

TAMALPAIS UNION HIGH SCHOOL DISTRICT

Office of Human Resources

May 3, 2021

TUHSD – TFT NEGOTIATIONS

Article VII, Salaries and Benefits

Tentative Agreement: May 3, 2021

Term: three-year Agreement, retroactive to July 1, 2020, for the 2020 - 2021 school year:

Class Size Ratios:

- Extend Class Size MOU for three additional years with:
 - No individual section “cap.”
 - An individual teacher total maximum contact of 165 students (with the exception of Physical Education and any other past practice exceptions).
 - With this extension, the ‘Class Size’ MOU will expire at the conclusion of the 2024-25 school year.

- Include the increase of the Counseling Department student contact ratio from 325 students to 350 students in the proposed three year extension of the Class Size ratio MOU.
 - In addition, this increase from 325 students to 350 student contact per counselor will take effect on July 1, 2021, one year prior to the proposed MOU taking effect.
 - With this extension, the ‘Class Size’ MOU will expire at the conclusion of the 2024-25 school year.

Salary:

- 2020-2021: 2% on-schedule salary increase; 4% off-schedule payment (with the removal of the property tax off-schedule share as noted in the last TFT-District agreement).

- 2021-2022: 2.5% on-schedule salary increase and an on-schedule property tax share as detailed in the table below; and a 1% off-schedule payment.
 - This compensation is inclusive of an additional seven (7) hours of district-approved professional development for the current year only.

- 2022-2023: 3% on-schedule salary increase and an on-schedule property tax share as detailed in the table below; and a 3% off-schedule payment.
 - This compensation is inclusive of an additional seven (7) hours of district-approved professional development for the current year only.

Year	Ongoing Raises with CY secured prop tax at less than or equal to <u>4.99%</u>	<u>Additional Ongoing</u> Raises with CY secured prop tax at <u>5-5.99%</u>	<u>Additional Ongoing</u> Raises with CY secured prop tax at <u>6+%</u>
2021-22	2.5%	+ 0.5% = 3% total	another + 0.75% = 3.75%
2022-23	3.0%	+ 0.5% = 3.5% total	another + 1.5% = 5%
Data Source for Property Tax Rates: 'Secured Property Tax % Increase from PY' cell on the 'LCFF Calculator' Excel file ('Local 2' tab) provided by Marin County Department of Finance (via MCOE) for Unaudited Actuals for the appropriate fiscal year.			

2021-22 Property Tax Share details:

1. At the commencement of the 2021-22 school year, all certificated staff will receive a 2.5% on-schedule salary increase.
2. If actual secured property tax growth percentage rate is at 5% or above (per the Board-approved Unaudited Actuals budget report in September 2022), then an additional on-schedule salary increase (per the table above) will be provided to certificated staff:
 - a. The potential increase will be retroactive to July 1st, 2021, therefore all certificated staff will receive a retroactive payment for the concluded 2021-22 school year
 - b. The potential increase will then be applied to the 2022-23 salary schedule and will be retroactive to July 1st, 2022. Certificated staff will then receive a retroactive payment for the time period July 1st, 2022 up until the time when this salary increase is applied to the normal end-of-month paychecks.
 - c. The resulting 1% 2021-22 off-schedule payment rate will be based off the new compensation amounts as a result of the "Property Tax Share" details above. As a result, this off-schedule payment will be processed at a later date after actual property taxes are provided in September 2022.

2022-23 Property Tax Share details:

1. At the commencement of the 2022-23 school year, all certificated staff will receive a 3% on-schedule salary increase.
2. If actual secured property tax growth percentage rate is at 5% or above (per the Board-approved Unaudited Actuals budget report in September 2023), then an on-schedule salary increase (per the table above) will be provided to certificated staff:
 - a. The potential increase will be retroactive to July 1st, 2022, therefore all certificated staff will receive a retroactive payment for the concluded 2022-23 school year.
 - b. The potential increase will then be applied to the 2023-24 salary schedule and will be retroactive to July 1st, 2023. Certificated staff will then receive a retroactive payment for the time period July 1st, 2023 up until the time when this salary increase is applied to the normal end-of-month paychecks.

- c. The resulting 3% 2022-23 off-schedule payment rate will be based off the new compensation amounts as a result of the "Property Tax Share" details above. As a result, this off-schedule payment will be processed at a later date after actual property taxes are provided in September 2023.

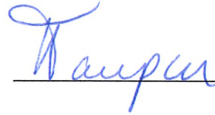


Ann Jaime, President

Tamalpais Federation of Teachers

5/5/21

Date



Dr. Tara Taupier, Superintendent

Tamalpais Union High School District

5/5/21

Date