Tentative Agreement  
Between  
San Juan Unified School District  
and the San Juan Supervisors’ Association  
November 6, 2014

Article 2 – Contract Provisions

2.4 Terms
2.4.1 Duration: This contract shall remain in full force and effect from July 2, 2014 through June 30, 2017, with re-openers in the second and the third year of the agreement on wages, benefits and two articles to be identified by each party.

2.5 The District agrees to publish the contract on the District Website and to make copies available to members upon request.

Article 4 – Conditions of Employment

4.5 If a permanent member of the Supervisors’ Unit is appointed to a different position of equal or higher salary, he/she shall be considered probationary in the new position for a period of six (6) months. In the event the member is unsuccessful in the new position during the probationary period, he/she shall be entitled to reinstatement to his/her original or like position.

4.7 Professional Growth

4.7.2 The professional growth program shall be administered by a committee of five (5) members: three from the Supervisors’ Unit and two from the District. The Professional Growth Committee shall be responsible for developing guidelines for professional growth activities and related expenditures.

4.8 Supervisors’ Council

4.8.1 During the year, the Human Resources Department designee shall meet with Association Representatives to schedule one Supervisors’ general membership meeting and determine if and when additional membership meetings should be scheduled.

Article 5 – Salaries

5.1 Salaries

For the 2014-15 school year, all salaries shall be increased by a total of 4.5%. 3% shall be retroactive effective July 1, 2014 and the remaining 1.5% shall begin February 1, 2015. The 3% increase shall be implemented no later than December 19, 2014. The retroactive payment for July 1, 2014 through November 30, 2014 shall be made no later than January 30, 2015.
Article 6 – Fringe Benefits

6.1.1 Medical

Add: **Beginning the next open enrollment benefits period*, the District shall provide a hearing aid rider benefit offered by both medical plan options (WHA/Kaiser) for employees and dependents at the $1000 allowance level.

(*effective date of benefit to be clarified)

6.8 Golden Handshake – delete

Article 9 – Holidays

All members shall be granted the following paid holidays, provided the member is in a paid status during any portion of his/her regular work day of his/her regular assignment immediately preceding or succeeding the holidays.

List Holidays (with no dates)

*Actual holiday dates may be found on the District Website.*

Side Letter regarding District Vehicles – retire from contract.

*Update list of classifications and salary schedule and have available on the Web.*

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Jim Shoemake, Senior Director  11/6/14
Labor and Employee Relations  SJUSD

Mike Anderson, President  11-6-2014
San Juan Supervisors Association  SJSIA