

**CALAVERAS AREA SUBSTITUTE TEACHERS ASSOCIATION**

**Calaveras Unified School District's Counter Proposal 10/19/16**

**CASTA Counter to Districts Proposal 10/19/16**

**Calaveras Unified School District's Counter to CASTA 10/19/16 Proposal**

**November 1, 2016**

**CASTA counter to District Proposal 11/1/16 Proposal**

**2016-2017**

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 \$150.00 a day.

10/19/16 -The District proposes unrestricted pay be increased to \$125.00 a day and restricted pay remain at \$98.00 a day. The District proposes removing the \$15.00 increase for 50 or more days for both restricted and unrestricted.

The District proposes "grandfathering" those employees who currently have more than 22 years of service be paid at a rate of \$143.00 a day and removing the premium of \$10.00 a day above existing rates for all future substitutes.

CASTA accepts the District's proposal of unrestricted pay be increased to \$125.00 a day and restricted pay remain at \$98.00 a day. CASTA does not agree with removing the \$15.00 increase for 50 or more days.

CASTA proposes those substitutes who have served the district for 20 or more cumulative years will receive a daily increase of \$10.00. (Article 9, section 9.)

CASTA continues to propose, if base pay increases to \$125, employees who work 50 or more days in a year, and who have more than 20 years of service, would be paid at \$150 per day.

11/1/16: The District's proposal for this item remains the same as outlined on 10/19/16 above.

CASTA proposes keeping Article 9, section C as is with the current unrestricted rate at \$118. At the 51<sup>st</sup> worked day of the school year the daily rate will go up to \$140 per day. This rate

would remain in effect for the subsequent year. If a sub does not work a minimum of 50 days that year, their rate will drop to the beginning rate (\$118) the following year.

CASTA proposes substitutes who have served the district for 20 or more cumulative years will receive a daily increase of \$10. Cumulative years means a substitute must work at least one day in the year to have that year counted in the total number of years.

CASTA proposes that the long-term substitute rate be raised to \$160 daily, after 10 consecutive days in the same position, retro to day one.

CASTA proposes placement on the certificated salary schedule, BA Step 1, will occur after the 21 consecutive days in the same position, retro to day one in that assignment.

2) TA - In addition, we propose all 4 pay levels are paid \$80.00 for a half day rate.

10/19/16 - The District proposes unrestricted half day rate increase to \$75.00 and restricted half day rate remain the same at \$49.00.

CASTA accepts unrestricted rates for half day to increase to \$75 and restricted half day remain at \$49.00.

11/1/16: The District's proposal remains the same as outlined in the 10/19/16 proposal with the clarification of - if a substitute works two - ½ day shifts, at two different sites, in the same day, the substitute would earn both ½ day rates.

3) TA - We also request that we eliminate all site restrictions as the other side of the county has done.

10/19/16 - The District proposes that this remain in effect as outlined above.

CASTA agrees with leaving restricted and unrestricted options for subs.

4) TA - We would like these changes to reflect, retroactively, to the beginning of this school year, July, 2016.

10/19/16 - The District proposes the agreed upon changes become effective July 1, 2017.

CASTA proposes the changes to take effect January 1, 2017.

11/1/16 – The District proposes that this agreement would take effect the month following the approval by the CUSD Board.

**C.A.S.T.A, continued**

**2016-2017**

1) TA - 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.

10/19/16 - The District proposes no change in the current payment policy.

*CASTA concedes to no changes to the current policy.*

2) We propose that subs willing to work in moderate to severely handicapped classes are paid an additional \$10.00 a day.

10/19/16 - The District proposes no change in the current payment policy.

*CASTA does not agree with the counter proposal, and would like to resubmit their original request of \$10.00 as outlined.*

11/1/16 – The District proposal remains as outlined on 10/19/16.

*CASTA would like more time to respond to this counter and will have a written proposal prepared for the next meeting.*

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.

10/19/16 - The District proposes no change in the current payment policy as outlined above.

*CASTA proposes to increase the years of services to 30 years for longevity/incentive raise of an additional \$10.00 a day.*

11/1/16 – The District proposes no change in the current payment policy as outlined on 10/19/16.

*CASTA proposes subs working in the district for 30 years, will receive a longevity/incentive raise of \$7.00 a day.*

4) TA - 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.

10/19/16 - This process is already outlined in the current contract under Article 5, Section C and the District agrees to uphold this section.

*CASTA agrees it is already in place.*

5) **TA** 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."

10/19/16 - The District proposes "grandfathering" those employees who currently have more than 22 years of service be paid at a rate of \$143.00 a day and removing the premium of \$10.00 a day above existing rates for all future substitutes.

See above for CASTA's response to this proposal (Page 1 - #1).

11/1/16 – The District proposes that item #5, p. 3, be removed as this proposal is outlined in the District's counter proposal on 10/19/16 (page 1, item #1).