

TENTATIVE AGREEMENT BETWEEN
SAN FRANCISCO UNIFIED SCHOOL DISTRICT AND
UNITED EDUCATORS OF SAN FRANCISCO

MEMORANDUM OF UNDERSTANDING REGARDING EXPENDITURE
OF PROPOSITION A UNALLOCATED REVENUES
PURSUANT TO THE MOU ATTACHED AS
APPENDICES L (CERTIFICATED) AND I (CLASSIFIED)
OF THE 2007-2010 CONTRACTS BETWEEN THE PARTIES

**Language Reflecting Spreadsheet Tentative Agreement and
Memorandum of Understanding Signed by the Parties on January 27, 2010**

January 27, 2010

The following Memorandum of Understanding (“MOU”) is the result of negotiations between the District and the Union pursuant to the Savings Clause of Appendices L (certificated) and I (classified) of the 2007-2010 negotiated Contracts between the parties.

This MOU contains agreed upon language to reflect and conform to the “spreadsheet” TA/MOU on Proposition A signed by the parties on January 27, 2010. That document is attached hereto and incorporated herein; therefore these two TAs/MOUs comprise the complete agreement between the parties regarding expenditure of Proposition A funds attributable to the 2010-2011 school year.

2009-2010 One-Time Only Early Retirement Incentive

1. For the 2009-2010 school year only, unit members in the following classifications shall be eligible for a one-time only early retirement incentive stipend in the amounts and subject to the requirements set forth below.
2. The first two hundred (200) certificated unit members serving in K-12 or CDP positions shall receive an incentive stipend of \$4300. This amount includes the incentive contained in section 24.4 of the Contract (certificated).
3. The first one hundred (100) paraprofessional unit members serving in the K-12 or CDP program shall receive an incentive stipend of \$1000.
4. In order to receive the incentive stipend, otherwise eligible unit members must notify the District’s Human Resources Department in writing no later than 5:00 p.m. March 1, 2010 of his or her plan to retire effective June 30, 2010.
5. The incentive stipend shall be paid on July 1, 2010.

Health Insurance – Dependent Medical Coverage: The following language modifies sections 12.1.1 (certificated) and 13.12.1 (classified) of the Contracts to reflect a \$10 per month increase in dependent medical coverage for the 2010-2011 school year and an additional increase of \$13.72 per month for the 2011-2012 school year (for a total \$23.72 increase over two years):

Effective July 1, 2010, the District shall make the following monthly one-twelfth [1/12] annual contributions for eligible unit members who have dependents enrolled for medical insurance coverage: up to \$210/month for employee plus one dependent; up to \$260/month for family coverage.

“Eligible” shall mean a unit member who has worked 50% or more of a full time assignment for his/her classification or (combination thereof) and who has been receiving an employee-only premium contribution by the District.

Effective July 1, 2011, the District shall make the following monthly one-twelfth [1/12] annual contributions for eligible unit members who have dependents enrolled for medical insurance coverage: up to \$223.72/month for employee plus one dependent; up to \$273.72/month for family coverage.

“Eligible” shall mean a unit member who has worked 50% or more of a full time assignment for his/her classification or (combination thereof) and who has been receiving an employee-only premium contribution by the District.