United Teachers of Richmond CTA/NEA
**Executive Directors Report**

**Parental Leave differential pay**

Last year **Assembly Bill No. 375** (Campos) was signed into law by Governor Brown.  The law added **Section 44977.5 to the Education Code**, allowing the use of up to 12 weeks of maternity or paternity leave using differential pay.  The differential pay benefit previously applied only to sick leave for certificated employees who have exhausted fully paid sick leave and are still absent due to illness, allowing them to use additional leave at a differential pay rate – meaning that they are paid the difference between their rate of pay and the cost of a substitute (whether or not a substitute is actually needed).

AB 2393, signed by the Governor September 30, 2016, specifically extends the same benefit to classified employees and faculty at Community Colleges.  The bill also no longer requires employees (classified or academic) to have 1,250 hours of service during the previous 12-month period in order to take a parental leave pursuant to the new law.

**Alternative Schedules for Secondary Schools**

All secondary school site Reps that have an alternative schedule via an MOU should contact their director regarding a joint meeting to address common MOU renewal concerns and practices.  Best practices for developing voting procedures and MOU proposals should start prior to the winter break.   Sites considering alternative schedules should be meeting with school staff regarding parameters to include in a proposed MOU that will permit the configuration and implementation of an alternative instructional day.  Also, a confidential voting process is required to change and maintain any instructional day configuration.

***ARTICLE 10 HOURS OF EMPLOYMENT AND DUTY ASSIGNMENT***

***Section 7.****Each secondary school staff shall determine whether to implement alternative schedules within the contractual time constraints which may include components such as “sustained silent reading,” homeroom, etc.*

*1.*                   *Alternate schedule proposals related to instructional day increases may be initiated by either the majority of the unit members at each secondary school or by the principal.*

*2.*                   *The particular configuration and implementation of the alternative schedule at each school shall be as mutually agreed upon by the majority of the school’s unit members and the principal.*

*3.*                   *Principals shall not arbitrarily withhold their consent to the implementation of alternative schedules.*