-time payment provided in 2013-14 • 172 FTE		
Luther Burbank	Luther Burbank Education Association - CTA/NEA (LBEA)						• Not settled for 2014-15	99.10%	No
	American Federation of State County and Municipal Employees Local 101 (AFSCME)	10/14/14	9/1/14-8/31/17	3.00%			• Rebenching of salary schedule and three percent		
Milpitas	California School Employees Association (CSEA)	3/24/15	7/1/14 - 6/30/15	4.00%			• 191.9969 FTE	49.11%	No
	Milpitas Management Association (MMA)	3/24/15	7/1/14 - 6/30/15	4.00%			• 480.20 FTE		
	Milpitas Teachers Association	3/24/15	7/1/14 - 6/30/15	4.00%			• 59.85 FTE		
Moreland	Certificated – Moreland Teachers Association (MTA)	8/13/13	7/1/13 - 6/30/14	2.00%	3.08%	Yes	• 229.07 FTE • One-time payments ranging from 0.5% to 1.5% depending on ending balance level (not included in the MYP) • H&W: 10.61% increase in 2013-14 • H&W: 6.40% increase in 2014-15	45.73%	No
			7/1/14 - 6/30/15	1.00%	1.72%	Yes			
	California School Employees Association (CSEA)	9/24/13	7/1/13 - 6/30/14	2.00%	2.68%	Yes			
			7/1/14 - 6/30/15	2.00%	1.59%				
	Management	6/24/14	7/1/14 - 6/30/15	2.00%					
	Morgan Hill Unified	Morgan Hill Federation of Teachers (MHFT)	6/24/14	7/1/14 - 6/30/15	4.00%				
Classified – SEIU Local 521		6/24/14	7/1/14 - 6/30/15	5.00%	None		Increase of paraprofessionals' (SEIU) work calendar for two years (2014-2015 and 2015-2016) and add two professional development days.		
Classified & Certificated – Morgan Hill Education Leader Association (MHELA)									

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Mt. Pleasant	Mt. Pleasant Educators Association						• Not settled for 2014-15	82.72%	No
	Classified						• Not settled for 2014-15		
Mt. View Los Altos	Classified						• Not settled for 2014-15	21.80%	Yes
	Certificated						• Not settled for 2014-15		
Mt. View Whisman	California School Employees Association (CSEA)	1/8/15	1/1/14 - 12/31/16	5.00%	2.00%	Yes	<ul style="list-style-type: none"> • 5% salary schedule increase Jan 2015 • 2% off schedule • 171 FTE • H&W: 11.18% increase 	49.24%	Yes
	Mountain View Educators Association (MVEA)	11/6/14	7/1/14 - 6/30/15	5.00%	2.00%	Yes	<ul style="list-style-type: none"> • 5% salary schedule increase retroactive to July • 2% off schedule will be paid in 6 equal payment from Jan to June 2015 • 252 FTE • H&W: 11.18% increase 		
Oak Grove	Oak Grove Educators Association	11/14/13	7/1/13-6/30/16	2.00%	1.00%		• 547.10 FTE	54.98%	No
	Oak Grove American Federation of State, County and Municipal Employees (AFSME)	2/12/15	7/1/14 - 6/30/15	5.00%	1.00%	Yes	<ul style="list-style-type: none"> • 135.01 FTE • 3% cap increase 		
	California School Employees Association (CSEA)	1/22/15	7/1/14 - 6/30/15	5.00%	1.00%	Yes	<ul style="list-style-type: none"> • 185.86 FTE • 3% cap increase 		
Orchard	Orchard Teachers Association CTA/NEA (OTA)	6/11/13	7/1/13 - 6/30/14	3.00%	\$850		<ul style="list-style-type: none"> • 36.6 FTE • Master & Doctor stipend increase from \$1,285 to \$1,350 • Masters & \$3,212 to \$3,375 doctorate; • Three additional Extra Duty stipends \$2,500/year 	69.72%	No
			7/1/14 - 6/30/15	2.00%	\$750		• 36.6 FTE		
	Service Workers Local 715 AFL-CIO / CLC (SEIU)	6/18/13	7/1/13 - 6/30/14	3.00%	\$850		• 19.11 FTE		
			7/1/14 - 6/30/15	2.00%	\$750		• 19.11 FTE		
Palo Alto	California School Employees Association (CSEA)						• Not settled for 2014-15	17.24%	Yes
	Palo Alto Educators Association (PAEA)						• Not settled for 2014-15		
Unified	San Jose Teachers Association (SITA) AFT						• Not settled for 2014-15		

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San Jose							• Not settled for 2014-15	49.05%	No
	Classified – AFSCME, CSEA, Trades, SJAA						• Not settled for 2014-15		
Santa Clara Unified	California School Employees Association (CSEA)							55.58%	Yes
	United Teachers of Santa Clara, CTA/NEA	1/22/15		8.00%		Yes	<ul style="list-style-type: none"> • 8% salary schedule increase in current year retroactive to July • New salary Feb (including hourly) • HW cap increased from \$825.90 to \$900 Jan 2015 (hit PR in Dec paid in advance 1 month) • 810 FTE 		
Saratoga	Saratoga Classified Association	10/28/14	7/1/13 - 6/30/14	3.50%	1.50%			7.36%	Yes
			7/1/14 - 6/30/15	3.50%		Yes	• H&W: 5% cap increase		
	Saratoga Teachers Association	10/28/14	7/1/13 - 6/30/14	3.50%	1.50%				
			7/1/14 - 6/30/15	3.50%		Yes	<ul style="list-style-type: none"> • H&W: 95%/5% in 2014-15; 90%/10% in 2015-16 (tentative) • H&W: 5% cap increase 		
Sunnyvale	Classified	11/6/14	7/1/14 - 6/30/15	3.50%			<ul style="list-style-type: none"> • 3.5 % salary schedule increase current year retroactive to July • HW change in Jan, but Dec paid for Jan • 364 FTE 	55.66%	Yes
	Sunnyvale Educators Association (SEA)						• Not settled for 2014-15		
Union	Certificated – Union District Educators Association (UDEA)	6/10/13	7/1/13 - 6/30/14	3.00%	\$ 500		<ul style="list-style-type: none"> • H&W cap \$7,776 single; \$14,100 family • \$500/FTE off-schedule per year • Add'l \$1,000/FTE if GO Bond Measure passes • Add'l \$1,000/FTE if parcel tax passes • No reopener 	20.57%	No
			7/1/14 - 6/30/15	2.50%	\$ 2,500				
			7/1/15 - 6/30/16	2.00%	\$ 2,500				
	California School Employees Association (CSEA)	6/13/13	7/1/13 - 6/30/14	3.00%	\$ 500				
			7/1/14 - 6/30/15	2.50%	\$ 2,500				
			7/1/15 - 6/30/16	2.00%	\$ 2,500				