

**Negotiations with SEIU
Comprehensive Tentative Agreement
December 18, 2017**

The Parties have completed negotiations on the Collective Bargaining Agreement that expired on June 30, 2016. All articles of the Collective Bargaining Agreement remain in full force and effect except as amended herein:

- All previously agreed upon and signed Tentative Agreements.
- Article 16 Wages
 1. \$1,550 per FTE, one-time, off-schedule payment.
 - a. Individuals included to receive the payment are all permanent employees employed between July 1, 2016 and December 22, 2017, inclusive.
 - b. Individuals excluded from receiving payment are:
 1. all non-permanent employees employed within defined time period;
 2. all employees who resigned in lieu of termination;
 3. all employees who were disqualified from probation; and,
 4. all employees terminated for cause.
 2. "Me-too" on wages with SMMCTA if said amount is more than the off-schedule payment or an on-schedule percent increase during the term of the Agreement.
 3. No further negotiations on wages for 2017 – 2018.
 4. SEIU commits to participating in discussions with the District on its budget reduction plan.
- A commitment by SEIU to participate on a joint health and welfare benefits committee with SMMCTA and Management.
- Term of the Agreement
 1. The Parties agree to no further negotiations for 2017 – 2018.
 2. The term of the Agreement will be July 1, 2016 – June 30, 2018.

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|-----------------------|-----------------|
| <i>Rebel Harrison</i> | <i>12/18/17</i> |
| For SEIU | Date |
| <i>Cindy Johnston</i> | <i>12/18/17</i> |
| For SEIU | Date |
| <i>Greg O'Leary</i> | <i>12/18/17</i> |
| For SEIU | Date |
| <i>Mark O. Kelly</i> | <i>12/18/17</i> |
| For SMMUSD | Date |