

TENTATIVE AGREEMENT
Between
Santa Cruz City Schools
and
Greater Santa Cruz Federation of Teachers
2011-2012
5:23pm

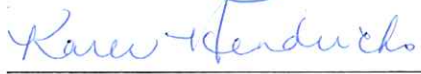
The Santa Cruz City School District ("District") and the Greater Santa Cruz Federation of Teachers ("GSCFT"), collectively referred to as "the parties," have considered their mutual interests and recognize the value and benefit of a constructive working relationship. Accordingly, the parties agree to conclude negotiations for the 2011-12 school year on the following terms and conditions:

1. The parties' collective bargaining agreement, which expires on June 30, 2011, shall be continue without modification, except as expressly provided herein until June 30, 2014. For the 2012-13 school year, each party may reopen negotiations on salary, benefits and two (2) articles. The Federation shall submit its proposed reopeners no later than February 15, 2012. The District shall submit its proposed reopeners no later than March 15, 2012. For the 2013-14 school year each Party may reopen negotiation on salary, benefits and three (3) articles. The Federation shall submit its proposed reopeners no later than February 15, 2013. The District shall submit its proposed reopeners no later than March 15, 2013.
2. The attached initialed and dated Tentative Agreements shall be incorporated into the collective bargaining agreement where appropriate.
3. The terms of the parties' collective bargaining agreement shall not be modified for the 2011-2012 fiscal year except as described in paragraphs 1 and 2 above.
4. This agreement shall not be effective until and unless it has been approved by the District's Board of Education and GSCFT's governing board. GSCFT and the District's bargaining team members acknowledge that by their signatures below they are entering into a good faith commitment to secure approval of this Agreement.
5. The parties agree to commence negotiations during the month of March, 2012 on 2012-13 proposals.

Dated: February 1, 2012

For the District:









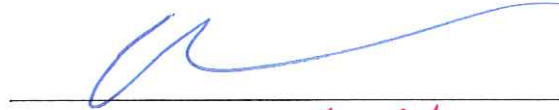




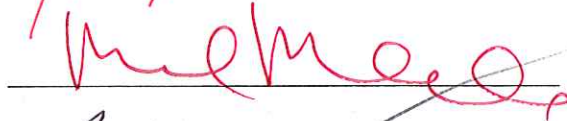




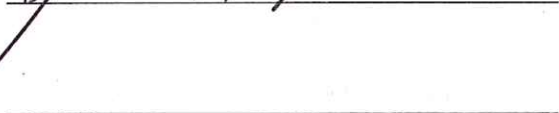
For GSCFT:











ARTICLE I - DURATION

(32) 4:32pm 5:03

The duration of this Agreement shall be from July 1, 2011 through June 30, 2014. For the 2012-13 school year, ~~the Federation shall Sunshine up to three (3) article proposals to be submitted for the first Board Meeting in November, 2010. The District shall Sunshine up to three (3) article proposals to be submitted for the first Board Meeting in January, 2011, each Party may reopen negotiations on salary, benefits and two (2) articles. The Federation shall submit its proposed reopeners no later than November 2012~~ February 2012. The District shall submit its proposed reopeners no later than January March 2012.

~~For the 2013-14 school year, each Party may reopen negotiations on salary, benefits and three (3) articles. The Federation shall submit its proposed reopeners no later than November 2012~~ February 2013. The District shall submit its proposed reopeners no later than January March 2013.

TR

12-12-11

JJ
Kendricks

[Signature]

[Signature]

Henry Ballar
[Signature]

DISTRICT PROPOSAL
December 12, 2011

3:00(3) 5:03 p.m.

Formatted: Right

Amend ARTICLE XX – PROFESSIONAL COURTESY to provide as follows:

- A. Intra-district Transfer: Following siblings of current open enrollees, children of permanent district employees who reside within Santa Cruz City Limits shall be given first priority under Open Enrollment.
- B. ~~Residency due to Employment: Through the 2009-10 school year, permanent district employees who apply for and receive residency transfers for their children on the basis of employment within the district, shall have first priority for their children following current Open Enrollees and their siblings already placed.~~
Through the duration of this agreement 2012-13 school year, bargaining unit members who reside outside of the boundaries of the Santa Cruz City School District may apply for and shall receive an interdistrict transfer for their children to attend a school operated by the District on a space available basis. The decision of the District regarding whether space is available shall not be subject to the grievance procedure of this Agreement. However, a faculty member who is denied an interdistrict transfer may request in writing the reasons for such denial, to which the district will respond in writing. Any class size limitation provided by Article XIII of this Agreement shall not include the children of bargaining unit members in the grade levels and schools which they attend. Each child granted an interdistrict transfer is granted such a transfer for one year at a time and is subject to the same standards that are applicable to other interdistrict transfers granted by the District.

Formatted: Strikethrough

Formatted: Strikethrough

Formatted: Strikethrough

TA
12-12-11
JZF
Kendricks
Helayne Ballab
RD
M. J. [Signature]