



DMUSD and DMCTA

Tentative Agreement

Tentative Agreement

- Settlement Agreement concluded after 2 years of negotiations
- Many unknowns complicated negotiations
- Both parties were highly engaged in finding solutions
- Settlement is the second part of the budget solutions process

Tentative Agreement Cont.

- Agreement provides approximately \$1 million in budget solutions
- Agreement includes permanent contract language changes as well as temporary changes that are included in a 1 year Memorandum of Understanding

TA: What is included

- No salary or benefits increases for the 2011-2013 school years
- Contract language changes in the Site-Based Decision-Making and Grievance Articles
- Extends the term of the contract through 2016
- Memorandum of Understanding for 1 year

Memorandum of Understanding

- MOU is temporary (1 year only)
- Increases class size from 20 to 22 in K-3
- Corresponding reduction in ESC
- No upper grade comp or conference days
- Over-class size stipend savings
- Reduced “out of contract pay” for shared contracts

MOU continued

- Offers incentive for early retirement
- ESC Program review committee
- Restoration language in the event of unanticipated or new revenues

Recommendation

- Superintendent recommends modifications to the Collective Bargaining Agreement between the Del Mar Teachers Association and the Del Mar Union School District