

August 2, 2017

Brothers and Sisters:

We are currently in bargaining for a new contract for the SAUSD Substitute Teachers. After a review of the surveys returned, the issues we have presented to the District include:

1. Substantial wage increases in all years.
2. Enhancements to the scheduling process.
3. Paid time off.
4. Improvements to safety.

Our next bargaining meeting is scheduled for August 10<sup>th</sup>. If you haven't signed a membership card, please do so. We need maximum membership participation to build on the gains we achieved in the last contract shown below.

#### **Article 10**

#### **WAGES**

##### **Section 1 - Day-to-Day Substitution**

Substitute teachers shall receive one hundred ~~five~~ **twenty-one** dollars (~~\$105.00~~) **\$121** per day for each full day of substitute work.

##### **1.1**

- a) Upon completion of 60 days of substitute service within one school year the individual daily rate shall "bump" to one hundred forty-one (\$141) per day for the remainder of the current school year in which the 60 days was reached.**

##### **Section 2 – Long Term Substitution**

Long term substitutes shall receive one hundred ~~twenty~~ **thirty-six** dollars (~~\$120.00~~) **\$136** per day for each full day of substitution when the assignment exceeds ten (10) days. The rate shall be retroactive to the first day of assignment. Long term substitution is defined as more than ten (10) consecutive days taught in the same assignment within a given school year.

##### **2.1**

- b) Upon completion of 60 days of substitute service within one school year the individual long terms rate shall "bump" to one hundred fifty-six (\$156) per day for the remainder of the year in any long term assignment**

##### **Section 3 – Retiree Substitutes**

Any retiree from the District who retires as a teacher and performs substitute service shall receive one hundred ~~twenty~~ **thirty-six** dollars (~~\$120.00~~) **\$136** per day for each full day of substitute service

**SECTION 5-WORK DAY**

The assigned work day shall be equivalent to the absent teacher work day. The substitute shall report to the principal's office one half hour before classes are scheduled to begin and shall remain on duty at school until the end of the regular work day (check with principal or secretary) or until all professional duties are completed.

**5A. The District shall provide a paid professional development (PD) day to all CWA Bargaining Unit Members. The content of the PD shall be at the District's discretion. The PD day shall be completed within the first 60 days of the first student day, or within 60 days of new hire.**

This compensation proposal is for the 15/16 & 16/17 school year. The increase in compensation rate shall be immediately effective upon ratification of both CWA and the Santa Ana Unified School Board.



Mark A. McKinney  
Santa Ana Unified School District



Kenny Williams  
Communication Workers of America