

TENTATIVE AGREEMENT
BETWEEN
THE GLENDORA UNIFIED SCHOOL DISTRICT
AND
THE GLENDORA TEACHERS ASSOCIATION
NOVEMBER 3, 2016

The following Agreement closes all Salary and Fringe Benefit negotiations for the 2016-17 school year. Both negotiation teams recommend ratification of this Tentative Agreement.

Salary (Article XV, Appendix A-1)

Retroactive to July 1, 2016, a 3% salary increase will be applied permanently to the 2016-17 certificated salary schedule.

Fringe Benefits (Article XIII, Appendix B)

For the 2016-17 school year only, the annual District contribution for medical benefits will be increased by \$650.00 for all active bargaining unit employees who are currently enrolled in medical benefits. If the unrestricted ending fund balance of the 2016-17 Unaudited Actuals is equal to or in excess of \$9.3 million, this increase will become permanent to the annual District's contribution effective October 1, 2017, for all bargaining unit members who are enrolled in medical benefits.

Calendar (Article XLIV, Appendix C)

GUSD and GTA agree to the 2017-18 Calendar, as attached.

Term (Article XXXIII)

Amend section 33.1 as follows:

The Agreement shall be for one year, from July 1, 2016 through June 30, 2017. This Agreement concludes all salary and fringe benefit negotiations through June 30, 2017. Since the Contract is open on all articles during the 2016-17 school year, it is the intent of both the GUSD and the GTA to continue discussions regarding Contract Language of interest to both the District and the GTA. The District and the GTA will meet and consult regarding the Governor's January 2017 Budget proposal and an update of the District's finances by no later than March 1, 2017.

Collaborative Solutions Committees (MOU)

The parties agree to continue the work of the Joint Stipends Committee for the purpose of reviewing the amounts and types of stipends available to members. This committee will be comprised of five (5) GTA members, selected by GTA and five (5) District members selected by the District. This committee will meet during the 2016-17 school year in order to have additional committee recommendations considered for the 2017-18 negotiations.

In addition, utilizing the Interest Based Bargaining process already in place, the parties agree to meet and consult on the issues and concerns related to the Budget, Benefits, ADA/Marketing, and Special Education.

For the District:

Dominic T. Magis
Date: 11/3/16

For GTA:

Raty Mendes
Date: 11/3/16