

## **LCTA-USD 506 Negotiations**

### **Ratified by LCTA**

**July 27, 2021**

1. Two-year agreement 2021-2023
2. \$900 on base Year 1 and \$800 on the base in Year 2
3. Step and column movement each year.
  4. Add additional step in Columns 3, 4, 5, and 6 in Year 1. Add step to Column 5 in Year 2. Add 0.5% per year to Column 6 starting in Year 2.
5. Add \$10 to the fringe in Year 1 and up to \$10 in Year 2 (not to exceed the actual monthly increase to the Option C employee premium).
6. \$500 retention incentive to be paid in November 2021 and another \$500 in November 2022. Not part of base salary. (language below)
7. Restriction on synchronous teaching unless a health emergency has been declared at the federal, state and/or local governmental body. (language below)
8. Sick Leave Pool - New Article XXX and new form
9. COVID related absence MOU (language below)

#### **Proposed COVID related MOU**

If the employee remains fully vaccinated, any absence required by COVID illness or by a quarantine required by the county health department or authorized designee will not be charged to the employee's own accumulated sick leave. This item shall sunset on June 30, 2022, unless expressly renewed.

#### **Proposed language for Retention Incentive**

If allowed by the federal and state guidelines, each professional employee that worked in USD 506 (or in another school district in 2020-21 unless a similar payment by the former district has already been received) and is employed as a professional employee in USD 506 in 2021-22 shall receive a \$500 retention incentive payment to be paid in a separate check by November 20, 2021.

If allowed by the federal and state guidelines, each professional employee that worked in USD 506 (or in another school district in 2021-22 unless a similar payment for that year by the former district has already been received) and is employed as a professional employee in USD 506 in 2022-23 shall receive a \$500 retention incentive payment to be paid in a separate check by November 20, 2022.

#### **Synchronous Teaching**

Synchronous teaching shall not be required of any professional employee unless there has been a health crisis state of emergency declared by the state and/or the county.

Synchronous teaching shall not be required of any professional employee unless there has been a health crisis state of emergency (or other similar state of emergency) declared by the appropriate federal, state, and/or local governmental body.