**From:** Merklein, Trip [CO]   
**Sent:** Wednesday, May 18, 2011 7:19 AM  
**Cc:** Burkett, Kay [CO]; Docherty, Fran [CO]  
**Subject:** Tentative Agreement Reached  
**Importance:** High

Dear SVVEA Colleagues,

Negotiations concluded yesterday with tentative agreement reached on three Articles and two Memoranda of Understanding.

Below is a general summary of each, but *please familiarize yourself with the attachment of the actual 2011 Tentative Agreements*.

Article 2: General Provisions

Revisions were made that strengthen and codify teacher protection language in the investigative process following a complaint which could lead to administrative leave and termination of employment. The additions are a result of a distinctly different administrative approach to student accusations against teachers this year.

Article 8: Teachers Hours and Loads

We vigorously defended the existing provisions of this article. The District Team initially proposed 12 extensive changes, including teacher plan time beyond 45 minutes being principal-directed, elimination of teacher-directed plan time during Late Start Days, expansion of required meetings and activities, and 8 hours of district-directed professional development at the beginning of the year. Many elementary teachers would have lost 45 minutes of plan time one day per week.

Your Association Team proposed language based upon responses to the member survey and the TELL survey, which indicated a desire for more teacher-directed collaborative time and better use of existing Late Start and professional development time.

The teams wrestled with the vast differences for a couple of days and ultimately determined there was little room for compromise. To reach agreement on other proposals, we finally settled on allowing 1.5 hours for staff meeting at the beginning of the school year.

Article 39: Collaborative Decision Making (new article)

Working from a revived MOU this new language clarifies the building-level decision making process. Prior to a decision being made, teachers shall have a clear understanding of the scope and sequence of the manner in which a decision will be made, and whether it is to be collaborative, consultative, or a directive by administration. General guidelines and expectations are established for collaborative decision making. Beyond bringing transparency to decision making, this language has implications for decisions about staffing and scheduling, instructional practices, and use of time, among others. SVVEA will be closely monitoring its implementation.

Memoranda of Understanding

1. Support for Implementation of Article 39:  Explore and evaluate collaborative opportunities and training.
2. Senate Bill 191: SVVEA and the District will continue to facilitate discussions regarding the implementation of SB 191 requirements for teacher and principal effectiveness. Current language for the teacher evaluation process shall remain in effect during 2011-2012 while recommendations from the State Council on Educator Effectiveness are reviewed by CDE and presented to the state legislature in February, 2012.

Your Negotiation Team is extremely disappointed that the District Team was not authorized by the Board of Education to extend the contract date by a year (to June 30, 2013) as has been the traditional practice.

Ratification ballots will be in buildings with your ARs by this Friday,5/20, with results emailed to members no later than Friday, 5/27. We appreciate your efforts to participate in this process, especially considering the quick voting turnaround during the usual busy end-of-year activities and final exams.

Sincerely,

SVVEA Negotiation Team

Faythe Hanna, Chairperson

Cyrus Collier

Sarah Hightower

Mike Newell

Fran Docherty, UniServ Director

Trip Merklein, President