

CALAVERAS AREA SUBSTITUTE TEACHERS ASSOCIATION (CASTA)

2016-17 Proposal

September 20, 2016, 2:30pm

CASTA: Karen Schroven, Sharon Fisher, Pearl Bizer

CUSD: Kathy Griggs, Kassandra Booth

CASTA presented the following proposal:

- 1) We propose that our base pay matches that of the other side of the county, \$125.00 a day. In doing so, all other levels of pay will be altered as follows:
 - a. \$98.00 a day (starting pay of restricted subs) will increase to \$125.00 a day
 - b. \$118.00 a day (starting pay/unrestricted) will increase by \$7.00 to \$125.00 a day
 - c. \$133.00 a day (unrestricted/working 50 or more days a school year) will increase by \$7.00 to \$140.00 a day
 - d. \$143.00 a day (unrestricted w/20 or more years subbing for CUSD) will increase by \$7.00 to \$150.00a day.
- 2) In addition, we propose all 4 pay levels are paid \$80.00 for a half day rate.
- 3) We also request that we eliminate all site restrictions as the other side of the county has done.
- 4) We would like these changes to reflect, retroactively, to the beginning of this school year, July, 2016.

C.A.S.T.A, continued

2016-2017

- 1) We propose that subs asked to cover prep periods for teachers other than the one they've been booked for are paid an additional flat rate of \$30.00 a day.
- 2) We propose that subs willing to work in moderate to severely handicapped classes are paid an additional \$10.00 a day.
- 3) We propose that subs working in the district for more than 25 years are given a longevity/incentive raise of \$10.00 a day.
- 4) We request that a CASTA board member is contacted and advised of any disciplinary action taken against one of our subs *before* a meeting has taken place. They have the right to have one of us present, as that is one of the reasons we formed our bargaining unit: to support and represent all subs working in CUSD.
- 5) We propose that the wording in Article 9, Section I, be changed to read, "Substitutes who have served the district for 20 cumulative years will receive a daily increase of \$10.00."

The next negotiations sessions has been scheduled for October 19, 2016 at 2:30 pm at the District Office.