

SIDE by SIDE COMPARISON – UPDATED 10/5/18	
LTA – 10/3/18 Proposal	LUSD – 9/26/18 Proposal
Article VIII: Salary	
Effective July 1, 2017, 2.75% on-schedule increase	Effective July 1, 2017, one-time 3% BONUS
Effective July 1, 2018, 2.75% on-schedule increase	Effective July 1, 2018, 2% on-schedule increase
CTE teachers: Retroactive to July 1, 2017, CTE Teachers, depending on degree/unit, will be placed at either the appropriate step/column on the Teacher Salary Schedule or the Adult School Teacher Salary Schedule.	CTE Teachers: No Change/Current Language
ECE Teachers Salary Schedule: Retroactive to July 1, 2018, adjust ECE salary schedule from 25 --> 20 Steps.	ECE Teachers Salary Schedule: No Change/Current Language
Elementary Honorarium Pay: LTA agrees to District proposal	Elementary Honorarium Pay: District proposes to update Appendix F, Honorarium Pay to include an allocation of 3% of Group 3/Step 1 to Elementary Grade Level Chairs and 2% of Group 3/Step 1 to Mathathon Coaches who complete benchmark Mathathon activities.
Secondary Honorariums: LTA proposes SIDE LETTER to address and review secondary honorarium titles and functions.	Secondary Honorariums: District proposes SIDE LETTER language to address and review secondary honorarium titles and functions.
Article IX: Health & Welfare Benefits	
Effective July 1, 2019, the District will provide each full-time bargaining unit member a health and welfare benefit allocation to apply to medical insurance as follows:	Maintain status quo allocation as follows:
Single -- up to \$706 tenthly	Single -- up to \$660 tenthly
Two-Party -- up to \$1,181 tenthly	Two-Party -- up to \$1,135 tenthly
Family -- up to \$1,446 tenthly	Family -- up to \$1,400 tenthly
No contingency language	LTA may elect to apply .5% from the 1.5% amount applied to the 2018/19 salary schedule to increase the District contribution for the 2019 PERS rates. If exercised, this contingency amount is equal to an addition of \$46/month, added to each level as follows: Single -- up to \$706 tenthly Two-Party -- up to \$1,181 tenthly

	Family -- up to \$1,446 tenthly
Dental and Vision: District maintains current practice and continues to provide employees full lowest cost premiums of HMO dental and vision plan coverage.	Dental and Vision: Dental and vision rates are included in the maximum contributions of \$660/\$1,135/\$1,400 tenthly at each participant level.
Retiree Medical: No Change/Current Language	Retiree Medical: The District shall pay a maximum contribution of \$660 tenthly for insurance for eligible retirees rather than the current highest HMO single rate.
Article X: Hours of Employment	
Counselor Workday: Change counselor workday from 7 ½ hours per day to 7 hours per day, bringing the counselor workday and salary levels in line with the teacher workday and salary levels.	Counselor Workday: No Change/Current Language
Physical Relief Breaks: LTA proposes SIDE LETTER language for addressing physical relief break access for elementary school unit members.	Physical Relief Breaks: District proposes SIDE LETTER language for addressing physical relief break access for elementary school unit members.
Parent/Teacher Conference Week: Early dismissal of students and increased time during parent/teacher conference weeks for affected unit members to prepare for and conduct parent/teacher conferences.	Parent/Teacher Conference Week: District agrees to LTA Proposal
Article XIII: Evaluation	
Multiple Measures of Assessment: LTA proposes SIDE LETTER language for joint LUSD/LTA committee tasked with studying, researching, and preparing a report detailing the pros and cons of multiple measures of student assessment and potential tools available to guide Lynwood teachers in effective instructional practices, to be completed by March 1, 2019.	Multiple Measures of Assessment: Teachers will discuss multiple measures of teacher effectiveness based on individual/classroom student achievement data with Principal. The purpose of the discussion is to improve student performance through the review of valid achievement data. The Principal will determine if there are positive instructional strategies to address gains in student performance for the next school year. The use of multiple measures data is appropriate for augmenting the discussion of classroom observations/visitation. Multiple measures data will be used for individual professional development, not for evaluation. Beginning in 2018/19 K-12 classroom teachers will select two measures of their choice reflecting student achievement/teacher effectiveness. The two measures will be discussed with their evaluator not less than 10 days prior to the final evaluation.