

2017-2018 Non-Bargaining Agreement

Summary of Changes

Article	Changes
3 Contracts	<ul style="list-style-type: none"> Clarifies contract language. Includes language referencing the 2017-2018 Exempt Administrator (Non-Certificated) Contracts as approved by the Governing Board June 27, 2017.
4 Reduction in Force	<ul style="list-style-type: none"> Modifies Reduction in Force language to include provisions for all employees listed in the Agreement.
7 Family Illness	<ul style="list-style-type: none"> Affirms that District will comply with The Fair Wages and Healthy Families Act. Currently, we are compliant. Further, ensures the definition of “family” is inclusive of current practices.
8 Unpaid Leaves of Absence	<ul style="list-style-type: none"> Memorializes actual practice with regard to unpaid leave insurance coverage in which an employee may choose to attain COBRA coverage at employee’s expense. The previous language was not specific as to the type of plan available to the employee.
Appendix A Supervisory/Confidential Titles	<ul style="list-style-type: none"> Provides a current list of job titles.
Appendix C Exempt Coordinators	<ul style="list-style-type: none"> Provides a current list of job titles.
Appendix E Exempt Administrators	<ul style="list-style-type: none"> Provides a current list of job titles. Further, it removes letter designations from the salary schedule. The removal of the letter designations did not result in a decrease or increase in Employee salaries. Adds listing of titles associated with Superintendent Leadership Team.

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	Lastly, verifies that all future Exempt Administrator and Superintendent Leadership Team positions shall be subject to Governing Board approval.
Appendix F Salaries	<ul style="list-style-type: none">• Includes salary schedule for Grade 7.