

# Overcoming Hurdles Together



*Here's a look at a couple hurdles we overcame during the 2010-2011 school year by working together:*



**Employee Leave:** The Alliance convinced the administration to modify a proposal that would have prohibited use of discretionary leave on certain days. Discretionary leave will be allowed on these days. Also, employees will not have to submit a written request for approval to use discretionary leave days.



**Pay Increase:** Amidst the current recession and strict budget constraints, the Alliance still secured a pay increase this year and was the only organization to attend and speak up at Board budget meetings.



**Health Insurance:** The Alliance secured an agreement to preserve existing benefits and to have the district pick up the full cost of premium increases for all tiers of the Coverage 1st 2000 plan.



**Discipline Initiative:** The Alliance formed a “Discipline Action Team” to do employee outreach and Board advocacy. The superintendent has agreed to a joint discipline task force and a joint campaign, including an annual discipline survey at every SAISD campus.

## United, We Can Jump Even More Hurdles!

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