



# Sweetwater Union High School District's Update on Negotiations

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Negotiations with SCGA

October 29, 2015

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To promote transparency, community awareness, accountability and open communication, the Governing Board of the Sweetwater Union High School District (SUHSD) has directed its team to provide regular and factual updates following negotiation sessions with the Sweetwater Counseling and Guidance Association (SCGA). This is the District's fifth update on its negotiations with SCGA.

## **Next Session**

Negotiations will resume on November 18, 2015.

## **October 27, 2015 Afternoon Session**

The District's and SCGA's teams met for negotiations on October 27, 2015.

The teams exchanged written proposals regarding salary, health and welfare benefits and caseload.

The parties reached a tentative agreement on health and welfare benefits including amendments to retiree benefits eligibility, effective January 1, 2016. As set forth in the tentative agreement, effective January 1, 2016, the District's maximum annual benefits contribution shall be increased by one thousand dollars (\$1,000.00), from thirteen thousand one hundred thirty dollars (\$13,130) to fourteen thousand one hundred thirty dollars (\$14,130). This increase will help employees, in particular those employees electing dependent and family coverage, address recent benefits increases. The tentative agreement also extends dental, vision and life insurance coverage to eligible retirees, effective January 1, 2016.

The parties have made considerable progress on the two remaining issues: salary (the District has proposed a 4.5% salary schedule increase, effective July 1, 2015), and caseload.