

Agreement

BETWEEN

Board of Education

OF THE

Montebello Unified
School District

AND

Montebello
Teachers Association



2018 - 2021

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**Agreement Between
Board of Education
of the
Montebello Unified School District
and
Montebello Teachers Association**

THIS AGREEMENT is made and entered into this first day of July 2018 by and between the BOARD OF EDUCATION OF THE MONTEBELLO UNIFIED SCHOOL DISTRICT, hereinafter referred to as "District," and the MONTEBELLO TEACHERS ASSOCIATION, hereinafter referred to as "Association."

RECITALS:

WHEREAS, the District and the Association recognize the importance of providing quality education for the students of the Montebello Unified School District and that the character of such education depends predominantly upon the quality and morale of the teaching service; and

WHEREAS, the members of the teaching profession are particularly qualified to assist in formulating policies or programs designed to improve educational standards; and

WHEREAS, the District has a statutory obligation, pursuant to Division 4 of Title 1, Chapter 10.7, Sections 3540-3549 of the Government Code of the State of California, to reach agreement by written document with the exclusive representative of its teaching personnel, to wit: the Association; and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement; and

In consideration of the following mutual covenants, it is hereby agreed as follows:

I. PREAMBLE

- A.** The articles and provisions contained herein constitute a bilateral and binding Agreement by and between the District and the Association, a chapter of the California Teachers Association and the National Education Association.
- B.** This Agreement is entered into pursuant to Division 4, Title 1, Chapter 10.7, Sections 3540-3549 of the Government Code of the State of California.
- C.** Term of this agreement shall be July 1, 2018 through June 30, 2021.
- D.** Either party may unilaterally reopen the contract for the school year 2020-2021.
 - 1.** Article XII. Wages shall be opened.
 - 2.** Article VII. Class Size shall be opened.
 - 3.** A maximum of two additional articles for each bargaining team can be opened.
- E.** The Association is not contractually prohibited from striking post-factfinding.

II. RECOGNITION

- A.** The District recognizes the Association as the exclusive representative of all certificated employees under contract with the Montebello Unified School District inclusive of all certificated assignments that are not management or supervisory.
- B.** Any newly created positions or changes in current positions shall be jointly reviewed to determine their Bargaining Unit status.

III. DEFINITIONS

- A. **“Bargaining Unit member”** refers to any certificated employee covered by the terms and provisions of this Agreement.
- B. **“Association”** refers to the Montebello Teachers Association, a chapter of the California Teachers Association and the National Education Association.
- C. **“Board”** refers to the Board of Education of the Montebello Unified School District or its designated representatives.
- D. **“District”** refers to the Montebello Unified School District.
- E. **“Certificated Employee”** refers to those employees covered by the terms and provisions of this Agreement as indicated in the Recognition provision.
- F. **“Classroom Teacher”** refers to a Bargaining Unit member whose position is described under the job description of “Classroom Teacher” and/or who is assigned by the site administrator or his/her designee to an instructional setting for sixty (60%) percent of the standard teaching day (Includes RSP and Speech and Language Specialists).
- G. **“Support Personnel”** refers to any Bargaining Unit member who is not a “Classroom Teacher” as defined above.
- H. **“Full time Adult Education (AE) and Regional Occupation Program (ROP) Assignment”** refers to an eighteen (18) hour or more per week assignment in the District.
- I. **“Roving/Rotating Bargaining Unit member”** in a year round school is one who has a change of room assignment when returning from an intersession during the school year.
- J. **“Day”** refers to any work day a Bargaining Unit member is required to be in attendance.
- K. **“Professional Day”** as defined in Hours and Assignments, Sections F and G.
- L. **“Participating Teacher”** refers to a Referred Participating Teacher or a Voluntary Participating Teacher with permanent status who receives assistance to improve his or her instructional skills, classroom management, knowledge of subject, and/or related aspects of his or her teaching performance in the Peer Assistance and Review program.
- M. **“Referred Participating Teacher”** refers to a classroom teacher with permanent status referred into the Peer Assistance and Review program through the evaluation process due to an indicated need of assistance.
- N. **“Voluntary Participating Teacher”** refers to a classroom teacher with permanent status who decides to participate in the Peer Assistance and Review program through the process of self-referral
- O. **“Consulting Teacher”** refers to a classroom teacher who has taught in a classroom setting for the past three (3) consecutive years, has had a minimum of five (5) years of classroom teaching in the District and has been selected, trained and assigned by the Joint Panel. All Beginning Teacher Support and Assessment Program Support Specialists shall be eligible to be Consulting Teachers beginning in 2000-2001.
- P. **“Joint Panel”** refers to a panel composed of District and Association members who shall be responsible for selection, training, and assignment of Consulting Teachers.
- Q. **“Beginning Teacher”** refers to a first or second year classroom teacher or other classroom teacher eligible to participate in the Beginning Teachers Support and Assessment program. The Beginning Teacher program is designed to meet the unique needs of the Pre-Intern, Beginning Teachers Support Assessment program, and other Beginning Teachers.
- R. **“Seniority”** refers to the date upon which the employee first rendered paid service in a probationary position.
- S. **“Primary Language Settings”** refer to settings predominately in kindergarten through grade two that develop primary language literacy and transition students into mainstream English settings upon meeting the District’s redesignation criteria.

IV. HOURS AND ASSIGNMENTS

The following hours of service shall be observed by certificated personnel:

A. Hours of Service (Board Day) -

1. TK-12 Classroom Teachers:

- a. The Board Day or the Hours of Service for Bargaining Unit members shall be 8:00 a.m. to 3:15 p.m. or its equivalency [seven (7) hours and fifteen (15) minutes]. After consultation, equivalent hours may be assigned to individual Bargaining Unit members or special situation assignments by mutual consent. Bargaining Unit members must punctually observe the hours of their assignment.
- b. Classroom teachers are required to observe the Professional Day in order to:
 - (1) Teach assigned classes.
 - (2) Attend required meetings/professional learning as outlined in Section C.
 - (3) Confer with parents as outlined in Section J.

2. Head Start Personnel

a. Part-Day Head Start:

- (1) The Board Day for Part-Day Head Start Teachers shall be six and one-half (6.5) hours.
- (2) The Instructional Day for Part-Day Head Start Teachers shall be three hundred (300) minutes which shall consist of five (5) hours on site and (1) hour of additional preparation time, and thirty (30) minutes for daily lunch coverage or nap set-up and supervision for Full Day classes.

b. Full Day Head Start:

- (1) The Board Day for Full-Day Head Start Teachers shall be eight (8) hours (including a 30-minute duty free lunch each day and one fifteen (15) minute break).
- (2) The Instructional Day for Full Day Head Start Teachers shall be three hundred and ninety (390) minutes, which shall consist of seven (7) hours on-site, and one (1) hour of additional preparation time, as indicated in subsection (c) below.

- c. The Instructional Day includes thirty (30) minutes prior to class and thirty (30) minutes after class and shall be used in accordance with Federal Guidelines.
- d. The Head Start program shall have no less than one thousand and twenty (1,020) hours of planned class operations each year.
- e. All sections of Article IV. Hours and Assignments, Section C shall be applicable to Head Start Teachers except for Section C-a where the hours shall be two and one-half (2.5) hours instead of three (3) for meetings beyond the Board Day per month. All unmentioned provisions of Hours and Assignments and the total contract are applicable to Head Start Teachers as written.
- f. By mutual consent, equivalent hours may be assigned to individual Bargaining Unit members to meet the needs of the program or for special situation assignments (e.g., twilight or home base).

3. Infant Toddler Teachers

- (1) The Board Day for Infant Toddler Teachers shall be the same as the designated Board day at the high school where the teacher is assigned.
- (2) The Instructional Day for Infant Toddler Teachers shall be the time period from fifteen (15) minutes prior to the beginning of first period through fifteen (15) minutes following the end of sixth period. Within this period of time each Infant Toddler Teacher shall be assigned a thirty (30) minute duty free lunch.
- (3) In the case that the designated Board Day at the high school where the teacher is assigned ends prior to fifteen (15) minutes after the end of sixth period, the Infant Toddler Teacher's Board day shall be extended to conform to the fifteen (15) minute requirement stated above. All unmentioned provisions of Hours and Assignments and the total contract are applicable to Infant Toddler Teachers as written.

4. Hours of Service (Board Day) - Support Personnel

Hours of Service for support personnel shall be the same as classroom Bargaining Unit members assigned to the same site. Reasonable equivalent hours for support personnel, which may vary from the regular Board Day for classroom Bargaining Unit members at the site, shall be determined for the succeeding year by June 1 of the current year (April 1, YRS). Any affected support personnel shall receive written notice by June 1 of the current year.

B. School Calendars

1. For the term of this agreement, School Calendars, including Board Days, shall be as described in Appendix "A" which is attached.
2. The academic calendars shall be one hundred eight-five (185) days including four (4) days of staff development. Recognizing our commitment to improve student achievement, professional learning shall be conducted on pupil-free days.

- a. The Adult Education Calendar shall be one hundred seventy-two (172) days including one (1) day of professional learning.
 - b. The Head Start Calendar shall be one hundred eighty-five (185) days including fifteen (15) days of staff development professional learning.
3. The District shall designate one-half (1/2) [3.5 hours exclusive of lunch] of a professional learning day prior to the start of school for classroom preparation. Bargaining Unit members may prepare their classrooms and will remain on District property during this time.

C. School/District Business

The time in Sections 1, 2, and 3 below is intended for School/District business. Administrators are not required to use all of the time provided in this section. The term "School/District business" shall refer to those activities which promote and enhance the professional knowledge, training, preparation, growth, or effectiveness of Bargaining Unit members. One example of School/District business is in-service activities which may include, but are not limited to, conferences, workshops, visitations, professional learning meetings, individual research, and program/curriculum development. Additionally, this time may be utilized for student/parent conferencing or general staff meetings.

- 1. A maximum of three (3) hours per school month beyond the time in Paragraphs A and B above as determined by site administrator. These hours are not cumulative from month to month. The site administrator will distribute written to all staff members at least one (1) week in advance of the meetings, except in the event of an emergency beyond the site administrator's control. No meeting shall begin before 7:30 a.m. or end after 4:45 p.m.
- 2. A maximum of two (2) hours per school month within the Board Day may be required for School/District business. These hours are not cumulative.
- 3. A maximum of two (2) hours beyond the Board Day (D.1) may be utilized within the Board Day (D.2) with mutual agreement from the principal and faculty club chairperson. The agreement must be in writing no less than twenty (20) days prior to implementation. In no case shall the district require more than five (5) hours of meeting time per school month.
- 4. A maximum of four (4) evenings per school year, as determined by the site administrator. These meetings include such activities as: Back-to-School Night, Open House, Parent Conferences, Graduation, Community Meetings, School Programs, and other activities as deemed necessary and vital to the functioning of the school. The site administrator will distribute written notice to all staff members at least three (3) weeks in advance of the meetings, except in the event of an emergency beyond the site administrator's control. Lighting, safety, and security must be provided according to existing codes and in accordance with the contractual provision for Safety, Security and General Working Conditions, Article XVII. No evening meetings shall begin before 5 p.m. or end after 8 p.m.
- 5. For Professional Learning held beyond the Board Day, teachers in identified primary language settings will be permitted to apply at least one (1) hour per month toward Hours and Assignments, Article IV, Hours and Assignments Section D-1 of the Agreement. Additional time may be credited by approval of the principal.
- 6. **Professional Learning Days**
 - a. Professional Learning for each of these days will focus on instructional methods, including teaching strategies, classroom management and other training designed to improve pupil performance and academic content in the core curriculum.
 - b. The Professional Learning Committee will be encouraged to use Professional Learning days within the contractual year. These days shall include, but not be limited to:
 - (1) Planning and preparing the instructional program.
 - (2) Keeping records.
 - (3) Researching curriculum needs.
 - (4) Conferring with administrators, support personnel and/or colleagues.
 - (5) Meeting in Committees.
 - (6) Any and all other activities that would help in improving the instructional program.
 - (7) Friday afternoons or afternoons of the day prior to a holiday, recess, or the day of a required evening meeting are to be kept free from professional meetings in the District.

D. District Professional Learning Committee

The District and Association shall establish a District Professional Learning Committee. The committee shall be composed of a majority (50% + 1) Bargaining Unit members representative of elementary, intermediate, and high school selected by the Association, and District Office Personnel. The District Professional Learning Committee will be chaired by the Assistant Superintendent of Educational Services or the Superintendent's designee. The purpose of the District Professional Learning Committee is to advise the Assistant Superintendent of Educational Services or the Superintendent's designee in the planning of District sponsored Professional Learning days. The District Professional Learning Committee will meet a minimum of four (4) times a year.

E. Site Professional Learning Committee

In order to assure effective use of time in Section D which is used for Professional Learning, each site's Bargaining Unit members shall establish a Professional Learning Committee which shall include staff-elected Bargaining Unit members. The Professional Learning Committee shall advise the principal and be consulted prior to all site Professional Learning activities and the selection of all staff development days which are not specified in this Agreement.

F. Teaching, Supervision and Preparation Time

1. Within the confines of the Board Day, the remaining minutes beyond the standard teaching day (exclusive of lunch, recess and nutrition) shall be interpreted as preparation time. TK-12 teachers shall be on the school site seven (7) minutes prior to the start of their first class. All other preparation time need not occur at the school site providing the site administrator or his/her designee has not directed the individual Bargaining Unit member or the staff under Hours and Assignments, Sections D, F, or G. (This will be recognized as the teacher "Professional Day.")
2. The standard teaching day for TK-12 Bargaining Unit members shall not exceed three hundred five (305) minutes including passing time.
3. The standard teaching day in a 6-8 classroom setting shall have no more than six (6) class periods.
4. The standard teaching day in a 9-12 shall be five (5) class periods, and an equivalent preparation period shall be assigned to each Bargaining Unit member.
5. An Alternative Teaching Day schedule shall be no more than the equivalent of ten (10) teaching periods in any given school year. Should the site administrator propose an Alternative Teaching Day schedule to a Bargaining Unit member to which the Bargaining Unit member agrees, the Bargaining Unit member and the site administrator shall sign a written statement acknowledging the terms of the agreement. The term of agreement form shall be developed by the Human Resources Office and approved by the Association.
6. Any TK-8 Bargaining Unit member who is assigned a portion of another Bargaining Unit member's class shall be additionally compensated at his or her per diem rate of pay proportionate to the time and number of students involved as determined by the principal. After three (3) occurrences, by mutual consent, a Bargaining Unit member may be assigned a portion of another Bargaining Unit member's class. For the purposes of this paragraph an occasion is defined as no more than six (6) students for no more than one (1) day or an entire class for no more than one (1) hour. This provision must be utilized on an equitable basis at all levels. This provision cannot be used to supplant the employment of substitutes.

G. Supervision

1. TK-5 classroom teachers shall not be responsible for supervision, except on rainy days, or in case of an emergency beyond the control of the site administrator.
2. 6-12 classroom teachers shall not be responsible for supervision, except in the case of an emergency beyond the control of the site administrator.

H. Preparation Time

1. The following regulations have been adopted to govern the unassigned preparation time. The following are examples of individual preparation time as determined by the teacher. This section shall not impact Article IV. Hours and Assignments, Section D.
 - a. To plan the instructional program.
 - b. To prepare instructional materials.
 - c. To complete record keeping tasks.
 - d. To research curriculum needs.
 - e. To confer with parents.
 - f. To maintain positive classroom environment.
 - g. To confer with administrators, support personnel and/or colleagues.
 - h. Committee meetings.
 - i. To attend Professional Learning Education (at Professional Learning Committee option).
 - j. To develop IEP's.
2. At the Principal's discretion, any Bargaining Unit member may be given an additional teaching assignment, substituting assignment, or special duty assignment during preparation time provided that the principal deems such assignment necessary in the best interests of the instructional program. Any Bargaining Unit member given an additional temporary teaching assignment during preparation time shall be compensated at one-sixth (1/6) their per diem rate of pay. This provision must be utilized on an equitable basis at all levels. This provision cannot be used to supplant the employment of substitutes.

3. By mutual consent, any Bargaining Unit member may be given an additional regular teaching assignment during the preparation time and shall be compensated at one-sixth (1/6) their annual rate of pay. Bargaining Unit members will be provided a teaching assignment notice indicating which class period will be designated as an additional teaching assignment.
4. During the preparation time, no Bargaining Unit member shall request a conference with a student if it means that the student must be absent from part of a regular instructional period without prior approval of the instructing teacher.
5. The site administrator shall endeavor to keep classroom interruptions during instructional time to a minimum. At the high school level the site administrator will present a plan dealing with classroom interruptions to the faculty at the opening of the school year, if requested by the Site Professional Learning Committee.

I. Leaving Building During School Day

1. Because a large majority of pupils stay at school during the noon hour or return early, the principal shall maintain an adequate staff to cope with any emergency that might arise. Those Bargaining Unit members who are not members of this adequate staff may leave the grounds provided [1] they notify the principal on leaving and [2] they return ten (10) minutes prior to the end of their lunch period.

J. Duty-Free Lunch

A minimum of thirty (30) minutes duty-free lunch shall be provided each day including rainy day schedule.

K. English Language Learner Settings

1. The District shall make reasonable attempts to assist the site administrator to help alleviate the work load of Bargaining Unit members in primary language, ELD and SDAIE settings by
 - a. Strictly adhering to the class size provisions within the agreement.
 - b. Assigning no more than one (1) grade level of students to primary language settings.
2. The District shall provide non-English written and audio-visual materials for use in primary language settings, libraries, and media centers on a par with English language materials.
3. Specially Certificated Bargaining Unit members shall receive the following benefits:
 - a. A five hundred (\$500) dollar, one (1) time payment shall be awarded the first year a teacher with a primary language instruction certification and/or credential is assigned to a full time primary language, dual language or Structured English Immersion (SEI) setting. This provision shall apply to Bargaining Unit members participating in the primary language or SEI programs only. This provision shall be retroactive for Bargaining Unit members who previously completed certification and are currently in primary language settings. The District will offer probationary contracts to Temporary Employees who are re-hired and who satisfactorily meet the District Standards in Language Proficiency.
 - b. All units for courses designed to assist in the passage of the BCLAD test shall be applicable as qualifying for advancement from one (1) class to a higher class on the salary schedule. A maximum of fifteen (15) Units will be allowed.
 - c. Site administrators shall be encouraged to allow Bargaining Unit members to leave campus at the end of their teaching day in order to attend classes designed to assist in the passage of the BCLAD or CLAD exam.
 - d. A three hundred fifty (\$350) dollar annual stipend for each Bargaining Unit member who possesses a primary language instruction certificate and/or credential and is a primary language certificate and/or credential and is a primary language or SEI classroom teacher beginning the first year she/he is assigned to a full time primary language or SEI setting.
4. Bargaining Unit members assigned to a primary language setting shall have the opportunity to request to be assigned to a non-primary language setting, and they shall be interviewed and considered in filling available positions. When a Bargaining Unit member requests a transfer, the Bargaining Unit member's current principal does not have veto power over the transfer.

L. Parent Conferences

All parental requests for parent conferences shall be honored (TK-12). When a conference which is not regularly scheduled is requested by a site administrator, the Bargaining Unit member shall be notified a minimum of one (1) day in advance except in those situations when a delay in the conference will result in great personal hardship to the student and/or parent/guardian. In such cases the site administrator or the administrative designee shall provide the Bargaining Unit member with the reasons for the conference. These emergency requests shall be honored within the Board Day without interrupting instruction unless the Bargaining Unit member has a prior commitment to a District related responsibility or is unable to meet due to illness.

The Bargaining Unit member may request the presence of a designee of the site administrator in the event that there is reason to suspect that a difficult situation may exist. Such a request shall be honored.

1. Bargaining Unit members are encouraged to conference with parents or guardians of their students regarding the student's individual progress during the school year.
2. Head Start Teacher-Bargaining Unit members will conduct home visits and inform administrator of dates, times, and location of home visits. An administrator shall be available during these home visits for immediate telephone contact.
3. **TK-3 Settings** - Bargaining Unit members shall schedule and attempt to conference with parents/guardians of all students who are assigned to their classrooms during fall conferences. During the second conference period Bargaining Unit members shall schedule and attempt to conference with parents/guardians of students with whom they have not contact since the fall conference and whose academic or behavioral progress may require intervention. The classroom teacher shall review data such as benchmark assessments, behavioral referrals, and attendance records.
4. **4-8 Settings** - Bargaining Unit members shall schedule and attempt to conference with a minimum of thirty (30) parents or guardians of students assigned to their classrooms during the fall conference period. During the second conference period, Bargaining Unit members shall schedule and attempt to conference parents/guardians of students whose progress they deem at risk with whom they have not had contact since the fall conference.
5. **TK-8 Settings** - Parent conference reports -The Bargaining Unit member shall provide the site administrator with his/her projected conference schedule and summary of results which shall include but not be limited to the following:
 - a. The name, date and time for each conference scheduled.
 - b. The name, date and time of each conference held.
6. **9-12 Settings** - Through Instructional Technology, Bargaining Unit members will generate communications to parent(s)/guardian(s) regarding students who receive a grade of "D" or lower or who are in danger of failing at the nine (9) week and twenty-eight (28) week grading periods. These communications will request that a parent conference take place and provide parent(s)/guardian(s) with the ability to request the scheduling of a conference. All affirmative responses by parent(s)/guardian(s) will be honored.
7. To meet the needs of parent conferences in this section, the standard teaching days during parent conferencing periods in TK-5 classroom settings shall be reduced by no less than six hundred fifty (650) minutes for the school year. The standard teaching day in each 6-8 classroom setting shall be reduced by no less than five hundred sixty (560) minutes for the school year.

M. Tandem Teaching

Tandem teaching assignments (two [2] people sharing one [1] full-time teaching assignment) shall be considered as a single teaching assignment for the purposes of determining contractual obligations and employment conditions. These assignments are not to be construed as being part-time or as having any relationship to or effect upon part-time positions and the rights and obligations of people in such positions under the terms of this contract. Tandem positions are unique and not to be seen as establishing any precedent relative to rights or obligations otherwise authorized by this contract.

1. Tandem teaching assignments shall be with the mutual consent of the site administrator and the teachers involved.
2. A written plan for a tandem teaching assignment shall be presented to the site administrator for approval and referred to the Human Resources office for final approval.
3. Tandem teachers shall be paid at their regular per diem rate of pay and shall be entitled to all health, dental, vision, and life insurance benefits in the same proportion that their assignment bears to a full year's assignment.
4. Tandem teachers shall be entitled to all leave provisions in the contract in the same proportion that their assignment bears to a full year's assignment.
5. Tandem teachers shall be entitled to all rights, protections, and benefits set forth in this Agreement that are afforded to all Bargaining Unit members.
6. Tandem teachers shall receive one (1) step increase upon the accumulation of each one (1) full time equivalent year.

N. Summer School Personnel

The following regulations are established governing employment and assignment of summer school personnel:

1. Full-time Bargaining Unit members shall be given preference in summer teaching appointments.
2. Assignments shall be made from those Bargaining Unit members who have an application to work summer school on file with the Assistant Superintendent, Human Resources.

3. Bargaining Unit members assigned to work summer school shall be expected to complete their assignments unless, due to decrease in enrollments, it becomes necessary to discontinue classes.
4. Bargaining Unit member summer school assignments will be made by the Assistant Superintendent, Human Resources, and the best interests of the students will be a major consideration in all teaching appointments.
5. The Human Resources division shall send a notification concerning summer school application procedures to each school in the District. Bargaining Unit members shall have a period of at least two (2) weeks in which to make formal application for summer school employment to the Human Resources Office.
6. The summer school building principals, with approval of the Assistant Superintendent, Human Resources, shall decide which Bargaining Unit members are selected for summer school employment. In making these decisions, the principals shall consider the following criteria as determined by the application form and individual interview:
 - a. Bargaining Unit member's area of competence.
 - b. Bargaining Unit member's quality of teaching performance.
 - c. Bargaining Unit member's attendance record.
 - d. Bargaining Unit member's willingness to accept an assignment away from the regularly assigned school.
 - e. Whether Bargaining Unit member has the appropriate teaching credential.
 - f. When all other factors are substantially equal, preference shall be given first to Bargaining Unit members who have taught the grade and/or subject in question on a regular basis during the preceding year at that site.

O. Room Assignments

1. Bargaining Unit members assigned to more than three (3) different rooms per day (except for physical education and assignments which require specialized settings) may request the administration and the department(s) to confer and explore other options including, whenever possible, the choice of the preparation time/period.
2. Site administration shall include consideration of proximity and set-up when making multiple room assignments.

P. Special Education

1. Bargaining Unit members who develop IEP's after the Board Day shall receive their hourly rate of pay in accordance with Article XII. Wages. The Bargaining Unit member will request the approval of additional hours from the immediate supervisor.
2. The District will provide an equivalent of three (3) hours of release time during the instructional day per student for SDC and RSP teachers to conduct pupil initial and triennial assessments.
3. The District shall provide not less than one instructional aide to assist each Bargaining Unit member assigned to a special education class/resource specialist program during all of the instructional time for which the Bargaining Unit member is assigned. In the absence of the regular aide, a substitute aide shall be assigned if available.

V. SUPPORT PERSONNEL

Unless otherwise stated, the total Contract shall be applicable to Support Personnel with the following additions.

- A. Support personnel who serve multiple schools shall not be required to exceed time allocation in Hours and Assignments, Section D.
- B. Each school site shall have a designated translator who is accessible to support staff as well as other Bargaining Unit members at the site.
- C. Support Personnel shall not be required to work beyond the Board Day to complete their regular assignment as a result of being assigned temporarily to a classroom.
- D. Whenever possible, the District will avoid utilizing Support Personnel for substitution assignments.
- E. The District shall consider formulas developed by professional organizations (such as California School Nurse Organization, California Association of School Psychologists, etc.) in the staffing of school sites.
- F. On any work day, any Bargaining Unit member in a support personnel position may adjust the Board Day to include evening meetings with mutual consent of the immediate supervisor. In no case shall the total hours worked in one day exceed the Bargaining Unit member's negotiated hours of work. These evening meetings are in addition to the four evenings per year specified in Article IV. Hours and Assignments Section D.4.

- G. By mutual consent of the Bargaining Unit member and the immediate supervisor days may be added at per diem.
- H. In the event that a Bargaining Unit member is given a dual assignment (such as State and Federal Programs Facilitator and English Language Facilitator) the rate of pay will be at the higher annual salary. If at any point the Bargaining Unit member believes there to be a conflict in the duties or the time needed to complete the duties, the prioritization of the work involved in each assignment will be determined by the immediate supervisor.
- I. Any support personnel whose regular assignment includes days during July and August shall be on the 12 month wage cycle beginning that year and continuing through all future years.

VI. ADULT EDUCATION

A. Definitions

1. "Full-Time Bargaining Unit members" are those with regular assignments of eighteen (18) hours or more per week.
2. "Temporary Bargaining Unit members" are those with regular assignments of less than eighteen (18) hours per week.

B. Hours of Service

1. All Bargaining Unit members are required to adhere to the assigned hours. Any deviation from the schedule must have prior written approval of the site principal.
2. All Bargaining Unit members will be required to attend a minimum of one (1) and not more than two (2) meetings per semester of not more than three (3) hours each. All Bargaining Unit members will receive their regular hourly rate for these meetings. This provision shall exclude full-time adult education Bargaining Unit members who teach on a high school site during the regular 9-12 school day.
3. Adult Education shall establish a Professional Learning Committee which shall include staff elected Bargaining Unit members from each Adult Education site. The Staff Inservice Committee shall advise and be consulted prior to inservice/staff development activities. All Professional Learning must be approved by the Director of Adult Education. Bargaining Unit members who are assigned to attend additional meetings shall be paid the District's Professional Learning hourly rate of pay.

C. Grievance Procedures

The procedures as outlined in Grievance Procedures will apply to all Bargaining Unit members.

D. Wages

1. Except as otherwise provided in Section F below, all Adult Education Bargaining Unit members shall be placed on the salary schedule listed below. Bargaining Unit members are entitled to master's degree and anniversary increments. The salary schedule is developed on a 1:1.330 ratio in six (6) steps.

| INDICES | | CLASS B | CLASS C |
|---------|---------|---------|---------------|
| STEP | CLASS A | BA + 30 | BA + 60 or MA |
| 1. | 1 | 1.04 | 1.08 |
| 2. | 1.055 | 1.0950 | 1.1350 |
| 3. | 1.11 | 1.1500 | 1.1900 |
| 4. | 1.22 | 1.2600 | 1.3000 |
| 5. | 1.275 | 1.3150 | 1.3550 |
| 6. | 1.33 | 1.3700 | 1.4100 |

- Step 1** All Bargaining Unit members who have not previously worked for the Montebello Unified School District Adult Education Program on a regular basis.
- Step 2** All Bargaining Unit members who have completed one (1) year of a regular assignment with the Montebello Unified School District Adult Education Program.
- Step 3** All Bargaining Unit members who have completed at least two (2) years of a regular assignment with the Montebello Unified School District Adult Education Program.
- Step 4** All Bargaining Unit members who have completed at least three (3) years of a regular assignment with the Montebello Unified School District Adult Education Program.
- Step 5** All Bargaining Unit members who have completed at least four (4) years of a regular assignment with the Montebello Unified School District Adult Education Program.

Step 6

All Bargaining Unit members who have completed at least five (5) years of a regular assignment with the Montebello Unified School District Adult Education Program.

2. The master's degree increment and anniversary increment shall be granted to all full-time Adult Education Bargaining Unit members and shall be comparable to those granted to TK-12 Bargaining Unit members.
3. Bargaining Unit members must work sixty (60%) percent of their assigned hours for a full school year to qualify for advancement on the salary schedule.
4. Bargaining Unit members who substitute shall be paid their regular hourly rate.
5. All Bargaining Unit members with an assigned class which meets on the holidays listed below will be compensated as if that class had met.
 - a. Labor Day
Veteran's Day
Thanksgiving Day
Dr. Martin Luther King Jr. Day
Lincoln Day
Washington Day
Memorial Day
 - b. Full-time Adult Education Bargaining Unit members in addition receive:
Friday and Saturday after Thanksgiving
6. All full-time Bargaining Unit members contracted for Adult Education for instruction of 9-12 pupils on a 9-12 site will be placed on the appropriate certificated salary schedule for which they qualify and shall be eligible for all contractual benefits.
 - a. Persons possessing a valid secondary school credential shall be given preference in filling positions at comprehensive 9-12 sites.
 - b. All full-time Adult Education Bargaining Unit members, who are eligible to be on the TK-12 salary schedule, who have a regular assignment of five (5) periods and an equivalent preparation period at a high school site, shall be placed on the Adult Education or TK-12 salary schedule, whichever is greater. A year of such service qualifies the Bargaining Unit member for a one (1) step advancement on either schedule interchangeably.
7. All full-time Adult Education Bargaining Unit members shall receive wages in ten (10) equal warrants.
8. A one thousand (\$1000) dollar amount shall be granted to each Full Time Adult Education Bargaining Unit member upon receipt of any TK-12 teaching credential and each year thereafter beginning July 1, 2004. In order to receive the stipend, Bargaining Unit members hired after July 1, 2006, must hold a teaching credential that requires a Bachelors Degree and student teaching. No more than one such credential stipend shall be granted to any Adult Education Bargaining Unit member per year.

E. Transfer/Reassignment/Vacancy Policy

1. All tentative vacancies will be posted online and at Bell Gardens, Montebello, Schurr and Ford Park Adult Centers by the Adult Education Administration within five (5) days of the vacancy for a period of ten (10) days to allow all interested Bargaining Unit members an opportunity to apply.
2. Requests for transfer should be sent to the Director of Adult Education.
3. Requests for summer assignments shall be made in writing to the Director of Adult Education or Adult School Principal. The decision as to which Bargaining Unit members are selected for summer school employment shall rest with the summer school building principals with approval of the Director of Adult Education. In making these decisions, the principals shall give preference to the Adult Education Bargaining Unit members who have taught the subject in question on a regular basis during the preceding year at that site.
4. Provisions of Transfer and Reassignment Policy do not apply to temporary Bargaining Unit members but consideration will be given to all requests for transfer, vacancies and summer school employment.
5. Adult Education Bargaining Unit members shall have first consideration for vacancies, additional hours, full-time positions, and summer session.
6. Within the first month of the school year, the Director of Adult Education shall, in writing, request names of Bargaining Unit members interested in any out-of-classroom positions. Those Bargaining Unit members indicating an interest shall notify the Director of Adult Education in writing. The request shall be made within ten (10) days following the Director of Adult Education's announcement.

F. Health and Welfare Benefits

All of Health and Welfare Benefits applies to full time Bargaining Unit members. Temporary Bargaining Unit members are not covered by this section. If a full time Bargaining Unit member's Adult Education assignment falls below eighteen (18) hours per week, benefits will cease on the first day of the month following the reduction.

G. Leave Policy

It shall be the policy of the Board of Education to consider individually, requests for leave of absence for purposes other than military service, pregnancy, or for health reasons. Requests for leave for health reasons shall be upon verification of a physician’s recommendation.

1. All full-time Adult Education Bargaining Unit members (except those covered in Hours and Assignments, Section F) shall have full leave benefits as described in Leave Policy with the following exception:
All full-time adult education teachers are eligible to apply for a sabbatical leave. A maximum of one sabbatical leave may be granted each year to a qualified adult education Bargaining Unit member. Adult Education applicants will be reviewed and ranked separately by the Sabbatical Leave Committee. Any leave granted shall be funded through Adult Education funds at fifty (50%) percent of the recipient’s regular rate of pay on the base salary schedule.
2. The following leave provisions, as per Leave Policy, shall apply to temporary Adult Education Bargaining Unit members:
 - a. Sick Leave of Absence
 - b. Personal Necessity Leave Using Sick Leave
 - c. Industrial Accident Leave
 - d. Bereavement Leave
3. Adult Education Bargaining Unit members, and other Bargaining Unit members serving in a regular hourly position requiring certification, shall be entitled to benefits under illness leave on the basis of receiving one (1) hour’s leave for each seventeen (17) hours of pay expected to be received by June 30 of each school year. If such Bargaining Unit member does not take the full amount of leave allowed in any school year under this section, the amount not taken shall be accumulated from year to year to an indefinite number of hours. Leave benefits become effective with the assignment of a Bargaining Unit member and are based upon that assignment. Leave shall be paid in accordance with class hours as approved by the Director of Adult Education who shall determine that the class is continuing under a substitute’s direction or would have been continued had not the instructor been taken ill.
4. Full-time Adult Education Bargaining Unit members may, at their option, sell back and be paid for any unused sick leave days for that year at the end of each school year. Payment will be made at the daily rate paid to TK-12 substitutes in the Montebello Unified School District according to the following formula:

$$\frac{\text{Average Number of Hours Worked Daily}}{6} \times \text{TK-12 Daily Substitute Rate}$$

5. Difference Pay - Full time Adult Education Bargaining Unit members in other than TK-12 assignments shall receive one hundred (100) days of difference pay at fifty-five (55%) percent of their regular hourly rate under the same conditions as TK-12 teachers. The one hundred (100) working days at difference pay shall not apply to extended day activities or non-contract duties such as teaching driver training. A Bargaining Unit member who uses any portion of the days herein provided during one (1) school year shall be limited to the balance of the unused days thereafter for the same illness when the leave is continuous. The “same illness” shall be determined by the Bargaining Unit member’s attending physician. The Board reserves the right to require independent medical verification of such determination.

H. Permanent Status

Permanent Status shall be granted as per Education Code. Full time Bargaining Unit members are those with regular assignments of eighteen (18) hours or more per week and teach at least seventy-five

I. Evaluation Procedures

Procedures in Appendix “B” will apply to full-time Bargaining Unit members.

VII. ROP

A. Definitions

1. “Full-Time Bargaining Unit members” are those with regular assignments of eighteen (18) hours or more per week.

B. Hours of Service

1. All Bargaining Unit members are expected to adhere to the assigned hours. Any deviation from the schedule must have prior approval of the appropriate administrator.
2. All Bargaining Unit members will be required to attend not more than two (2) meetings per semester of not more than one and one-half (1 1/2) hours each.

3. All full-time Bargaining Unit members contracted for ROP for instructing 9-12 pupils on a 9-12 site, who have been assigned six (6) periods, shall have one of those periods for preparation. By mutual consent of the Bargaining Unit member and the Director, Career Vocational Education, any Bargaining Unit member may be given an additional regular teaching assignment during the preparation period and shall be compensated at one-sixth (1/6) their annual or appropriate hourly rate of pay, whichever applies.
4. The work year of all full-time ROP teachers, who teach five (5) periods and who are assigned to a high school site during the regular 9-12 school day, shall correspond to the high school teachers' work year. (Hours and Assignments, Sections A-H).

C. Grievance Procedures

The procedures as outlined in Grievance Procedures will apply to all Bargaining Unit members.

D. Wages

1. Except as otherwise provided in section F below, all full-time ROP Bargaining Unit members shall be placed on a three-step salary schedule including master's degree and anniversary increments as follows:
 - Step I** All Bargaining Unit members who have completed one (1) year of a regular assignment with the Montebello Unified School District ROP.
 - Step II** All Bargaining Unit members who have completed at least two (2) years of a regular assignment with the Montebello Unified School District ROP.
 - Step III** All Bargaining Unit members who have completed at least three (3) years of a regular assignment with the Montebello Unified School District ROP.
2. The master's degree increment and anniversary increment shall be granted to all full-time ROP Bargaining Unit members and shall be comparable to those granted to TK-12 Bargaining Unit members.
3. Bargaining Unit members must work sixty (60%) percent of their assigned hours for a full school year to qualify for advancement on the salary schedule.
4. Substitutes will be paid the hourly ROP rate.
5. All full-time Bargaining Unit members contracted for ROP instruction of 9-12 pupils on a 9-12 site will be placed on the appropriate certificated salary schedule for which they qualify and shall be eligible for all contractual benefits. All full-time ROP Bargaining Unit members, who are eligible to be on the TK-12 salary schedule, who have a regular assignment of five (5) periods and an equivalent preparation period at a high school site, shall be placed on the Adult Education or TK-12 salary schedule, whichever is greater. One year of such service qualifies the Bargaining Unit member for a one (1) step advancement on either schedule interchangeably.
6. All full-time ROP Bargaining Unit members shall receive wages in ten (10) equal warrants.
7. Full-time ROP Bargaining Unit members shall be paid for Thanksgiving Day and Washington Day.

E. Transfer/Reassignment Policy

All of Transfer and Reassignment Policy of the contract will apply to full-time Bargaining Unit members with the following conditions:

1. Tentative vacancies will be posted in the ROP Offices.
2. Requests for transfer should be sent to the Director, Career Vocational Education.
3. Requests for summer assignments shall be made in writing to the Director, Career Vocational Education.
4. Provisions of Transfer and Reassignment Policy do not apply to temporary Bargaining Unit members but consideration will be given to all requests for transfer, vacancies and summer school employment.

F. Health and Welfare Benefits

All of Health and Welfare Benefits applies to full time Bargaining Unit members. If a full time Bargaining Unit member's ROP assignment falls below eighteen (18) hours per week, benefits will cease on the first (1st) day of the month following the reduction.

G. Leave Policy

It shall be the policy of the Board of Education to consider individually, requests for leave of absence for purposes other than military service, pregnancy, or for health reasons. Requests for leave for health reasons shall be upon verification of a physician's recommendation.

1. All full-time ROP Bargaining Unit members shall have full leave benefits as described in Leave Policy.
2. Full-time ROP Bargaining Unit members, serving in a regular hourly position requiring certification, shall be entitled to benefits under illness leave on the basis of receiving one (1) hour's leave for each twenty (20) hours of pay expected to be received by June 30 of each school year. If such Bargaining Unit member does not take the full amount of leave allowed in any school year under this section, the amount not taken shall be accumulated from year to year to an indefinite number of hours. Leave benefits become effective with the assignment of a Bargaining Unit member and are based upon that assignment. Leave shall be paid in

accordance with class hours as approved by the Director, Career Vocational Education who shall determine that the class is continuing under a substitute's direction or would have been continued had not the instructor been taken ill.

3. Full-time ROP Bargaining Unit members may, at their option, sell back and be paid for any unused sick leave days for that year at the end of each school year. Payment will be made at the daily rate paid to K12 substitutes in the Montebello Unified School District according to the following formula:

$$\frac{\text{Average Number of Hours Worked Daily}}{6} \times \text{TK-12 Daily Substitute Rate}$$

4. Difference Pay - Full-time ROP Bargaining Unit members in other than TK-12 assignments shall receive one hundred (100) days of difference pay at fifty-five (55%) percent of their regular hourly rate under the same conditions as TK-12 teachers. The one hundred (100) working days at difference pay shall not apply to extended day activities or non-contract duties such as teaching driver training. A Bargaining Unit member who uses any portion of the days herein provided during one (1) school year shall be limited to the balance of the unused days thereafter for the same illness when the leave is continuous. The "same illness" shall be determined by the Bargaining Unit member's attending physician. The Board reserves the right to require independent medical verification of such determination.

H. Evaluation Procedures

Procedures in Appendix "B" will apply to full-time Bargaining Unit members.

VIII. CLASS SIZE

The District and the Association recognize that reasonable student teacher ratios are vital to meaningful learning. To this end, a class size reduction committee for both General Education and Special Education will convene no later than September 1, 2019 for the purpose of recommending class size for subsequent years.

A. Intent

The Board and the Association believe that the goal of the District is to program a reasonable number of students into each class. Oversize classes are a detriment to learning and should be avoided whenever possible. In pursuit of this goal, site administrators shall take into consideration the number of functioning work stations available within a classroom prior to the assignment of students into that classroom.

B. Student-Teacher Staffing Formulas

Subject to the California Education Code, the Board shall determine the student-teacher staffing formulas.

C. Class Size

1. Grades TK-5

The administration shall create classes with thirty-three (33) students or less Grades TK-4. The administration shall create classes with thirty-four (34) students or less Grade 5.

2. Grades 6-8

The administration shall create classes with an average of thirty-four (34) students or less, with not more than one class in excess of thirty-four (34) students, except in keyboarding/typing, performing arts and physical education subject to the following limitations:

- a. all keyboarding/typing classes shall have a maximum of forty (40) students;
- b. all performing arts classes shall have a reasonable number of students; and,
- c. all physical education classes shall have an average of forty (40) students or less for each Bargaining Unit member, with not more than one class in excess of forty (40) students.

3. Grades 9-12

The administration shall create classes with an average of thirty-six (36) students or less, with not more than one class in excess of thirty-six (36) students, except in keyboarding/typing, performing arts and physical education subject to the following limitations:

- a. all keyboarding/typing classes shall have a maximum of forty-two (42) students;
- b. all performing arts classes shall have a reasonable number of students; and
- c. all physical education classes shall have an average of forty-four (44) students or less for each Bargaining Unit member. The District and Association will monitor jointly the physical education class sizes at each comprehensive high school by October 15.

4. The class size limitations set forth above shall apply unless additional students are requested by the Bargaining Unit member.

- 5. Beginning fifteen (15) working days from the first student day, if class size limitations are exceeded, the administration shall have twenty (20) working days in which to correct the situation by reassigning students, providing additional teachers or providing additional instructional aide time upon request.
- 6. The Board and the Association believe that the goal of the District is to program a reasonable number of students into each class. Oversize classes are a detriment to learning and should be avoided whenever possible. The purpose of this provision is to ensure the best interest of the education program. The provision should not be used to supplant the employment of Bargaining Unit members. The District and the Association acknowledge that the following provisions should not alter the appropriate staffing for the above class size limits. The class size limitations set forth above shall apply unless additional students are requested by the Bargaining Unit member. The site administrator may reduce the number of assigned students to comply with class size limits unless the Bargaining Unit member agrees to a maximum number of assigned students for the remainder of the semester and accepts the class size overage stipend. In such circumstance the formulas listed below shall apply.

D. Special Education Class Size Overage Stipend

The following class size numbers shall only be used by Special Education teachers to determine if they shall receive a class size overage stipend.

The District has the sole authority to determine class size for each special education setting.

(a.) Special Education Grades Pre-School - Grade 5

| Classification | Class Size | |
|-----------------------------|-------------------|--------------------------|
| Mild/Moderate | 15 | (AM/PM classes combined) |
| Moderate/Severe (SH) | 10 | |
| Emotionally Disturbed | 10 | |
| Autism | 10 | |
| RSP | 28 | |

(b.) Special Education Grades 6-8

| Classification | Class Size (per period) |
|-----------------------------|--------------------------------|
| Mild/Moderate | 18 |
| Moderate/Severe (SH) | 14 |
| Emotionally Disturbed | 13 |
| Autism | 13 |
| Low Functioning | 16 |
| RSP | 25 |

(c.) Special Education Grades 9-Adult Transition

| Classification | Class Size (per period) |
|-----------------------------|--------------------------------|
| Mild/Moderate | 19 |
| Moderate/Severe (SH) | 15 |
| Emotionally Disturbed | 15 |
| Autism | 13 |
| Low Functioning | 15 |
| Adult Transition | 16 |
| RSP | 25 |

E. General and Special Education Overage Stipends

1. Grades TK-5 (Special Education: Pre-School-5)

- a. If any Bargaining Unit member maintains a class or classes with an average of over one (1.0) to three (3.0) above the average of that grade level for more than fifty percent (50%) of any semester, the Bargaining Unit member shall be paid four hundred dollars (\$400).
- b. If a class or classes exceed three (3.0) above the average for more than fifty percent (50%) of any semester, the Bargaining Unit member shall be paid an additional three hundred dollars (\$300.00) for a total not to exceed seven hundred dollars (\$700).

2. Grades 6-8

- a. If any Bargaining Unit member maintains a class with an average of over one (1.0) to three (3.0) above the average of that grade level for more than fifty percent (50%) of any semester, the Bargaining Unit

member shall be paid four hundred dollars (\$400). Irrespective of the average, no more than one (1) class should be more than the formula listed in Section C.2.

- b. If a class or classes exceed three (3.0) above the average for more than fifty percent (50%) of any semester, the Bargaining Unit member shall be paid an additional three hundred dollars (\$300) for a total not to exceed seven hundred dollars (\$700). Irrespective of the average, no more than one (1) class should be more than the formula listed in Section C.2.
- c. If any Bargaining Unit member maintains a class or classes for a minimum of one-third (1/3) of the day for more than fifty percent (50%) of any semester, the Bargaining Unit member shall be paid four hundred dollars (\$400).

3. Grades 9-12

- a. If any Bargaining Unit member maintains classes with an average of over one (1.0) to three (3.0) above the formula listed in Section C.3 for more than fifty percent (50%) of any semester, the Bargaining Unit member shall be paid four hundred dollars (\$400). Irrespective of the average, no more than one (1) class should be more than the formula listed in Section C.3.
 - b. If a class exceeds three (3.0) above the average for more than fifty percent (50%) of any semester, the Bargaining Unit member shall be paid an additional three hundred dollars (\$300) for a total not to exceed seven hundred dollars (\$700). Irrespective of the average, no more than one (1) class should be more than the formula listed in Section C.3.
 - c. If any Bargaining Unit member maintains more than (1) class over the formula for more than fifty percent (50%) of any semester, the Bargaining Unit member shall be paid four hundred dollars (\$400).
- 4. The stipend shall be paid no later than 30 calendar days after the end of the semester.
 - 5. The District shall be responsible for notifying the Bargaining Unit member of stipend eligibility prior to the end of the semester.
 - 6. In no case shall a Bargaining Unit member receive more than seven hundred dollars (\$700) in any one (1) semester.

IX. NON-PERMANENT CERTIFICATED EMPLOYEES

IX. A. TEMPORARY CONTRACT TEACHERS

A. Definitions:

- 1. **School Year:** At least seventy-five (75%) percent of the number of required service days for the position for such school year.
- 2. **Vacant Position:** A position in which the Bargaining Unit member is qualified to serve and which is not filled by a permanent or probationary Bargaining Unit member. It shall not include a position which would be filled by a permanent or probationary Bargaining Unit member, except for the fact that such a Bargaining Unit member is on leave of absence or position leave.

B. Any person employed for one (1) complete school year as a temporary unit member shall, if reemployed for the following school year in a vacant position requiring certification qualifications, be classified as a probationary unit member and the previous year's employment as a temporary unit member shall be deemed one (1) year's employment as a probationary unit member for purposes of acquiring permanent status.

C. The decision as to which temporary Bargaining Unit members are selected for re-employment as probationary Bargaining Unit members shall rest with the Assistant Superintendent, Human Resources. The criteria for making selections shall include but not be limited to the following:

- 1. The program and educational needs of the District as a whole.
- 2. The program and educational needs of individual school programs.
- 3. The quality of performance evaluations.
- 4. Credentialing requirements.
- 5. Bargaining Unit member's subject areas of competence.
- 6. Bargaining Unit member's length of in-district service under contract.
- 7. Balance of district teaching staff in terms of race, ethnicity and sex.

D. By November 1 of each year, adjustments in the number of temporary contract/probationary positions shall be established.

E. Temporary contract Bargaining Unit members, who are not hired at the conclusion of the school year, will be provided the opportunity to personally pay to the District two (2) months insurance premiums for the district insurance coverage.

If the individual temporary contract Bargaining Unit member is re-hired the subsequent year, the two (2) monthly premium payments will be returned to the individual.

- F. A one (1) semester, full-time assignment, temporary contract Bargaining Unit member shall have full health and welfare benefits for that semester.

IX. B. PROBATIONARY TEACHERS

The District recognizes that probationary teachers are accorded specific due process rights pursuant to the Education Code, and will continue to recognize those rights.

X. ORGANIZATIONAL SECURITY

- A. The Board and the Association recognize the right of employees to form, join, and participate in activities of employee organizations.
- B. Any employee who is a member of the Association, or who has applied for membership, may have their membership dues in the Association deducted from their paychecks. Such authorization shall continue in effect from year to year unless the Association provides written notice to the District that the employee has revoked his or her authorization. Pursuant to such authorization, and/or MTA certification that is has within its possession, custody, and control a signed membership authorization form, the District shall deduct one-tenth (1/10) of such dues from the regular salary check of the Bargaining Unit member each month for ten (10) months. Deductions for Bargaining Unit members who sign such authorization after the commencement of the school year shall be appropriately prorated to complete payments by the end of the school year. Association members who currently have authorization cards on file for the above purpose need not be re-solicited.
- C. With respect to all sums deducted by the District pursuant to either the employee's written authorization on file with the District for the deduction of membership dues or the Association's written certification that it has such authorization form in its possession, custody, or control, the District shall remit such dues to the Association on a monthly basis. Included with the monthly remittance of dues, the District shall provide the Association an alphabetical list of Bargaining Unit members for whom such deductions have been made, indicating the amount of the deduction and indicating any changes in personnel from the list previously furnished.
- D. The Association agrees to furnish any information needed by the District to fulfill the provisions of this Article.
- E. The Association agrees to pay for all reasonable fees and costs and further agrees to indemnify and hold the District harmless from any and all claims, demands, settlements, judgments, or any other costs arising from the provisions of this Article.
- F. The District agrees to forward the names of all Bargaining Unit members with five (5) years or more experience in the Bargaining Unit who become administrators, within thirty (30) days of the change of status.

X. B. NEW EMPLOYEE ORIENTATION AND INFORMATION SHARING

A. New Bargaining Unit Member Orientation

1. New Employee Orientation means the onboarding process of a newly hired public employee in which employees are advised of their employment status, rights, benefits, duties and responsibilities, and other employment-related matters.
2. The District shall provide a New Employee Orientation for all newly hired public employees at the beginning of the first three quarters, to be held in the months of:
 - September
 - February
 - AprilAny amendments to the scheduling of New Employee Orientations must be mutually agreed upon.
3. For all newly hired public employees hired at the New Employee Orientation held in the fall semester, the district shall provide another orientation during the spring semester. The District agrees that the date, time, and place of the orientation shall be confidential and only disclosed to employees, the Association, and District vendors contracted to provide services to employees. New Bargaining Unit members shall be paid their Professional Learning Beyond the Board Day rate for the duration of these required orientation/on boarding meetings when orientations occur outside the contract year and/or day.

B. Scheduling of Orientation

1. The District shall provide the Association access to its scheduled new employee orientations. The Association President shall receive not less than ten (10) days' notice in advance of an orientation.

C. Association Time Provided

1. The Association shall be provided sixty (60) minutes of uninterrupted time to communicate with Bargaining Unit members at all new Bargaining Unit member orientation/onboarding meetings. Such time will not be provided at the end of a meeting day unless the Association requests to be placed at the end of the agenda. District administration will excuse themselves during Association time.
2. The Association shall have District -paid release time to attend new bargaining unit member orientations/onboarding meetings for up to three (3) Bargaining Unit members, selected by the Association, if any orientation/onboarding meeting is held during contractual hours.

D. New Bargaining Unit Member Information

1. The District shall provide the Association President with written notice of any newly hired employee to an Association-represented classification, within thirty (30) days of date of hire. Such written notice shall be provided via electronic mail and shall include set forth information in Section D.3 below.
2. The term Newly hired employee or new hire means an employee hired by the District to an Association-represented classification, and who is still employed as of the date of the new employee orientation. It also includes all employees who are and have been previously employed by the District, and whose current position has placed them in the Bargaining Unit represented by the Association. For those latter employees, for purposes of this agreement only, the date of hire is the date upon which the employee's classification or employee status changed such that the employee was placed in the Association Bargaining Unit.
3. The District shall provide the following new Bargaining Unit member information shall be delivered to the Association President electronically via a mutually agreeable secure email process:
 - a. Name
 - b. Home Address
 - c. Phone Numbers - cellular, home and work
 - d. Personal (non-District) Email Address
 - e. School Site
 - f. Grade Level/Assignment
 - g. Date of Hire
 - h. Full Time Equivalent (FTE) status
 - i. Type of Credential (i.e., Clear, Preliminary, Short-Term Staff Permit, Provisional Internship Permit "PIP" or College Internship, etc.)

E. Bargaining Unit Member Information

1. In addition, within ten (10) days of each payroll, the District shall deliver to the Association President the following information:
 - a. Name
 - b. School Site
 - c. Full Time Equivalent (FTE) status
 - d. Indication of any Bargaining Unit member on Leave of Absence
 - e. An indication of whether the District is deducting dues for membership.
2. The above information shall not be provided where the employee has submitted a written request pursuant to the Government Code section 6254.3(c) prohibiting the disclosure of their home address, home telephone number, personal cellular telephone number, or personal email.

XI. GRIEVANCE PROCEDURES

A. Definitions

1. A "grievance" is a claim by one or more Bargaining Unit members that there has been a violation, misinterpretation or misapplication of a provision of this Agreement.
2. A "grievant" is a person or persons filing a grievance.
3. A "day" is any day during which Bargaining Unit members are required to be in attendance.
4. "Immediate Administrator" is the administrator having immediate jurisdiction over the employee who is filing the grievance. In the event that an employee reports to more than one administrator, the school site administrator is the immediate administrator.

B. Purpose

1. Most grievances arise from misunderstandings or disputes which should be settled promptly and satisfactorily on an informal basis at the immediate administrative level. The employer and employee organization agree that

every effort will be made by management and the grievant to settle grievances at the lowest possible level. Inasmuch as dissatisfaction and disagreements arise among people in any work situation, the filing of a grievance shall not be construed as reflecting unfavorably upon an employee's good standing. Employees, employee representatives and all other persons involved in the presentation of a grievance will be free from restraint, interference, coercion, discrimination or reprisal.

2. Any employee may present grievances relating to a contract dispute to his employer and have such grievances adjusted without the intervention of the employee organization as long as the adjustment is not inconsistent with the terms of this Agreement.
3. Failure by the administration to adhere to decision deadlines shall mean that the administration finds in favor of the aggrieved person. Failure of the employee to adhere to the submission deadlines shall mean that the employee is satisfied with the latest decision and waives any right to further appeal. However, nothing prevents the parties from extending the dates by mutual agreement.
4. In the event a grievance is filed at such a time that it cannot be processed through all the steps in this grievance procedure by the end of the school year and, if left unresolved until the beginning of the following school year, could result in harm to the grievant, the time limits set forth herein may be reduced by mutual consent so that the procedure may be exhausted prior to the end of the school year or as soon as is practicable.

C. Grievance Procedures

1. Informal Level

Any employee who believes he/she may have a grievance shall request a conference(s) with his/her immediate supervisor. This request must take place within ten (10) days after the grievant knew or reasonably should have known of the circumstances which form the basis for the grievance. Failure to do so will render the grievance null and void. In the event the conference does not take place within five (5) days following the request, the Bargaining Unit member may proceed to Level 1. It is the intent of the Informal Level that at least one personal conference be held between the grievant and the immediate administrator to attempt to resolve the matter.

2. Level 1

If the grievance is not settled to the satisfaction of the grievant within fifteen (15) days of his original request for a conference at the Informal Level, but no longer than five (5) days following the conference, the grievant shall present the grievance in writing to the immediate administrator and to the Association.

The written grievance shall include (a) names, dates and places necessary for a complete understanding of the grievance; (b) a listing of the provision(s) of this Agreement which are alleged to have been violated or misapplied; (c) a listing of the reasons why the original resolution of the problem is unacceptable; and (d) a listing of specific actions requested which would remedy the grievance. The administrator shall respond to the grievant in writing within five (5) days after the Level 1 meeting or receipt of Level 1 grievance submission form.

3. Level 2

If the grievant is not satisfied with the disposition of the grievance, the grievant shall, within five (5) days, transmit grievance documentation from Level 1 to the Superintendent or the Superintendent's designee. Within ten (10) days from the receipt of the grievance, the Superintendent or designee shall meet with the employee on the grievance and shall indicate the disposition of the grievance in writing within five (5) days of such meeting and shall furnish a copy thereof to the grievant.

4. Level 3

If the grievant is not satisfied with the disposition of the grievance at Level 2, the grievant, with the concurrence of the Association, within ten (10) days after a decision by the Superintendent or said designee, may submit the grievance to arbitration. If any question arises as to the arbitrability of the grievance, such question shall be ruled upon by the arbitrator prior to initiating the hearing. The arbitrator, however, may request from the parties any information that he/she deems necessary to rule on the issue of arbitrability.

5. Either party prior to the arbitration hearing may elect to have the matter submitted to mediation before the same arbitrator/mediator. The parties will not be represented by attorneys at such mediation. The cost of the mediation shall be borne equally by the parties. If mediation is not agreed upon by both parties, the party who requests mediation shall pay the costs of the mediation. The arbitration proceeding shall be conducted by an arbitrator to be selected by the two (2) parties within ten (10) days after said notice is given. If the two (2) parties fail to reach agreement on an arbitrator within ten (10) days of submitting the grievance for arbitration, Judicial Arbitration and Mediation Services, Inc. (JAMS) will be requested to supply a list of five (5) names. Only those who have mediated or arbitrated a minimum of ten (10) labor related cases and who are available to hear the case within forty-five (45) days may appear on the list. Either party will alternately strike from the list until only one (1) name remains. The order of striking will be determined by lot. If no qualified JAM arbitrator is available within forty-five (45) work days, an arbitrator shall be selected from a list of five (5) names provided by the American Arbitration Association (AAA). The list of names provided by the AAA shall only contain those arbitrators who have mediated/arbitrated at least ten (10) labor related cases and who are available to hear the

case within forty-five (45) days. If no qualified arbitrator is available within such forty-five (45) work days, a qualified arbitrator shall be selected from a list provided by JAM.

6. The arbitrator's decision shall be in writing and shall set forth his/her findings of fact, reasoning and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of this Agreement. However, it is agreed that the arbitrator is to include in any decision such reimbursement for financial loss of wages or fringe benefits or other non-financial remedies as judged to be proper. The decision of the arbitrator will be submitted to the Superintendent and the Association and will be final and binding upon the parties to this Agreement.
7. The arbitrator shall have no power to add to, subtract from, disregard, alter or modify any of the terms of this Agreement. The arbitrator shall have no power to establish salary structures. The arbitrator shall have no power to change any practice, policy or rule of the public school employer nor to substitute his/her judgment for that of the public school employer as to the reasonableness of any such practice, policy, rule or any action taken by the public school employer outside the scope of this Agreement.
8. All fees, expenses, and costs of the arbitrator shall be paid by the party against whom the decision is rendered. All costs and expenses of the arbitrator for the first three days shall be limited to eight hundred dollars (\$800) per day with days four (4) and five (5) limited to one thousand dollars (\$1000) per day when a JAM arbitrator is used and the decision is not favorable to the Association. If the decision of the arbitrator is not entirely favorable to either party, the arbitrator shall decide the cost liability of each party limited to the maximum costs described above. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expense of witnesses called by the other.
If any grievance meeting or hearing must be scheduled during the school day, any employee required by either party to participate as a witness or grievant in such meeting or hearing shall be released from regular duties without loss of pay for a reasonable amount of time. The arbitrator will be requested to schedule the grievance procedure at times causing the least disruption of the student day.
9. Either party may request an individual to make a written record of the entire arbitration hearing. The cost of the services and expense of such individual shall be paid by the requesting party or shared by the parties if they both mutually agree.

D. Rights to Representation

1. No party to a grievance shall take any reprisals against any other party to the grievance.
2. A Bargaining Unit member may be represented at any level of the grievance procedure by himself/herself or, at his/her option, by a representative selected by the Association. After Level 2 the grievant must have the concurrence of the Association to proceed to Level 3. If a Bargaining Unit member is not represented by the Association or its representative, the Association shall have the right to be in an observer role. The grievant and the administrator, who is a party to the grievance, shall be in attendance at each level of the grievance, whenever possible.

E. Miscellaneous

1. If a grievance arises from action or inaction on the part of a member of the administration at a level above the principal, the aggrieved person shall submit such grievance in writing to the Superintendent and the Association directly, and the processing of such grievance will be commenced at Level 2. All procedures heretofore indicated shall be adhered to.
2. Decision rendered at Level 1 and 2 of the grievance procedure will be transmitted in writing to the Association. Time limits for appeal provided in each level shall begin the day following receipt of written decision by the parties in interest.
3. When it is necessary for a representative designated by the Association to investigate an alleged violation, misinterpretation or misapplication of a provision or provisions of this Agreement, he /she will, upon written notice to the Superintendent or his designee, be released without loss of pay for a reasonable length of time. The notice for release time must be made at least one day in advance. The Association shall be required to pay the cost of the representative's substitute. The representative will have the right to visit the appropriate District sites and confer with the appropriate District employees covered by the provisions of this Agreement, during their student free time. The Association representative handling a disciplinary procedure shall be released according to this provision without loss of pay or cost to the Association.
4. All documents dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
5. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations and other necessary documents will be prepared jointly by representatives of the District and the Association.
6. Until final disposition of a grievance takes place, the grievant is required to conform to the original direction of his/her immediate administrator.

XII. WAGES

The salary compensation for Bargaining Unit members for each school year during the term of this Agreement shall be the following:

1. 2.09063:1 ratio as per Section C-Salary Index with a fourteen (14) step - five and a half (5.5) column salary schedule.
2. Salary Schedules A, L, F, G, Adult Education and Head Start, will be increased utilizing the existing index by the following:
 - a. July 1, 2018 increase by six (6) percent.
 - b. July 1, 2019 increase by zero (0) percent.
3. For 2019-20 and 2020-21, each Bargaining Unit member will be reimbursed up to \$200 per year for instructional supplies. A one-time submission of all receipts must be submitted by January 31st of each year.
4. Community Day and High School Special Education SOC Moderate/Severe, Emotionally Disturbed, Low Functioning, and Adult Transition teachers shall be assigned an additional 6th period which shall be paid in a manner consistent with STRS retirement credit.

A. Revenue and Expense Committee

1. A Revenue and Expense Committee will be established on or before August 1, 1995. The Committee will be composed of an equal number of Association, CSEA and District representatives. Ex-officio members of the Committee shall include the MTA Executive Director, the CSEA Labor Relations Representative and the District Business Manager.
2. The purpose of this Committee will be to review the District's budget, revenues and expenditures on a monthly basis. Some topics will be:
 - a. Local Control Funding Formula
 - (1) Class Size Reduction
 - (2) Local Control Accountability Planning
 - (3) Teacher Support
 - (4) Enrollment and unduplicated pupil count
 - b. Common Core Implementation and Funding including Smarter Balanced Assessment Consortium
 - c. Facilities Planning
 - (1) Representatives of the Revenue and Expense shall refer any issues, pertinent to a site, to the principal and faculty club chair.
 - (2) This Committee shall report to the Board and the Executive Committees of MTA and CSEA during the first week of November, February and June.

B. Salary Schedules and Hourly Rates

1. All Bargaining Unit members shall be paid on the first day of each month in ten (10) cycles (October 1 through July 1 when calendar begins in September) and in eleven (11) cycles (September 1 through July 1 when calendar begins in August) with the following exceptions:
 - a. Support Personnel in accordance with Article V. Section I.
 - b. Bargaining Unit Members who were on a twelve (12) month cycle June 30, 2010.
2. All Bargaining Unit Members shall have the option of direct deposit of warrants. Bargaining Unit members who do not opt for direct deposit will have the option of having their warrants mailed or available for pickup at an alternate site designated by the District.
3. **Calendar Month Basis**

If a Bargaining Unit member is involved in a transfer from a year round assignment to a non-year round school, the District shall maintain the twelve (12) calendar month pay period for one (1) full school year following such change, at the Bargaining Unit member's request. The District shall notify the Bargaining Unit member in writing of the transfer and the pay warrant options as soon as is practicable. If the transfer takes place anytime after July 1, this contract provision calling for twelve (12) equal checks will not apply, so that all pay must be made by June 30 of that school year.

C. 2018-2019 & 2019-2020 SALARY SCHEDULES

2018-19 & 2019-2020 MTA SALARY SCHEDULE A - TEACHER ANNUAL SALARY – 11 Months

| | CLASS B BA | CLASS C BA + 30 | CLASS D BA + 45 Or BA + Prelim., Clear or equivalent Credential Or MA | CLASS E BA + 60 | CLASS F BA + 75 | CLASS X BA + 90 incl. MA or Doctorate | | |
|-------------|----------------------|---------------------------|--|---------------------------|---------------------------|---|--------------|----|
| STEP | | | | | | | STEP | |
| 1 | \$50,036.75 | \$53,599.80 | \$57,162.86 | \$60,736.91 | \$64,299.97 | \$66,081.50 | 1 | |
| 2 | \$52,786.02 | \$56,349.08 | \$59,923.13 | \$63,486.19 | \$67,049.24 | \$68,830.77 | 2 | |
| 3 | \$55,546.29 | \$59,109.34 | \$62,672.41 | \$66,235.46 | \$69,798.51 | \$71,580.04 | 3 | |
| 4 | \$61,044.83 | \$64,607.89 | \$68,170.94 | \$71,745.00 | \$75,308.05 | \$77,089.58 | 4 | |
| 5 | \$63,794.11 | \$67,357.16 | \$70,931.21 | \$74,494.27 | \$78,057.33 | \$79,838.85 | 5 | |
| 6 | \$66,554.37 | \$70,117.43 | \$73,680.48 | \$77,243.55 | \$80,806.60 | \$82,588.13 | 6 | |
| 7 | \$69,303.65 | \$72,866.70 | \$76,429.76 | \$79,992.81 | \$83,566.87 | \$85,348.39 | 7 | |
| 8 | \$72,052.92 | \$75,615.97 | \$79,179.03 | \$82,753.09 | \$86,316.14 | \$88,097.67 | 8 | |
| 9 | \$74,802.19 | \$78,365.25 | \$81,939.29 | \$85,502.36 | \$89,065.41 | \$90,846.94 | 9 | |
| 10 | \$77,562.46 | \$81,125.51 | \$84,688.57 | \$88,251.63 | \$91,814.68 | \$93,596.21 | 10 | |
| 11 | | \$83,874.79 | \$87,437.84 | \$91,000.89 | \$94,574.95 | \$96,356.48 | 11 | |
| 12 | | | \$90,187.11 | \$93,761.17 | \$97,324.22 | \$99,105.75 | 12 | |
| 13 | | | | \$96,510.44 | \$100,073.50 | \$101,855.02 | 13 | |
| 14 | | | | | \$102,822.77 | \$104,604.30 | 14 | |
| 16 | \$2,226 | \$79,788.46 | \$86,100.79 | \$92,413.11 | \$98,736.44 | \$105,048.77 | \$106,830.30 | 16 |
| 20 | \$3,180 | \$80,742.46 | \$87,054.79 | \$93,367.11 | \$99,690.44 | \$106,002.77 | \$107,784.30 | 20 |
| 25 | \$4,240 | \$81,802.46 | \$88,114.79 | \$94,427.11 | \$100,750.44 | \$107,062.77 | \$108,844.30 | 25 |
| 30 | \$8,480 | \$86,042.46 | \$92,354.79 | \$98,667.11 | \$104,990.44 | \$111,302.77 | \$113,084.30 | 30 |

Schedule A and L Salary Index

| STEP | | | | | | | STEP |
|-------------|-------|---------|--------|---------|-------|---------|-------------|
| 1 | 1 | 1.07125 | 1.1425 | 1.21375 | 1.285 | 1.32063 | 1 |
| 2 | 1.055 | 1.12625 | 1.1975 | 1.26875 | 1.34 | 1.37563 | 2 |
| 3 | 1.11 | 1.18125 | 1.2525 | 1.32375 | 1.395 | 1.43063 | 3 |
| 4 | 1.22 | 1.29125 | 1.3625 | 1.43375 | 1.505 | 1.54063 | 4 |
| 5 | 1.275 | 1.34625 | 1.4175 | 1.48875 | 1.56 | 1.59563 | 5 |
| 6 | 1.33 | 1.40125 | 1.4725 | 1.54375 | 1.615 | 1.65063 | 6 |
| 7 | 1.385 | 1.45625 | 1.5275 | 1.59875 | 1.67 | 1.70563 | 7 |
| 8 | 1.44 | 1.51125 | 1.5825 | 1.65375 | 1.725 | 1.76063 | 8 |
| 9 | 1.495 | 1.56625 | 1.6375 | 1.70875 | 1.78 | 1.81563 | 9 |
| 10 | 1.55 | 1.62125 | 1.6925 | 1.76375 | 1.835 | 1.87063 | 10 |
| 11 | | 1.67625 | 1.7475 | 1.81875 | 1.89 | 1.92563 | 11 |
| 12 | | | 1.8025 | 1.87375 | 1.945 | 1.98063 | 12 |
| 13 | | | | 1.92875 | 2 | 2.03563 | 13 |
| 14 | | | | | 2.055 | 2.09063 | 14 |

MTA SALARY SCHEDULE L - 11 MONTH TEACHERS - FOR 2018-19 & 2019-2020

| | | CLASS B BA | CLASS C BA + 30 | CLASS D BA + 45 or BA + Prelim., Clear or equivalent Credential | CLASS E BA + 60 | CLASS F BA + 75 | CLASS X BA + 90 incl. MA or Doctorate | |
|-----------------|--|----------------------|---------------------------|--|---------------------------|---------------------------|---|-------------|
| STEP | ANNUAL SALARY 12 WARRANTS @ | | | | | | | STEP |
| 1 | | \$50,036.75 | \$53,599.80 | \$57,162.86 | \$60,736.91 | \$64,299.97 | \$66,081.50 | 1 |
| | | \$4,548.80 | \$4,872.71 | \$5,196.63 | \$5,521.54 | \$5,845.46 | \$6,007.41 | |
| 2 | | \$52,786.02 | \$56,349.08 | \$59,923.13 | \$63,486.19 | \$67,049.24 | \$68,830.77 | 2 |
| | | \$4,798.73 | \$5,122.64 | \$5,447.55 | \$5,771.47 | \$6,095.38 | \$6,257.34 | |
| 3 | | \$55,546.29 | \$59,109.34 | \$62,672.41 | \$66,235.46 | \$69,798.51 | \$71,580.04 | 3 |
| | | \$5,049.66 | \$5,373.58 | \$5,697.49 | \$6,021.40 | \$6,345.32 | \$6,507.28 | |
| 4 | | \$61,044.83 | \$64,607.89 | \$68,170.94 | \$71,745.00 | \$75,308.05 | \$77,089.58 | 4 |
| | | \$5,549.54 | \$5,873.45 | \$6,197.35 | \$6,522.28 | \$6,846.19 | \$7,008.15 | |
| 5 | | \$63,794.11 | \$67,357.16 | \$70,931.21 | \$74,494.27 | \$78,057.33 | \$79,838.85 | 5 |
| | | \$5,799.46 | \$6,123.38 | \$6,448.29 | \$6,772.20 | \$7,096.12 | \$7,258.07 | |
| 6 | | \$66,554.37 | \$70,117.43 | \$73,680.48 | \$77,243.55 | \$80,806.60 | \$82,588.13 | 6 |
| | | \$6,050.40 | \$6,374.31 | \$6,698.23 | \$7,022.14 | \$7,346.05 | \$7,508.01 | |
| 7 | | \$69,303.65 | \$72,866.70 | \$76,429.76 | \$79,992.81 | \$83,566.87 | \$85,348.39 | 7 |
| | | \$6,300.33 | \$6,624.25 | \$6,948.16 | \$7,272.08 | \$7,596.99 | \$7,758.95 | |
| 8 | | \$72,052.92 | \$75,615.97 | \$79,179.03 | \$82,753.09 | \$86,316.14 | \$88,097.67 | 8 |
| | | \$6,550.27 | \$6,874.17 | \$7,198.09 | \$7,523.01 | \$7,846.93 | \$8,008.88 | |
| 9 | | \$74,802.19 | \$78,365.25 | \$81,939.29 | \$85,502.36 | \$89,065.41 | \$90,846.94 | 9 |
| | | \$6,800.20 | \$7,124.11 | \$7,449.02 | \$7,772.94 | \$8,096.85 | \$8,258.81 | |
| 10 | | \$77,562.46 | \$81,125.51 | \$84,688.57 | \$88,251.63 | \$91,814.68 | \$93,596.21 | 10 |
| | | \$7,051.13 | \$7,375.05 | \$7,698.96 | \$8,022.88 | \$8,346.79 | \$8,508.75 | |
| 11 | | | \$83,874.79 | \$87,437.84 | \$91,000.89 | \$94,574.95 | \$96,356.48 | 11 |
| | | | \$7,624.98 | \$7,948.90 | \$8,272.81 | \$8,597.72 | \$8,759.68 | |
| 12 | | | | \$90,187.11 | \$93,761.17 | \$97,324.22 | \$99,105.75 | 12 |
| | | | | \$8,198.82 | \$8,523.75 | \$8,847.66 | \$9,009.62 | |
| 13 | | | | | \$96,510.44 | \$100,073.50 | \$101,855.02 | 13 |
| | | | | | \$8,773.67 | \$9,097.59 | \$9,259.55 | |
| 14 | | | | | | \$102,822.77 | \$104,604.30 | 14 |
| | | | | | | \$9,347.53 | \$9,509.48 | |
| 16 YEARS | \$2,226 | \$79,788.46 | \$86,100.78 | \$92,413.11 | \$98,736.44 | \$105,048.77 | \$106,830.30 | |
| | | \$7,253.50 | \$7,827.35 | \$8,401.19 | \$8,976.04 | \$9,549.89 | \$9,711.85 | |
| 20 YEARS | \$3,180 | \$80,742.46 | \$87,054.78 | \$93,367.11 | \$99,690.44 | \$106,002.77 | \$107,784.30 | |
| | | \$7,340.22 | \$7,914.08 | \$8,487.92 | \$9,062.77 | \$9,636.62 | \$9,798.58 | |
| 25 YEARS | \$4,240 | \$81,802.46 | \$88,114.78 | \$94,427.11 | \$100,750.44 | \$107,062.77 | \$108,844.30 | |
| | | \$7,436.59 | \$8,010.43 | \$8,584.28 | \$9,159.13 | \$9,732.98 | \$9,894.94 | |
| 30 YEARS | \$8,480 | \$86,042.46 | \$92,354.78 | \$98,667.11 | \$104,990.44 | \$111,302.77 | \$113,084.30 | |
| | | \$7,822.04 | \$8,395.89 | \$8,969.74 | \$9,544.59 | \$10,118.43 | \$10,280.39 | |

MTA SALARY SCHEDULE L - 12 MONTH TEACHERS - FOR 2018-2019 & 2019-2020

*does not include negotiated formula increase (see Article XII. 3.)

| | | CLASS B BA | CLASS C BA + 30 | CLASS D BA + 45 or BA + Prelim., Clear or equivalent Credential | CLASS E BA + 60 | CLASS F BA + 75 | CLASS X BA + 90 incl. MA or Doctorate | |
|----------|--------------------------------|---------------|--------------------|---|--------------------|--------------------|--|------|
| STEP | ANNUAL SALARY 11 WARRANTS @ | | | | | | | STEP |
| 1 | | \$50,036.75 | \$53,599.80 | \$57,162.86 | \$60,736.91 | \$64,299.97 | \$66,081.50 | 1 |
| | | \$4,169.73 | \$4,466.65 | \$4,763.57 | \$5,061.41 | \$5,358.33 | \$5,506.79 | |
| 2 | | \$52,786.02 | \$56,349.08 | \$59,923.13 | \$63,486.19 | \$67,049.24 | \$68,830.77 | 2 |
| | | \$4,398.83 | \$4,695.76 | \$4,993.59 | \$5,290.51 | \$5,587.44 | \$5,735.90 | |
| 3 | | \$55,546.29 | \$59,109.34 | \$62,672.41 | \$66,235.46 | \$69,798.51 | \$71,580.04 | 3 |
| | | \$4,628.86 | \$4,925.78 | \$5,222.71 | \$5,519.62 | \$5,816.54 | \$5,965.00 | |
| 4 | | \$61,044.83 | \$64,607.89 | \$68,170.94 | \$71,745.00 | \$75,308.05 | \$77,089.58 | 4 |
| | | \$5,087.07 | \$5,383.99 | \$5,680.91 | \$5,978.75 | \$6,275.67 | \$6,424.13 | |
| 5 | | \$63,794.11 | \$67,357.16 | \$70,931.21 | \$74,494.27 | \$78,057.33 | \$79,838.85 | 5 |
| | | \$5,316.18 | \$5,613.10 | \$5,910.93 | \$6,207.86 | \$6,504.78 | \$6,653.24 | |
| 6 | | \$66,554.37 | \$70,117.43 | \$73,680.48 | \$77,243.55 | \$80,806.60 | \$82,588.13 | 6 |
| | | \$5,546.20 | \$5,843.12 | \$6,140.40 | \$6,436.97 | \$6,733.88 | \$6,882.34 | |
| 7 | | \$69,303.65 | \$72,866.70 | \$76,429.76 | \$79,992.81 | \$83,566.87 | \$85,348.39 | 7 |
| | | \$5,775.30 | \$6,072.23 | \$6,369.15 | \$6,666.07 | \$6,963.91 | \$7,112.37 | |
| 8 | | \$72,052.92 | \$75,615.97 | \$79,179.03 | \$82,753.09 | \$86,316.14 | \$88,097.67 | 8 |
| | | \$6,004.41 | \$6,301.33 | \$6,598.25 | \$6,896.10 | \$7,193.01 | \$7,341.47 | |
| 9 | | \$74,802.19 | \$78,365.25 | \$81,939.29 | \$85,502.39 | \$89,065.41 | \$90,846.94 | 9 |
| | | \$6,233.52 | \$6,530.44 | \$6,828.28 | \$7,125.19 | \$7,422.12 | \$7,570.58 | |
| 10 | | \$77,562.46 | \$81,125.51 | \$84,688.57 | \$88,251.63 | \$91,814.68 | \$93,596.21 | 10 |
| | | \$6,463.54 | \$6,760.46 | \$7,057.38 | \$7,354.30 | \$7,651.22 | \$7,799.68 | |
| 11 | | | \$83,874.79 | \$87,437.84 | \$91,000.89 | \$94,574.95 | \$96,356.48 | 11 |
| | | | \$6,989.57 | \$7,286.49 | \$7,583.41 | \$7,881.25 | \$8,029.71 | |
| 12 | | | | \$90,187.11 | \$93,761.17 | \$97,324.22 | \$99,105.75 | 12 |
| | | | | \$7,515.59 | \$7,813.43 | \$8,110.36 | \$8,258.81 | |
| 13 | | | | | \$96,510.44 | \$100,073.50 | \$101,855.02 | 13 |
| | | | | | \$8,042.54 | \$8,339.46 | \$8,487.92 | |
| 14 | | | | | | \$102,822.77 | \$104,604.30 | 14 |
| | | | | | | \$8,568.56 | \$8,717.02 | |
| 16 YEARS | \$2,226 | \$79,788.46 | \$86,100.79 | \$92,413.11 | \$98,736.44 | \$105,048.77 | \$106,830.30 | |
| | | \$6,649.04 | \$7,175.06 | \$7,701.09 | \$8,228.04 | \$8,754.06 | \$8,902.52 | |
| 20 YEARS | \$3,180 | \$80,742.46 | \$87,054.79 | \$93,367.11 | \$99,690.44 | \$106,002.77 | \$107,784.30 | |
| | | \$6,728.54 | \$7,254.56 | \$7,780.59 | \$8,307.54 | \$8,833.56 | \$8,982.02 | |
| 25 YEARS | \$4,240 | \$81,802.46 | \$88,114.79 | \$94,427.11 | \$100,750.44 | \$107,062.77 | \$108,844.30 | |
| | | \$6,816.87 | \$7,342.90 | \$7,868.93 | \$8,395.87 | \$8,921.90 | \$9,070.36 | |
| 30 YEARS | \$8,480 | \$86,042.46 | \$92,354.79 | \$98,667.11 | \$104,990.44 | \$111,302.77 | \$113,084.30 | |
| | | \$7,170.21 | \$7,696.23 | \$8,222.26 | \$8,749.20 | \$9,275.23 | \$9,423.69 | |

Salary Placement and Qualification

1. **Class B:**
Teachers, librarians/media-specialists, counselors, and school nurses who have a Bachelor's degree.
2. **Class C:**
Teachers, librarians/media-specialists, counselors, and school nurses who have a Bachelor's degree, plus thirty (30) semester units. A quarter unit is equal to two-thirds (2/3) of a semester unit.
3. **Class D:**
Teachers, librarians/media-specialists, counselors, and school nurses who have: (1) Master's degree; or, (2) a Bachelor's degree, plus forty five (45) semester units; or, (3) a Bachelor's degree plus a preliminary, clear or equivalent credential. A quarter unit is equal to two-thirds (2/3) of a semester unit.
4. **Class E:**
Teachers, librarians/media-specialists, counselors, and school nurses who have a Bachelor's degree, plus sixty (60) semester units. A quarter unit is equal to two-thirds (2/3) of a semester unit.
5. **Class F:**
Teachers, librarians/media-specialists, counselors, and school nurses who have a Bachelor's degree plus seventy-five (75) semester units. A quarter unit is equal to two-thirds (2/3) of a semester unit. Ten (10) semester units may be District Salary Credits.
6. **Class X:**
Teachers, librarians/media-specialists, counselors, and school nurses who have a Bachelor's degree plus ninety (90) semester units including a Master's degree or Doctorate. A quarter unit is equal to two-thirds (2/3) of a semester unit. Twenty (20) semester units may be District Salary Credits.
7. **Prior Experience Credit:**
 - a. One step for a full year of work experience with the appropriate credential.
 - (1) Beginning July 1, 2019, 11 month schedule up to thirteen (13) years of experience.
 - (2) Beginning July 1, 2018, Head Start and Infant Toddler Teachers schedule up to four (4) years of experience.
 - (3) Beginning July 1, 2018, Psychologists, Speech & Language Specialists, and Nurses schedule up to six (6) years of experience.
 - (4) Beginning July 1, 2019, Adult Education schedule up to five (5) years of experience
 - b. Beginning July 1, 2006, one step for each full year of Bargaining Unit member experience up to four (4) years will be granted.
 - c. To qualify for credit, service rendered must have been seventy-five percent (75%) of the teaching days included in the academic year in question. Fractional years are not combined to qualify as one (1) year. Beginning July 1, 2000, any infant toddler teacher employed by the District for at least three (3) years immediately prior to being hired as a TK-12 teacher shall be placed on the salary schedule on the appropriate column at the first step that constitutes an increase from their per diem salary received (based on a five-hour day) as an adult education or ROP teacher.
8. Beginning July 1, 1990, teachers who are employed with a Vocational Credential shall be placed no lower than Step 4, Class B of the Certificated Salary Schedule. Teachers who subsequently acquire a regular credential may request a reclassification from Class B according to the number of semester units and the number of actual years of classroom teaching experience completed.
9. Beginning July 2012, teachers who are employed with a Speech/Language Credential shall be placed no lower than Step 5. Prior experience credit shall include work in the public and private sector. School nurses employed prior to October 12, 1970, shall retain their class status without reduction until such time as they qualify for a higher class according to provisions 1 through 5. Ten (10) CEU's shall be accepted as equivalent to one (1) semester Unit for advancement on the salary schedule for school nurses. Verification of completion of CEU training will be filed in the Human Resources Office before credit is granted.
10. **College Unit Recognition**
Advancement on the schedule can be achieved by the following:
 - a. All units earned subsequent to the BA/BS degree, (except District Salary Credits), must be upper division or graduate level units, with a grade of at least a "C" and from an accredited institution that would or could lead to a credential or a degree.
 - b. Coursework that enhances a Bargaining Unit member's ability or potential to address identified District needs and/or state mandate(s) in the Bargaining Unit member's current assignment will receive salary credit, if approved by a two-thirds (2/3) vote of the District Salary Credit Committee. The course work must be approved and filed, with the required documentation, with the District within sixty (60) days of completion of the coursework.
 - c. Lower division units from an accredited institution and with a grade of at least a "C" that are aligned to a Bargaining Unit member's District-approved credential or degree/waiver plan on file with the District, and were commenced, by the Bargaining Unit member after January 1, 2003.

11. To be eligible for a service increment on the certificated employee's salary schedule, the employee must have served sixty (60%) percent of the days school was in session during the preceding academic year of service. This means that the employee must have been present in the classroom on sixty (60%) percent of the days school was in session. The only exception to this provision shall be an approved sabbatical leave of absence which shall count as a regular period of service and shall not interrupt the employee's progress on the salary schedule.

D. Salary Placement and Qualifications

The deadline to file a request for a change in salary classification and to file a transcript or a copy of a transcript request form with the Human Resources Office:

October 1st and/or December 31st

Official transcripts verifying course work completed by the above dates must be filed with the Human Resources Office before a change in salary classification may take place. According to this provision, a request for a change in salary classification, along with official transcripts or a transcript request form, must be submitted prior to a monthly payroll period deadline for a salary change to be effective for that month; otherwise, the salary change will become effective the following month. In all instances, salary changes will not be made retroactive to months prior to submission of official transcript(s) or copy of transcript request form(s). Implementation of the change will be processed upon receipt of official transcripts.

Official transcripts (those which bear the University Seal and/or an original signature from the Registrar) must be submitted from an accredited college or university for salary advancement.

1. **Anniversary Increments and Masters/Doctorate Degree Recognition for Bargaining Unit members** Pre-school increments designated in Section F.2.
 - a. A two thousand, two hundred, twenty-six dollar (\$2,226) amount will be granted each year beginning with the sixteenth (16th) year through the nineteenth (19th) year of service with the District or to any Bargaining Unit member who has been at Step E13, F14, or X14 for five (5) or more years or on Psychologists Schedule F, Step 7 for ten (10) or more years.
 - b. A three thousand, one hundred, eighty-dollar (\$3,180) amount will be granted each year beginning with the twentieth (20th) year through the twenty-fourth (24th) year of service with the district or to a Bargaining Unit member who has received the stipend in (a) above for four (4) or more years.
 - c. A four thousand, two hundred, forty-dollar (\$4,240) amount will be granted each year beginning from the twenty-fifth (25th) year of service with the District or to any Bargaining Unit member who has received the stipend in (b) above for five (5) or more years.
 - d. An eight thousand, four hundred, eighty-dollar (\$8,480) amount will be granted each year beginning from the thirtieth (30th) year of service with the District or to any Bargaining Unit member who has received the stipend in (c) above for five (5) or more years.
 - e. A three hundred and fifty dollars (\$350) amount will be granted each year to Bargaining Unit members holding a Master's Degree or Doctorate from an accredited college or university. No more than one (1) three hundred and fifty-dollar (\$350) amount shall be granted to a Bargaining Unit member per year.
 - f. The monthly amount of the above increment shall be determined by dividing by the number of months assigned rounded to the nearest dollar, for all eligible certificated employees.
 - g. A qualifying year of service is any year in which the employee is entitled to receive credit for a year of service under Board policy.
 - h. A one thousand (\$1000) dollar amount shall be granted to each Full Time Adult Education Bargaining Unit member upon receipt of any TK-12 teaching credential and each year thereafter beginning July 1, 2004. No more than one such credential stipend shall be granted to any Adult Education Bargaining Unit member per year.
2.
 - a. District Salary Credits shall be afforded for Professional Learning activities conducted outside of the Board Day and for which the Bargaining Unit member has not been compensated. Fifteen (15) hours of Professional Learning equals one (1) District Salary Credit, which is equal to one (1) semester unit.
 - b. District Salary Credits may be earned in two ways:
 - (1) Professional Learning programs developed or designated by the Instructional Division and completely by the Bargaining Unit member.
 - (2) Professional Learning programs submitted by the Bargaining Unit member to a committee composed of four (4) members selected by the District and four (4) members selected by the Association. This committee shall meet at least two (2) times a year to review plans and approve District Salary Credits. Approval shall be by consensus or not less than a two-thirds (2/3) majority of the committee.

3. The base salary of each employee shall be defined by that employee's appropriate placement on the salary schedule including any applicable anniversary increment. The sum of the salary schedule placement and the anniversary increment shall be an employee's per diem pay rate.
4. A two hundred twenty-five (\$225) dollar annual stipend shall be given to each Special Education Classroom Teacher who possesses an Autism Authorization (including all RSP settings and Speech and Language).

E. Positions Related to Salary Schedule for Bargaining Unit members

1. Certain positions related to the schedule of salaries for regular classroom Bargaining Unit members shall receive an amount in addition to that provided in the regular teaching schedule. Bargaining members shall work the calendar (Traditional or Modified Traditional) specific to their site in addition to other days noted below. Salary rates for such positions shall be determined by placement of the incumbent on the Salary Schedule for Bargaining Unit members in terms of his/her training and experience, this rate to be multiplied by the index figures shown in the following list of positions (rounded off to the nearest dollar):
 - a. Director of Athletics (High Schools, 10 days) 1.08
 - b. Counselor (full-time, 10 days) 1.08
 - c. Director of Student Activities (High Schools, 10 days) 1.08
 - d. School Community Counselor (10 days) 1.08
 - e. Head Start Education/Specialist and Disability Specialists (11 School months + 20 days at Full Day Head Start Schedule) 1.12
 - f. Special Assignment (7 hours & 15 minutes per day) 1.0
2. The additional days will be assigned at the discretion of the site principal. However, the total of ten (10) additional days must be within the period of ten (10) working days immediately preceding the opening of the school year, through the ten (10) working days immediately following the close of the school year.

**2018-2019 & 2019-2020 Psychologist, Speech and Language Specialist and Nurses
Schedule F (GR 01) Per Month**

| BASE AMOUNT | | | | | |
|--------------------|--------------|------------------|------------------|---------------|--|
| Step | Index | 11 Months | 12 Months | Annual | |
| 1 (01) | 1.05 | \$9,985.36 | \$9,153.24 | \$109,838.91 | |
| 2 (02) | 1.08 | \$10,270.28 | \$9,414.42 | \$112,973.08 | |
| 3 (03) | 1.11 | \$10,555.20 | \$9,675.60 | \$116,107.25 | |
| 4 (04) | 1.14 | \$10,841.13 | \$9,937.70 | \$119,252.42 | |
| 5 (05) | 1.17 | \$11,126.05 | \$10,198.88 | \$122,386.58 | |
| 6 (06) | 1.23 | \$11,696.90 | \$10,722.16 | \$128,665.92 | |
| 16 th | \$2,226 | \$11,899.27 | \$10,907.66 | \$130,891.92 | |
| 20 th | \$3,180 | \$11,985.99 | \$10,987.16 | \$131,845.92 | |
| 25 th | \$4,240 | \$12,082.36 | \$11,075.49 | \$132,905.92 | |
| 30 th | \$8,480 | \$12,467.81 | \$11,428.83 | \$137,145.92 | |

3. Bargaining Unit members on Schedule F shall work an eight (8) hour day (8:00 a.m. to 4:00 p.m. or its equivalent), including a thirty (30) minute duty free lunch.

2018-2019 & 2019-2020 Salary Rates for Positions Not Related to Salary Schedules for Bargaining Unit Members

1a. Adult Education - Hourly Assignment as needed

| Step I | All Bargaining Unit members new to the MUSD Adult Education Program on a regular basis... | Class A | Class B | Class C |
|-----------------|---|----------------|----------------|----------------|
| | | \$45.55 | \$47.35 | \$49.15 |
| Step II | All Bargaining Unit members who have completed one (1) year of a regular assignment with the District Adult Education Program | \$48.05 | \$49.85 | \$51.70 |
| Step III | All Bargaining Unit members who have completed two (2) years of a regular assignment with the District Adult Education Program | \$50.55 | \$52.35 | \$54.15 |
| Step IV | All Bargaining Unit members who have completed three (3) years of a regular assignment with the District Adult Education Program | \$55.55 | \$57.35 | \$59.15 |

| | | | | |
|---------|---|---------|---------|---------|
| Step V | All Bargaining Unit members who have completed four (4) years of a regular assignment with the District Adult Education Program | \$58.30 | \$60.10 | \$61.70 |
| Step VI | All Bargaining Unit members who have completed five (5) years of a regular assignment with the District Adult Education Program | \$60.55 | \$62.35 | \$64.15 |

ADULT EDUCATION INDICES

| STEP | Class A | Class B BA + 30 | Class C BA + 60 or MA |
|------|---------|--------------------|--------------------------|
| 1 | 1 | 1.04 | 1.08 |
| 2 | 1.055 | 1.0965 | 1.135 |
| 3 | 1.11 | 1.15 | 1.19 |
| 4 | 1.22 | 1.26 | 1.3 |
| 5 | 1.275 | 1.1315 | 1.355 |
| 6 | 1.33 | 1.37 | 1.41 |

- (1) Hourly rates are rounded to the nearest nickel (\$0.05)
- (2) Subject to agreement under Article XII, Section D 10, 11 and 12.

1b. ROP - Hourly Assignment, as needed

| | | |
|-----------------|---|---------|
| Step I | All Bargaining Unit members who have completed one (1) year of a regular assignment with the MUSD ROP | \$51.90 |
| Step II | All Bargaining Unit members who have completed two (2) year of a regular assignment with the MUSD ROP | \$54.90 |
| Step III | All Bargaining Unit members who have completed three (3) year of a regular assignment with the MUSD ROP | \$57.60 |

Step Advancement — Bargaining Unit members must work sixty percent (60%) of their assignment per year (a full school year and no less than sixty-three (63) hours) to qualify for advancement on the salary schedule.

Anniversary Increments and Masters/Doctors Degree Compensation — same as contract unit members in Section 1-Item R.

Substitutes — Adult teachers who substitute will be paid at their regular rate of pay according to their step level. All other substitutes will receive the amount in Step I (Adult Education rate for current year).

2018-2019 & 2019-2020 MTA SALARY SCHEDULE E - HEADSTART TEACHERS (Part Day)

Assignments to be ten/twelve (10/12) calendar months as needed, with pay for Winter Recess and Spring Recess vacation periods.

Grade Levels

*does not include negotiated formula increase (see Article XII. 3.)

| STEP | A (Gr. 01) | B (Gr. 02) | C (Gr. 03) | STEP |
|----------|-------------|-------------|-------------|-------------|
| 1 | \$31,118.18 | \$37,740.96 | \$43,588.33 | 1 |
| 2 | \$32,580.01 | \$37,609.57 | \$45,723.88 | 2 |
| 3 | \$34,601.17 | \$41,567.17 | \$48,050.13 | 3 |
| 4 | \$35,948.61 | \$43,588.33 | \$50,249.25 | 4 |
| 5 | \$37,753.67 | \$45,723.88 | \$52,829.71 | 5 |
| 16 YEARS | \$2,226 | \$39,979.67 | \$47,949.88 | \$55,055.71 |
| 20 YEARS | \$3,180 | \$40,933.67 | \$48,903.88 | \$56,009.71 |
| 25 YEARS | \$4,240 | \$41,993.67 | \$49,963.88 | \$57,069.71 |
| 30 YEARS | \$8,480 | \$46,233.67 | \$54,203.88 | \$61,309.71 |

2018-2019 & 2019-2020 MTA SALARY SCHEDULE E - HEADSTART TEACHERS (Full Day)

Assignments to be ten/twelve (10/12) calendar months as needed, with pay for Winter Recess and Spring Recess vacation periods.

Grade Levels

*does not include negotiated formula increase (see Article XII. 3.)

| STEP | | A (Gr. 01) | B (Gr. 02) | C (Gr. 03) | STEP |
|----------|---------|-------------|-------------|-------------|------|
| 1 | | \$36,160.47 | \$43,856.39 | \$50,651.24 | 1 |
| 2 | | \$37,859.19 | \$46,027.80 | \$53,132.85 | 2 |
| 3 | | \$40,207.85 | \$48,302.60 | \$55,836.02 | 3 |
| 4 | | \$41,773.61 | \$50,651.24 | \$58,391.48 | 4 |
| 5 | | \$43,871.16 | \$53,132.85 | \$61,390.08 | 5 |
| 16 YEARS | \$2,226 | \$46,097.16 | \$55,358.85 | \$63,616.08 | |
| 20 YEARS | \$3,180 | \$47,051.16 | \$56,312.85 | \$64,570.08 | |
| 25 YEARS | \$4,240 | \$48,111.16 | \$57,372.85 | \$65,630.08 | |
| 30 YEARS | \$8,480 | \$52,351.16 | \$61,612.85 | \$69,870.08 | |

Level A: Headstart Bargaining Unit members who have earned sixty (60) semester hours of college work or who hold a Children’s Center Permit.

Level B: Headstart Bargaining Unit members who have earned ninety (90) semester hours of college work and hold a Children’s Center Permit.

Level C: Headstart Bargaining Unit members who hold a Children’s Center Permit and have earned either one hundred twenty (120) semester hours of college work or have been granted a Bachelor’s Degree from an accredited college or university.

Headstart Anniversary Increments shall be:

| | |
|----------------|------------|
| 16th-19th year | = \$ 2,226 |
| 20th-24th year | = \$ 3,180 |
| 25th-29th year | = \$ 4,240 |
| 30 + years | = \$ 8,480 |

Annual Stipends

| | |
|----------------------|----------|
| Bachelor’s Degree | = \$ 550 |
| Masters or Doctorate | = \$ 350 |

2018-2019 & 2019-2020 SALARY SCHEDULE G - INFANT TODDLER TEACHERS

Assignments to be 11/12 months as needed, with pay for Winter Recess and Spring Recess vacation periods

*does not include negotiated formula increase (see Article XII. 3.)

| STEP | | A (Gr. 01) | B (Gr. 02) | C (Gr. 03) | STEP |
|----------|---------|-------------|-------------|-------------|------|
| 1 | | \$32,430.41 | \$39,325.59 | \$45,417.97 | 1 |
| 2 | | \$33,948.01 | \$41,272.06 | \$47,650.38 | 2 |
| 3 | | \$36,048.45 | \$43,317.53 | \$50,080.74 | 3 |
| 4 | | \$37,467.08 | \$45,417.97 | \$52,357.13 | 4 |
| 5 | | \$39,347.58 | \$47,650.38 | \$55,051.42 | 5 |
| 16 YEARS | \$2,226 | \$41,573.58 | \$49,876.38 | \$57,277.42 | |
| 20 YEARS | \$3,180 | \$42,527.58 | \$50,830.38 | \$58,231.42 | |
| 25 YEARS | \$4,240 | \$43,587.58 | \$51,890.38 | \$59,291.42 | |
| 30 YEARS | \$8,480 | \$47,827.58 | \$56,130.38 | \$63,531.42 | |

* Annual Contract amount divided by 12 for those Headstart Teachers at YRE school sites.

Level A: Infant Toddler Bargaining Unit members who have earned sixty (60) semester hours of college work or who hold a Children’s Center Permit.

Level B: Infant Toddler Bargaining Unit members who have earned ninety (90) semester hours of college work and hold a Children’s Center Permit.

Level C: Infant Toddler Bargaining Unit members who hold a Children's Center Permit and have earned either one hundred twenty (120) semester hours of college work or have been granted a Bachelor's Degree from an accredited college or university.

Infant Toddler Anniversary Increments shall be:

| | |
|----------------|------------|
| 16th-19th year | = \$ 2,226 |
| 20th-24th year | = \$ 3,180 |
| 25th-29th year | = \$ 4,240 |
| 30 + years | = \$ 8,480 |

Annual Stipends

| | |
|-----------------------------|----------|
| Masters or Doctorate | = \$ 350 |
|-----------------------------|----------|

F. Salary Payments for Assigned Extended Day Activities

1. High School

High school Bargaining Unit members who are employed in approved extended day activities requiring additional hours of time beyond the normal work week shall be compensated as follows:

a. Position Titles

Position titles shall be established as follows (per season):

- (1) Varsity Head Coach
- (2) Varsity Assistant Coach
- (3) Lower Division (LD) Head Coach
- (4) Lower Division Assistant Coach

b. Position titles shall be established as follows:

- (1) Athletic Trainer (1 season)
- (2) Pepster Advisor (1 season)
- (3) Drill Team Advisor (for each of 2 seasons)
- (4) Athletic Director (for each of 2 seasons)

c. Salary Schedule

Beginning July 1, 2016, and for each succeeding two (2) years, the base salary figure shall increase by the average salary increase for the preceding two (2) years as follows:

d. Salaries

| | Var. Head Coach | Var. Ass't Coach | LD Head Coach | LD Ass't Coach |
|---|----------------------------|-----------------------------|--------------------------|---------------------------|
| 1. Sports | | | | |
| Football | 4,902 | 3,677 | 3,187 | 2,452 |
| Basketball | 4,168 | 2,452 | 2,942 | 2,206 |
| Soccer | 4,168 | 2,452 | 2,942 | 2,206 |
| Baseball | 4,168 | 2,452 | 2,942 | 2,206 |
| Softball | 4,168 | 2,452 | 2,942 | 2,206 |
| Wrestling | 4,168 | 2,452 | 2,942 | 2,206 |
| Cr. Country | 4,168 | 2,452 | 2,942 | 2,206 |
| Golf | 4,168 | 2,452 | 2,942 | 2,206 |
| Swimming | 4,168 | 2,452 | 2,942 | 2,206 |
| Water Polo | 4,168 | 2,452 | 2,942 | 2,206 |
| Tennis | 4,168 | 2,452 | 2,942 | 2,206 |
| Volleyball | 4,168 | 2,452 | 2,942 | 2,206 |
| Gymnastics | 4,168 | 2,452 | 2,942 | 2,206 |
| Competitive Cheer (Beginning July 1, 2019) | 4,168 | 2,452 | 2,942 | 2,206 |
| Other CIF Sanctioned Sport | 4,168 | 2,452 | 2,942 | 2,206 |
| 2. Ath. Trainer (for each of 3 seasons) (Beginning July 1, 2019) | | 2,843 | | |
| Drill Team Advisor (for each of 2 seasons) (Beginning July 1, 2019) | | 2,132 | | |
| Pepster Advisor (for each of 2 seasons) (Beginning July 1, 2019) | | 2,132 | | |
| Athletic Director (for each of 2 seasons) | | 4,902 | | |

e. Other High School Extended Day Activities

| | |
|---|---------|
| Band – 1 st Semester | \$4,902 |
| Band – 2 nd Semester | \$3,187 |
| Yearbook – Per Semester (1 Publication per year) | \$4,168 |
| Newspaper – Per Semester (2 Publications per year) | \$4,168 |
| Choral Music – Per Semester (to include presentations of a 2-act musical) | \$4,168 |
| Drama – Per Semester (minimum 1 major production each semester) | \$4,168 |
| Dance – Per Semester (minimum 1 major production each semester) | \$4,168 |
| Forensics – Per Semester | \$4,168 |
| Renaissance Coordinator (minimum 1 major production each semester) | \$4,168 |
| Tall Flag Advisor - annual assignment | \$1,313 |
| Orchestra, Jazz Band, additional band ensembles | \$1,050 |
| District Orchestra Director | \$2,102 |
| Art Consultant, Board of Education Publications | \$1,225 |
| Stage Manager (School Sponsored Activities) | \$1,225 |
| Other (as designated by immediate supervisor) | \$1,225 |
| Associated Student Body (ASB) Director (2 semesters) | \$1,225 |

| Athletic Events Duties | Amount Per Game |
|--|-----------------|
| Football | \$60 |
| Track | \$60 |
| Basketball | \$30 |
| Water Polo | \$30 |
| Wrestling | \$30 |
| Soccer | \$30 |
| (Assignments may include clock/timer, gate monitor, chain crew, video, and scouting) | |

- (1) The compensation for competition in sanctioned play-off games to be one-eighth (1/8) of the total extended day salary for each week a team or individual(s) participates.
- (2) Teams (Athletic, Music, or Pep & Drill) or individuals who qualify may participate in play-off games after the regular season of competition. Coaches of Varsity teams will be assigned for this period of time. Assistant coaches may be assigned with the approval of the principal and the Director of Athletics. Music and Pep & Drill unit member may be assigned with the approval of the Principal. Football teams may have a maximum of six (6) coaches assigned.

- f. Reimbursement for the above activities shall be payable at the conclusion of the activity upon certification by the Principal.
- g. Extra-pay assignments for certificated service shall be presented in writing to the Superintendent of Schools, and shall be approved by the Board of Education prior to actual assignment.
- h. Compensation for a one time per year off season coaching stipend shall be \$671 for the Varsity Coach and \$579 for each authorized Assistant Coach.
- i. The District and the Association recognize, support and encourage the hiring of qualified Bargaining Unit Members for all Extended Day activities. Bargaining Unit Members who apply shall be considered for all Extended Day Activities.

2. TK-8

TK-8 Bargaining Unit members who are employed in approved extended day activities requiring additional hours of time beyond the normal work week shall be compensated as follows:

a. Other Extended Day Activities

| | |
|---|---------|
| Band | \$1,225 |
| Chorus | \$1,225 |
| Drama | \$1,225 |
| Dance | \$1,225 |
| Associated Student Body (ASB) Advisor | \$1,225 |
| Yearbook | \$1,225 |
| Newspaper | \$1,225 |
| Sports Coach (at least 8 hours per week per intermediate school season) | \$1,225 |
| Webmaster | \$1,225 |
| Other (as designated by immediate supervisor) | \$1,225 |

G. Special Service Compensation and Additional Assignments as needed. Rates are for assigned work beyond contractual obligations in Article IV. Hours and Assignments Section C. (Beginning June 17, 2019)

1. Additional Assignment Rate - \$50.00 per hour (Assignments not specified in this Agreement)
2. Daily Rate - \$50.00 per hour
 - a. Summer School Bargaining Unit Members (hours of instruction per day and 1 additional hour on site per day).
 - b. Saturday School (minimum of 4 hours)
3. Per Diem Per Hour Rates
 - a. Additional Teaching Assignments (Article IV. Section F.8.b)
 - b. Additional Teaching Assignments Prep Time (Article IV. Section F.8.c)
 - c. Additional Student Coverage (Article IV. Section F.6)
 - d. Work Days beyond the calendar
 - e. Professional Learning Lead (Professional Learning Lead shall be compensated one hour for preparation at \$50.00 per hour for each hour of training)
4. Mileage reimbursement at maximum IRS rate per Board Policy.

H. Situational Rates

| | |
|---|----------------------------|
| Primary Language, BCC and BCLAD Certificate (within bilingual, primary language, dual language or SEI setting) | \$350.00 per annum |
| Special Education Autism Authorization Stipend | \$225.00 per annum |
| Bilingual and dual language Stipend (certificate or credential) | \$500.00 one time |
| Masters Degree | \$350.00 per annum |
| Supervisor/Infant Toddler (with 6 or more units of administration and/or supervision coursework in child development) | \$500.00 per annum |
| Tandem Teaching | % of wages & benefits |
| Bargaining Unit Member Substitutes | \$10.00 additional per day |
| Early Retirement (pre 95/96 - Independent Contractor) | \$5,000.00 per annum |
| Early Retirement (post 94/95 - Employee) | \$5,000.00 per annum |
| Sabbatical | (See Leave Policy) |

XIII. TRANSFER AND REASSIGNMENT POLICY

A. Definitions

1. **Assignment:** The District's initial placement of a Bargaining Unit member to a position in a specific school within the individual's credential area.
2. **Reassignment:** The change of the previous placement of a Bargaining Unit member position within the same school. This shall include grade level, subject matter or classroom changes.
3. **Transfer:** The change in placement of a Bargaining Unit member from one (1) site to another, or Part-Day AM to Part-Day PM or vice versa in Head Start or from Part-Day to Full-Day or vice versa in Headstart.
4. **Reclassification:** A change of the Bargaining Unit member from one position to another position commanding a different salary.
5. **Involuntary:** A change of the previous placement of a Bargaining Unit member as determined by the Board or its designee(s). The definition includes those who volunteer to be displaced.
6. **Voluntary:** A change of the previous placement of a Bargaining Unit member as requested and initiated by a Bargaining Unit member.
7. **Program and Educational Needs:** The instructional course of study offered to pupil during the Board Day, school needs, and pupil needs.
8. **Immediate Family:** Parent, Sibling, Spouse, and Child.

B. Seniority

1. Seniority refers to the date upon which the employee first rendered paid service in a probationary position.
2. Bargaining Unit members with the same initial date of service shall have their seniority number determined by lottery.
3. A Bargaining Unit member on a District approved leave of absence shall continue to earn seniority while on leave.
4. A Bargaining Unit member's seniority shall accrue during layoff, in accordance with Ed. Code.

C. Assignments

The District retains the right to assign all Bargaining Unit members upon employment with such assignment based upon the District's program and educational needs.

D. Reassignment

1. Voluntary Reassignment

- a. A Bargaining Unit member may file a written request with the site administrator for an assignment change within his/her school. All requests will be given full consideration and resolved in the best interests of all the parties concerned - the Bargaining Unit member, the pupils, the school site and the District.
- b. The Bargaining Unit member will receive written notification concerning the disposition of the request as promptly as possible.
- c. Primary consideration in such requests shall be the program and educational needs at the site, credentials held by the Bargaining Unit member, and experience in teaching specific subject areas. It is the intent of this section to make available opportunities for Bargaining Unit members to expand their knowledge and experiences in a variety of subjects for which they are qualified, at their request.
- d. Bargaining Unit members returning from a District-approved leave shall be afforded all rights provided under this section.

2. Involuntary Reassignment

The District reserves the right to reassign a Bargaining Unit member to a position in their credential area at any time if, in its judgment, such reassignment is in the best interests of the District. Opportunities shall be made available for Bargaining Unit members to voluntarily seek a reassignment prior to the implementation of this section. The administration shall make every attempt to follow personnel practices that will maximize the potential of the Bargaining Unit member and enhance good personnel relations.

Reassignment shall not be made arbitrarily or capriciously.

- a. A conference shall be held with the Bargaining Unit member outlining the specific reasons for their assignment and rationale in writing shall be provided the Bargaining Unit member upon request.
- b. Whenever possible, reassignments shall be announced no later than May 15. Bargaining Unit members who are reassigned after the beginning of the school year, for program or enrollment needs, shall be given five (5) working days notice. Bargaining Unit members shall be given one (1) day of release time following the notice period and prior to the first day in the new assignment.
- c. In the event that notification of a reassignment occurs during summer, the Bargaining Unit member shall be entitled to one (1) day release time within the first twenty (20) days of the next school session.
- d. The District shall provide assistance in moving materials to any new work location. For purposes of this subsection, the term "Assistance" shall mean the provision of a sufficient amount of packing materials and the moving of non-personal and non-site allocated items. Assistance shall include:
 - (1) Boxes and packing materials
 - (2) Assistance shall constitute creating a moving plan with the site administrator

E. Transfer

1. Voluntary Transfer

- a. A Bargaining Unit member who has completed one (1) full school year in the District may apply for a transfer to a different site by completing a written transfer form and submitting it to the Human Resources Division. A Bargaining Unit member shall list no more than three (3) choices in order of preference. To be acceptable, applications shall be submitted no later than April 15 of each school year. All requests will be given full consideration and resolved in the best interests of all parties concerned - the Bargaining Unit member, pupils and District.
- b. When a Bargaining Unit member requests a transfer, the Bargaining Unit member's current principal will not have veto power over the transfer. All Bargaining Unit member(s) requesting transfers shall remain on the active transfer list through one (1) week prior to the beginning date of traditional calendar. Unsuccessful transfer applicants shall be provided upon request, a written explanation for their non-selection. Receiving principals will interview candidates under consideration whenever possible.
- c. A Head Start Bargaining Unit member may apply for an a.m. or p.m. change in Head Start by completing a written transfer form and submitting it to the site administrator.
- d. Intra-District preference: qualified Bargaining Unit members shall be given preference in filling all certificated Bargaining Unit vacancies as follows:
 - (1) All Bargaining Unit members with the required credential(s) for a vacancy who have completed the transfer request in a timely manner shall be offered an interview.
 - (a) Employees offered interviews shall include, but not be limited to, the six (6) most senior in-District applicants.
 - (b) If two (2) or more Bargaining Unit members with state required credentials for the position apply for the vacancy, the most senior Bargaining Unit members shall be seriously considered to receive the transfer.
 - (2) Bargaining Unit members shall be given twenty-one (21) calendar days to interview.

- (3) Subject to paragraph a. above, qualified Bargaining Unit members shall be interviewed and considered prior to interviewing other applicants.
- (4) In the event that a qualified Bargaining Unit member is not granted the transfer, the appropriate administrator shall notify the applicant in writing prior to interviewing other applicants.
- e. Bargaining Unit members returning from a District-approved leave shall be afforded all rights provided under this section.
- f. Bargaining Unit members with the appropriate qualifications, credentials, and certification shall be given the opportunity to submit a written request to Human Resources transfer to another school site prior to the closing of a program or reduction-in-force.

2. **Involuntary Transfer**

The District has the responsibility to determine program needs and to establish the necessary staffing to implement the educational program. It has the responsibility to honor contractual obligations to its Bargaining Unit members and to follow the laws governing certificated employment practices. The District shall attempt to follow personnel practices that will maximize the potential of its Bargaining Unit members and enhance good personnel relations. Involuntary transfers of Bargaining Unit members shall only be implemented for just cause and when it is in the best interest of the District's programs and educational needs.

- a. Should it become necessary to transfer a Bargaining Unit member(s), the primary consideration in making such an adjustment(s) shall be the program and educational needs at the school(s) concerned. The criteria for establishing the staffing needs for the school(s) program shall also include:
 - (1) Credentialing requirements.
 - (2) Experience in teaching specific subject areas.
 - (3) Teacher in-District seniority. Any Bargaining Unit member who has been involuntarily transferred within the last eighteen (18) months shall be exempt from any involuntary transfer.
- b. After consideration of the above criteria and prior to any transfer, a conference shall be held with each Bargaining Unit member. A written summary outlining the specific reasons for the decision covered in the conference will be provided the Bargaining Unit member upon request. The District shall make every effort to notify a Bargaining Unit member of a pending transfer by May 15. Bargaining Unit members shall be entitled to one (1) day release time, upon request, before the actual transfer occurs.
- c. The District shall seek volunteers prior to making any involuntary transfer.
- d. **Closed Sites:**
 - (1) If a particular site is to be closed, Bargaining Unit member at that site shall be accorded first priority for filling any new or vacant positions at the site or sites in which the pupils at the closing site are being placed.
 - (2) Bargaining Unit members for the closed site shall also be accorded first priority in filling all vacancies that arise for which they have an appropriate credential.
- e. In the event that a transfer may occur during summer, the Bargaining Unit member shall be entitled to one (1) day release time, upon request, within the first twenty (20) days of the next school session.
- f. Bargaining Unit members who are transferred after the beginning of the school year shall be given five (5) working days' notice and one (1) day of release time before the transfer actually occurs.
- g. The District shall provide assistance in moving materials to any new work location. For purposes of this subsection, the term "Assistance" shall mean the provision of a sufficient amount of packing materials and the moving of non-personal and non-site allocated items.
- h. Bargaining Unit members returning from a District-approved leave shall be afforded all rights provided under this section.
- i. All Bargaining Unit members with the appropriate qualifications, credentials, and certification, shall be given the opportunity to transfer prior to the closing of the program and/or reduction in force.

F. **Posting and Advising of Vacancies**

- 1. A vacancy is defined as any position that does not have a Bargaining Unit member assigned to it. This includes any vacated, promotional, or newly created position, including positions created by reconfiguration or restructuring. A vacancy does not exist when the position has been closed.
- 2. All vacancies shall be posted and remain posted in the Human Resources Office and at all work sites for a minimum of ten (10) days and until the position is filled. The District shall also email notice of the vacancies to the Association and all Bargaining Unit members.
- 3. Support Personnel and other out-of-classroom Bargaining Unit vacancies will be open to all Bargaining Unit members and will be posted at each school site for at least six (6) working days. Bargaining Unit members may request an interview through the Human Resources Office. The appropriate administrator shall make the selection recommendation to the Human Resources Office.
- 4. An interim appointee may be placed in the vacancy by the appropriate administrator for no more than forty (40) days. Under extraordinary circumstances this period may be extended by twenty (20) days.

5. The May 15 vacancy list shall be posted at each site no later than May 20 and continued to be posted through the end of the school year.
6. Bargaining Unit members being involuntarily transferred will be given priority in placement over any voluntary transfer requests, as well as over any newly employed Bargaining Unit members' assignment requests. Whenever possible, the wishes of the individual Bargaining Unit member will be honored to the extent that they do not conflict with program, educational and staffing needs.
7. Within the first month of the school year, principals shall request the names of Bargaining Unit members interested in any out-of-classroom positions. Those Bargaining Unit members indicating an interest shall be notified if such a vacancy occurs during the school year.
8. If a Bargaining Unit member already has a transfer/reassignment application on file, it is not necessary to make a further application in order to be considered for any vacancies for which the Bargaining Unit member has the appropriate credential.

G. Reclassification

Transfer or reassignment to a position commanding a lesser salary will not affect the salary paid to the Bargaining Unit member during the course of a contractual year. All salary adjustments will be made in accordance with the provisions of the California Education Code.

XIV. HEALTH AND WELFARE BENEFITS

A. Workers Compensation

1. The District Workers Compensation Program shall be conducted in accordance with State law. The cost of medical care necessitated by accidents sustained in the line of duty will be paid directly to the attending physician upon submission of appropriate documentation to the District's self-insurance administrator.
2. The District shall have the responsibility to see that adequate medical attention is received by an injured worker. The injured worker shall inform the immediate supervisor and file a report to the District designated reporting agency as soon as feasible following the injury or illness. The District shall be responsible for posting reporting information online and at school sites.
3. Injured workers will be provided appropriate treatment by District-designated physicians and/or hospitals in our Medical Provider Network unless the injured worker has an accepted predesignated Physician Form on file with the Risk Management Office. It is understood that no claim shall be paid until the proper billing and reporting paperwork is submitted by the predesignated physician.

B. Eligibility for Medical, Dental, Vision, Life Insurance and Employee Assistance Service for Education

1. All certificated Bargaining Unit members regularly assigned half (1/2) time or more.
2. All certificated adult education and ROP employees whose regular assignment as certified to by the Director of Adult Education is for eighteen (18) or more hours per week.
3. All certificated vocational education Bargaining Unit members whose regular assignment as certified by the Assistant Superintendent, Instructional Services, is for twenty (20) or more hours per week.
4. All eligible Bargaining Unit members hired prior to August 1 shall receive benefits September 1 and end on August 31. All Bargaining Unit members hired after August 1 shall receive benefits the first day of the month following hire and end on August 31.
5. All retirees and/or dependents will apply for part B of Medicare and submit proof to the proper medical insurance carrier three (3) months before their sixty-fifth (65th) birth date in order to maintain their eligibility. Any penalty in district-paid health care premium incurred by the District because of failure by the retiree to comply with this requirement will be passed on to the retiree.
6. The term "Eligible Employee", insofar as qualifying for District insurance premium payment is concerned, shall include the following:
 - a. Those who are assigned on a ten (10) school month or a ten (10) calendar month basis. These employees shall be entitled to District payments for summer coverage if they have met the requirements of Item 1, during the preceding June, and otherwise qualify, or if they are employees re-hired during the summer after having served as temporary contract Bargaining Unit members.
 - b. Those who are on work related injury or illness leave with or without pay.
7. Eligible employees' effective date of enrollment, re-enrollment, or change of enrollment shall be the first of the month following the date the enrollment form was received in the District's Benefits Office.
8. The District's single plan medical insurance coverage shall be provided to a surviving spouse and/or dependents of a District Bargaining Unit member who qualifies for this benefit for a one (1) year period. COBRA provisions shall be placed in effect following this period.

C. MUSD Health and Welfare Benefit Committee

1. The purpose of this Committee will be to monitor and coordinate the District's health and welfare program. The goal of the Committee is to maintain and/or improve the employees' benefits/insurance programs while at the same time being cognizant of and/or responsive to the costs of such programs.
2. The voting membership of the Committee will be composed of three (3) representatives of the Certificated Bargaining Unit, three (3) representatives of the Classified Bargaining Unit and three (3) District representatives.
 - a. Non-voting advisory members shall include
 - (1) The Payroll and Benefits Supervisor
 - (2) A representative from the Benefits Department.
 - (3) The Executive Director of the Certificated Bargaining Unit.
 - (4) The Executive Director or designee of the Classified Bargaining Unit.
3. Any and all alterations of the health and welfare benefits program shall be evaluated and decided upon by the Committee. All decisions shall be made by majority vote. Issues of employee eligibility must be approved by the Board.

D. Medical, Dental, Vision, Life Insurance and Employee Assistance Service for Education

If employed on the first (1st) working day of a calendar month, coverage can be effective on that date if a signed application is filed with our Risk Management Department by that date. If employment commences after the first (1st) working day of a calendar month, coverage cannot be effective until the first (1st) day of the following month and then only if application is on file in the Risk Management Department by that date.

Group insurance terminates at the close of the month of resignation or retirement, with the exception of Bargaining Unit members covered under Section G (Retiree Coverage). Application for continued coverage under a conversion plan must be made within thirty (30) days.

1. Medical Insurance

- a. The District will continue to offer eligible employees and their dependents medical insurance coverage with benefits provided by each plan substantially identical to that offered during the 1994-95 insurance year.
- b. Coverage shall be non-discriminatory for all Bargaining Unit members.
- c. Coverage to provide a broader psychiatric benefit at no less than fifty percent (50%) coverage per visit with no less than a maximum cap of one thousand dollars (\$1,000) per year for office visits.

2. Dental and Orthodontia Insurance

The District will continue to offer eligible employees and their dependents dental and orthodontia (dependent only) insurance coverage with benefits substantially identical to that offered during the 1994-95 insurance year.

3. Vision Insurance

Effective October 1995, the Board authorizes the administration to contract with the appropriate carrier for the term of the contract to provide a vision care program equivalent to VSP Plan C (\$10.00 deductible).

4. Life Insurance

- b. The Bargaining Unit members' life insurance coverage shall become effective on the first day that she/he is physically present at work.
- c. The Board authorizes the Administration to contract with an appropriate carrier for fifty thousand (\$50,000) dollars straight life term insurance for Bargaining Unit members.
- d. The Life Insurance shall terminate at the end of the month in which retirement or resignation occurs.
 - (1) Employees on unpaid leave of absence may continue life insurance coverage at their own expense by making the appropriate payment to the District prior to the first day of the month in which coverage would otherwise terminate.
 - (2) Employees must apply for the individual policy and pay the applicable premium within thirty-one (31) days after termination of his/her life insurance. Life insurance will include a conversion privilege.

5. Employee Assistance Service for Education (EASE)

The District will continue to offer eligible employees Employee Assistance Service for Education (EASE) coverage with benefits substantially identical to that offered during the 1994-95 insurance year.

E. Aggregate Insurance Caps

1. The District shall pay \$11,829 per Bargaining Unit member beginning July 1, 2013. Commencing in 2014-2015, the District contribution shall be increased by the percent funded increase of any cost of living adjustment to per pupil funding and any increase to the Local Control Funding Formula. This average cost shall be applied to all eligible Bargaining Unit members. If the committee is able to bring the average cost per eligible Bargaining Unit member below the amount provided herein, such savings shall be placed on a monthly basis in a designated, separate, interest bearing account at the established county rate. A statement of this account shall

be made available to the Committee monthly. If the benefits cannot be managed within the aggregate amount allotted, the Committee shall set a level for payroll deduction per month sufficient to fund projected costs in excess of the aggregate cap.

F. Effect of Leave of Absence on Group Medical Insurance

The following shall apply to persons on leave of absence:

1. Sabbatical Leave

Employees on sabbatical leave who have filed a performance bond shall be entitled to District insurance contributions; otherwise, each month the employees may furnish a check to the District prior to the first day of the month for the amount of their insurance premiums.

2. Work Related Injury/Illness Leave

Employees on work related injury or an illness with pay shall be entitled to a District insurance contribution.

3. Pregnancy Leave

Employees on pregnancy leave, as defined in the leave policy, are entitled to a District insurance contribution.

4. Leaves Without Pay

Employees on leaves without pay may furnish the District a check for their premium prior to the first day of the month in order to continue coverage. This coverage may be maintained for the period of their approved leave. COBRA shall be placed in effect at the termination of such leave.

G. Health Coverage for Retirees

Bargaining Unit members who retire from the District, after serving fifteen (15) years or more and who will retire under the provisions of the State Teachers Retirement System, shall be provided by the District continual coverage of the Bargaining Unit's group health insurance program until the retiree reaches the age of sixty seven (67). The following guidelines shall be met to implement this program.

1. Employees must be at least fifty-five (55) years old or qualify for STRS Disability Allowance.
2. Employee must qualify and retire under the California State Teachers Retirement System or qualify for STRS Disability Allowance when leaving the District in order to be eligible. Coverage shall not be provided for a person under another medical program.
3. Employees must qualify and retire under the California State Teachers Retirement System or qualify for STRS Disability Allowance when leaving the District in order to be eligible. Coverage shall not be provided for persons under STRS Disability Allowance who are under fifty-five (55) years of age and covered under another medical program.
4. Beginning January 1, 2014, the maximum dollar amount that the District will be required to contribute to this program on behalf of an eligible retiree, shall be nine-hundred thirty-eight dollars (\$938) per month. Beginning January 1, 2015, the amount shall be increased equal to the percentage increase to the aggregate insurance cap identified in Section E.
5. When the time comes that the premium exceeds the above formula, the retiree, in order to remain eligible for health benefits, shall make a contribution to the District before the effective date of the increased premium of the amount that is the difference between the District contribution and the actual cost of the premium.

All retirees and/or dependents will apply for Part B of Medicare and submit proof to the proper medical insurance carrier on or before their sixty-fifth (65th) birth date in order to maintain their eligibility. Any penalty in District-paid health care premium incurred by the District because of failure to comply with this requirement will be passed on to the retiree.

6. The District's obligation to contribute to the retiree's health program shall terminate on the Bargaining Unit member's sixty-seventh (67th) birthday.
7. Retirees who are not eligible for the above program shall have the option to continue in the health program by making their own contribution equal to the premium through the currently established procedures with the District.
8. A surviving spouse of a District retiree who qualifies for this benefit shall have the same dollar amount of coverage to continue in a program provided by the District's medical insurance carriers under the following conditions:
 - a. Only single plan coverage shall be allowed.
 - b. The cost shall not exceed the annual dollar amount limit for the retiree.
 - c. The coverage shall extend until either the retiree would have reached sixty-seven (67) years of age or the surviving spouse reaches sixty-seven (67) years of age, whichever occurs first.

H. Federal and/or State Legislation

If during the term of this contract, federal or state legislation is passed which requires a substantial modification of the Health and Welfare Benefits provided by this article which will cost the District \$100,000 or more for all Bargaining

Unit members, the District shall have the option to immediately open this article for negotiation. The Association shall have the option to immediately open this article for negotiation if legislation is passed that has the effect of increasing aggregate Bargaining Unit contributions for Health and Welfare benefits by \$100,000 or more.

XV. EARLY RETIREMENT OPTION

- A. Beginning in July 1, 2016, Bargaining Unit members shall be eligible to participate in the District's Early Retirement Program subject to the following:**
1. The Bargaining Unit member must be eligible for STRS retirement, less than sixty (60) years of age, and drawing STRS benefits at the time of his/her employment in this program.
 2. The Bargaining Unit member shall have served at least fifteen (15) years in the Montebello Unified School District as a certificated employee.
 3. Services may be performed for a maximum of five (5) years or until age (60) whichever comes first. The Bargaining Unit member may elect to discontinue service under this option at the end of any year, but then he/she may not re-enter the program.
 4. The Bargaining Unit member must request participation in this program for the following school year and formally resign from the District by May 1 with an effective date prior to July 1. This shall occur after the necessary contractual agreements have been signed by both parties.
 5. Bargaining Unit members opting for this program shall contract for a total of twenty (20) days per year in concert with District's needs. The early retiree's contract shall be determined by the District on an annual basis.
- B. Each year the contract for the early retiree shall be reviewed by the District with the retiree. In all cases, the District shall make the final determination as to the retiree's assignment. The particular work days shall be mutually agreed upon in advance of a school year by the two (2) parties, subject to possible later changes, again by mutual agreement.**
1. Upon acceptance of the Bargaining Unit member's request for participation in the District's Early Retirement Program, verification of eligibility, signed contractual obligations, and formal resignation, the District shall:
 2. Employ the services of the individual Bargaining Unit for twenty (20) working days per year, for no more than five (5) consecutive years. The normal workday is based on an eight (8) hour day. Termination of the contract may be by mutual agreement. The District may terminate this contract for just cause if there is a failure to meet contractual obligations by the participant.
 3. Pay the Bargaining Unit member five thousand (\$5,000) dollars inclusive of all employer taxes each year for no more than five (5) years upon completion of each year's contractual obligations. The District may employ Bargaining Unit members up to an additional ten (10) days at a commensurate rate.
 4. Allow participants to make up days lost due to illness immediately following their illness or on days that are mutually agreed upon by the participant and supervisor of the project.
 5. Provide District medical and dental benefits to participants for each year of participation at District expense not to exceed the District's contribution for regular Bargaining Unit members.
 6. Require participant (retirees) to assume all expenses including, but not limited to, travel and clerical costs incurred from outside the District in connection with the performance of the contracted service.

XVI. LEAVE POLICY

- A. General**
1. The Board of Education shall consider individual requests for leave of absence for all purposes other than military service, pregnancy or for health reasons.
 2. Requests for leave for health reasons shall be accompanied by the physician's recommendation.
 3. Leave granted under the FMLA shall run concurrently with all other accrued paid leaves.
- B. Notice of Request for Leave of Absence**
1. A request for leaves not covered in this section must be submitted to the Human Resources Offices through the employee's site administrator at least four (4) weeks prior to the beginning date of the proposed leave. The Board may provide exceptions to this limitation.
 2. If a replacement is contracted prior to the start of the leave, the District is not compelled to retain the employee in a regularly paid assignment during the approved leave period.
- C. Notice of Intent to Return from Leave of Absence**
1. Except as provided in Education Code 44842, an intent to return from leave and resume service with the District must be submitted in writing to the Human Resources Office at least four (4) weeks before the proposed date of return.

2. Bargaining Unit members who have been granted a leave of absence under any leave contained in this Article shall notify the Human Resources Office in writing as to their intent to return to employment in the District. In accordance with Education Code 44842, the Bargaining Unit member shall provide notice on the official District form, no later than June 30, of their intent to remain or not remain in the District's service. Failure to give such notice without good cause shall indicate that the Bargaining Unit member has declined employment and employment with the District shall be terminated.

D. Part-Time Employees and Full-Time Employees Employed for Portion of a Year

A part-time Bargaining Unit member under contract shall be entitled to benefits under leave of absence with pay provisions in the proportion that the assignment bears to a full-time assignment. A full-time Bargaining Unit member under contract who is employed for only a part of the year shall be entitled to benefits under leave of absence with pay provisions in the same proportion that the assignment bears to a full year's assignment.

E. Required Physical Examination for Extension/Return from Leave of Absence

The District may require a physical examination by a District approved physician to determine the appropriateness of the request for any leave under this article. A certificated Bargaining Unit member, who is granted a leave of absence, shall be entitled to return to the employment only after, upon request, passing satisfactorily a physical examination given by a physician employed by the District or by a private licensed physician reporting on a form supplied by the District. The examination shall be made in a two (2) week period immediately prior to return to duty.

F. Length of Leaves

Aside from those leaves legally required by the State of California Education Code, it shall be the policy of the District to limit leaves to a maximum of two (2) years.

G. Sabbatical Leaves

1. Eligibility

Full-time certificated Bargaining Unit members, who have had seven (7) years of consecutive service with the District, may be granted leave of one (1) year for the purpose of travel, projects, and/or study which will benefit the schools and the pupils of the District. Sabbatical leave shall be granted for not less than one (1) semester nor for more than two (2) consecutive semesters of any one (1) school year. It is recommended that sabbatical leave for one (1) full semester only shall be granted for the second semester of the school year.

2. Application for Sabbatical

Applicants for sabbatical must submit a standard form of application prior to January 15 of the school year preceding the sabbatical leave.

3. Determination of Nominees for Sabbatical

A committee shall be formed consisting of the Assistant Superintendent, Human Resources, or designee and an additional administrator, and three (3) Bargaining Unit members chosen by the recognized certificated employee organizations to act as a board for selection of nominees for sabbatical leave. Recommendations of nominees shall be made on or before March 1. All members of the committee shall receive pertinent information regarding applicants one (1) week prior to the meeting for selection. The committee shall rank all recommended nominations in order of preference using the criteria listed below in Section 4. The number of nominations recommended shall be limited to two percent (2%) of the certificated personnel.

4. Conditions for Determining Nominees

The nomination of candidates for sabbatical shall be governed by:

- a. Relative merits of reasons for desiring leave.
- b. History or previous leaves (normally priority of selection will be given applicants who have not had a sabbatical leave in the District.)
- c. Benefit to the students of the District by the leave.
- d. Seniority.

5. Limitation on Number of Leaves

The Board shall grant sabbatical leaves each year. This shall be announced no later than April 1 of each school year. The Association and the District's Representative shall meet and confer on the exact number to recommend to the Board as a joint agreement.

6. Categories for Sabbatical Leave

a. Sabbatical for Travel

Travel leave is one during which the Bargaining Unit member shall remain in travel status three and one-half (3.5) months for each semester of leave granted. Approval of program shall be given by the Sabbatical Leave Committee, and a formal report shall be made to the Human Resources Office at the completion of the sabbatical leave.

b. Sabbatical for Travel and Study

Travel duration for this Sabbatical must not be less than two (2) months and the study purposes shall outline a program to consist of not less than twelve (12) semester hours of upper division or graduate level work or the equivalent thereof for the duration of the leave.

c. One Semester Sabbatical

Categories for one (1) semester sabbatical shall be the same categories as listed above except the time and requirements shall be one-half (1/2). Request for such leave must meet the same time requirements as full year leaves.

d. Sabbatical for Study or Research

Employees who apply for sabbatical for study purposes shall outline a planned program to consist of not less than twelve (12) semester hours of upper division or graduate level work or the equivalent thereof per semester. Persons who have projects, theses or dissertation requirements for a Master's or Doctor's degree must present a statement from an official of the university or college concerned that the work to be undertaken is equivalent to twelve (12) semester hours of upper division or graduate level university or college work per semester.

Special problems or projects to be pursued individually must have the approval of the Sabbatical Committee who will determine in essence whether the project or problem to be pursued or studied meets the twelve (12) semester hour equivalent status. If appropriate, statements from officials of approved educational institutions may be required, indicating that the project or problem does in effect fulfill the twelve (12) semester hour equivalent status per semester.

Evidence of the successful completion of the work shall be filed with the Sabbatical Committee which may require additional supporting evidence should they so desire.

e. Fellowships or Scholarships

A request for a Sabbatical to accept a fellowship or a scholarship shall be considered on the basis of its current merits and purposes by the Sabbatical Committee. In all cases, however, six (6) semester hours of upper division or graduate level work shall be required each semester.

Evidence of the successful completion of a scholarship or fellowship shall be filed in the form of a transcript, certified by an approved institution, and by a statement, certified by the grantor of the scholarship or fellowship, that all provisions of the scholarship or fellowship were successfully met.

f. Member Initiated Projects

Bargaining Unit members may initiate and design projects that are equivalent in nature to Section 6-b, d and e above, and shall be considered on the basis of its current merits and purposes by the Sabbatical Committee. Examples of said member projects shall include but shall not be limited to the following:

- (1) Peace Corps/VISTA
- (2) Community service
- (3) Independent educational research
- (4) Work in the public sector
- (5) Education related training in the private sector.

7. Compensation

a. The compensation to be paid to the Bargaining Unit member granted sabbatical leave shall be the difference between the Bargaining Unit member's monthly salary and the salary at Step 1, Class B. A Bargaining Unit member, whose salary while on Sabbatical would exceed the highest salary listed on the basic salary schedule, shall be paid fifty percent (50%) of the highest salary listed on the basic salary schedule.

b. The compensation while on Sabbatical will be paid in the same manner as if the Bargaining Unit member were on duty in the District upon the furnishing, by the Bargaining Unit member, of a sabbatical agreement and a suitable bond indemnifying the District against losses in the event the Bargaining Unit member fails to render two (2) years of service to the District after return from Sabbatical or should the Bargaining Unit member fail to carry out the Sabbatical provisions.

c. Such bond shall be exonerated, and the agreement fulfilled in the event that failure of such Bargaining Unit member to return and render such two (2) years of service is caused by the death or incapacitating physical or mental disability of the Bargaining Unit member.

d. In the event the Bargaining Unit member does not wish to furnish a bond as described in the foregoing paragraph, the compensation shall be paid in two (2) equal installments during the first two (2) years of service rendered in the employ of the District following the return of the Bargaining Unit member from said Sabbatical.

- e. One-half (1/2) of the total compensation shall be paid at the end of the first five (5) school months of service following return from leave of absence: the second half of the payment shall be made at the end of the first five (5) months of the second school year of service following return from Sabbatical.

8. Retirement

Sabbatical time shall count toward retirement and the annuity contributions shall be collected.

9. Salary Schedule

Absence on Sabbatical leave shall count as a regular period of service and shall not interrupt the Bargaining Unit member's progress on the salary schedule. This provision shall not be retroactive.

10. Assignment Upon Return

At the expiration of the Sabbatical, the Bargaining Unit member shall be assigned to a comparable position, but no guarantee can be given that it will be the same position he/she occupied at the time the Sabbatical was granted.

11. Liability

The Board shall not be held for any liability for the payment of any compensation or damages arising from the death or injury of any Bargaining Unit member while on Sabbatical.

H. Pregnancy Leave

The Board shall provide for leave of absence for any certificated Bargaining Unit member who is required to be absent from duties because of pregnancy, miscarriage, childbirth and/or recovery there from. The length of the leave of absence, including the date on which the leave shall commence and the date on which the Bargaining Unit member shall resume duties, shall be determined by the Board upon review of the recommendation of the Bargaining Unit member's physician.

Disabilities caused or contributed to by pregnancy, miscarriage, childbirth and/or recovery there from such conditions are, for all job-related purposes, temporary disabilities and shall be treated as such under any health or temporary disability insurance or sick leave plan available in connection with employment. All written and unwritten employment policies and practices of the District shall be applied to disability due to pregnancy, miscarriage, childbirth and/or recovery there from on the same terms and conditions applied to other temporary disabilities.

Bargaining Unit members on such leave shall be assigned to the same position held prior to absence whenever possible.

Bargaining Unit members, whose expected delivery date will be during the school year, shall notify the Human Resources Office and submit a physician's statement of the expected delivery date at least one (1) month prior to the expected delivery date.

Bargaining Unit members who adopt a child shall be afforded fifteen (15) working days leave of absence upon custody of the child, using sick leave.

Under the California Family Rights Act (CFRA,), any Bargaining Unit member who has worked in the District at least twelve hundred and fifty (1250) hours in the twelve (12) months preceding the date the leave would begin is entitled to up to twelve additional weeks of leave following the release from doctor's care or at the end of four (4) months whichever comes first. This unpaid leave includes all health and welfare benefits.

I. Child Care Leave

Upon request, the District shall provide a Bargaining Unit member, who is a natural, foster, or adopting parent, an unpaid leave of absence for the purpose of rearing his/her child. Such leave will coincide with the birth or de facto custody of an adopted or foster child. Beginning with the semester following the birth or de facto custody of the child, twelve (12) months shall be allowed for this leave.

J. Health and Other Leaves of Absence

Requests for leave of absence for health reasons must be accompanied by a medical certification from a health care provider or practitioner of a well-recognized religious sect recommending the necessity of such a leave.

1. Sick Leave of Absence

- a. Full-time certificated Bargaining Unit members assigned for twelve (12) months shall receive full pay for the first fourteen (14) working days absence because of illness or injury during the school year, July 1 through June 30. Sick leave day shall include one-sixth (1/6th) additional assignments.
- b. Certificated Bargaining Unit members assigned for less than twelve (12) months shall receive full pay on the basis of one and two tenths (1.2) day per month for the number of months assigned; that is ten (10) month employees, either calendar or school, shall receive twelve (12) days sick leave per year.

Credit for leave of absence need not be accrued prior to taking such leave by the Bargaining Unit member and such leave of absence may be taken at any time during the school year.

Sick leave not used during any one (1) school year shall be carried forward to the succeeding school year in the form of accumulated sick leave. The amount of sick leave that may be accumulated to the credit of an employee, exclusive of the current year's sick leave, shall be unlimited.

- c. It shall be the obligation of the certificated Bargaining Unit members to develop means that will assure self-discipline in the use of illness leave; however, medical certification by a licensed health care provider or practitioner of a well-recognized religious sect may be requested by an administrator. This would preclude major surgery or prolonged illnesses for which medical certification has already been provided.
- d. Any Bargaining Unit member at his/her option may sell back and be paid for any unused sick leave days for that year at the end of each school year. Payment will be made at the current rate of substitute teacher pay for that year. Sold-back days do not accumulate. Bargaining Unit members, who were first employed by the District subsequent to July 1, 1980, upon resignation from the District, may request to sell back the current year's allocation plus ten (10) additional accrued sick days at the substitute teacher rate for the current year.

2. Paid Illness Leave Exhaustion and Difference Pay Limitations

Subject to California Education Code Sections 44977 through 44978.1, the District shall provide to Bargaining Unit members, upon exhaustion of all available and accumulated sick leave, difference pay in accordance with statutory limitations. The calculations for difference pay shall be the Bargaining Unit member's per diem, less one hundred thirty (\$130) dollars per day. In no event shall the difference pay received by a Bargaining Unit member be less than twenty-five dollars (\$25.00) per day.

- a. The amount deducted from a regular Bargaining Unit member's pay because of illness or accident shall not include paid vacation holidays which may be allowed the substitute teacher.
- b. When a regularly assigned contract probationary or permanent certificated Bargaining Unit member is absent from his/her duties and is on a verified medical leave in excess of his current and accumulated sick leave, he shall receive one hundred (100) days of difference pay for a period of not to exceed five (5) school months in any one (1) school year. The one hundred (100) working days at difference pay shall not apply to extended day activities or non-contract duties such as teaching driver training and adult education classes. A Bargaining Unit member who uses any portion of the days herein provided during one (1) school year shall be limited to the balance of the unused days thereafter for the same illness when the leave is continuous. Sick leave, including accumulated sick leave, and the 100 day period shall run consecutively. A Bargaining Unit member shall not be provided with more than 100 days of difference pay per accident or illness. The "same illness" shall be determined by the Bargaining Unit member's attending physician. The Board reserves the right to require supporting medical records be made available to an independent medical examiner for verification.
- c. Whenever a Bargaining Unit member has exhausted all current sick leave, accumulated sick leave, and 100 days of difference pay, due to accident or illness, and the Bargaining Unit member is not medically able to resume duties, the Bargaining Unit member shall, if not placed in another position, be placed on a reemployment list for twenty-four (24) months if the Bargaining Unit member is on probationary status and for thirty-nine (39) months if the Bargaining Unit member is on permanent status. When the Bargaining Unit member is medically able, during the twenty-four (24) or thirty-nine (39) month periods, the Bargaining Unit member shall be returned to employment in a position for which he or she is qualified.
- d. Any Bargaining Unit member, at his/her option, may sell back and be paid for any unused sick leave days for that year at the end of each school year. Sold back days do not accumulate.

3. Pro-Ration of Illness Leave Benefits

When an authorized leave of absence reduces regular service to less than a full year, illness leave benefits shall accrue to the Bargaining Unit member on a prorated basis for service rendered.

4. Personal Necessity Leave Using Sick Leave

- a. A certificated Bargaining Unit member, serving in a status which entitles him/her to illness or injury leave pay under the provisions of Section 44978 of the Education Code shall, at his/her election, be allowed personal necessity leave with pay within the limits and conditions of this provision. All personal necessity leaves except those related to emergencies shall require written notification to the site administrator prior to the Bargaining Unit member taking the leave. Such notification shall not constitute approval of the leave. The following limits and conditions are placed upon allowing a personal necessity leave with pay:
 - (1) An appearance of the Bargaining Unit member as a witness, defendant or litigant pursuant to a subpoena if the absence exceeds the two (2) days set forth in Section M below (Absence Because of Subpoena).
 - (a) Each date of necessary attendance other than the date specified in subpoena, shall be certified by the clerk or other governmental jurisdiction, and

- (b) In a case in which a witness fee is payable, such fee shall be collected by the Bargaining Unit member and remitted to the Business Division, and
 - (c) It is expected that a Bargaining Unit member will return to work in cases where his/her services are not required beyond one-half (1/2) day.
- (2) Attendance at the funeral of a close relative or friend.
 - (3) Obligations that might be required of a person because of his or her leadership position or membership in professional organizations, youth activities or community organizations.
 - (4) Personal business imperative which must be conducted in order to conform with legal procedures or to resolve threats to one's personal assets. Such use shall not be for the purpose of accruing a financial gain.
 - (5) Observance of a nationally recognized religious holiday other than those scheduled on the school calendar.
 - (6) A post-natal child care leave within fifteen (15) days after the birth of a Bargaining Unit member's child.
 - (7) To conduct personal business. [No more than three (3) of the nine (9) days allotted for Personal Necessity Leave may be used for personal business]. Prior to taking the leave, except in an unforeseen emergency, the Bargaining Unit member shall request approval on the District Leave Request form no later than 9:00 a.m., two (2) days preceding the first(1st) day for which leave is sought. Any denial of approval must be given to the Bargaining Unit member by noon of the day following the request. The Association shall continue to encourage its membership to be professional in their use of Personal Business Leave.
- b. The following limits and conditions are placed upon allowing a personal necessity leave with pay:
 - (1) Nine (9) days per year of current sick leave may be used for Personal Necessity Leave
 - (2) The personal necessity leave shall not be granted during a scheduled vacation or a leave of absence.
 - (3) Payment for such absence shall be made only upon certification by the Bargaining Unit member's administrator or supervisor that the absence was due to a situation designated as a personal necessity within the meaning of this section. The Bargaining Unit member shall be required to sign, on a form provided, a statement that such absence was due to a personal necessity and indicate the nature of the emergency. Such form shall be approved for payment by the proper administrator or supervisor and shall be filed with the Payroll Department.
 - (4) No more than three (3) of the nine (9) days allotted for Personal Necessity Leave may be used for Section J-4a, 7 of this article.
 - c. Personal necessity leave in excess of nine (9) days shall be allowed under Education Code 44981 only for the following reasons:
 - (1) The death of a member of the Bargaining Unit member's immediate family, as defined under Bereavement Leave when the number of days exceeds the limit provided in the District's Bereavement Policy.
 - (2) An accident involving the Bargaining Unit member's person or property not otherwise chargeable to an illness or injury leave or to an industrial injury or illness leave. Such accident must be serious in nature involving circumstances the Bargaining Unit member cannot be expected to disregard and which requires the attention of the Bargaining Unit member during his/her assigned hours of service. Included in this would be imminent danger for the home of a Bargaining Unit member occasioned by a factor such as flood or fire demanding the attention of the Bargaining Unit member during his assigned hours of service.
 - (3) A serious illness or an accident involving the person or property of a member of a Bargaining Unit member's immediate family. Members of the Bargaining Unit member's immediate family shall be deemed to include only parent, sibling, spouse, child, parent-in-law, step-parents, step-children, or any relative living in the Bargaining Unit member's immediate household. Such illness or accident must be serious in nature, involving circumstances the Bargaining Unit member cannot disregard and requiring the attention of the Bargaining Unit member during his/her assigned hours of work.

5. Industrial Accident Leave

Certificated Bargaining Unit members employed in a regular capacity who are absent because of an industrial accident or illness shall, for any one (1) accident, be allowed up to sixty (60) days absence without loss of pay and without loss of current or accumulated sick leave, during the period of allowed absence, with pay for any reason. Sick leave, vacation time, or other available leave shall be reduced only by the amount of the difference between the total salary of the Bargaining Unit member and the wage loss benefit checks endorsed to the District.

Bargaining Unit members receiving benefits as a result of this policy shall, during the period of injury or illness, remain within the State of California. During the period of time in which the Bargaining Unit member is receiving accident and illness benefits, he/she shall not render services for monetary gain to any person or entity other than the District.

K. Bereavement Leave

Any regular certificated Bargaining Unit member shall be allowed a leave of absence on full pay not to exceed five (5) days in each case when such absence is occasioned by reason of death in the immediate family of said Bargaining Unit member. Immediate family shall be deemed to include:

1. parent, including foster, step-parent and in-law
2. grandparent, including step-grandparents and in-law
3. grandchild, including step-grandchildren
4. spouse, and ex-spouse when minor children are involved
5. domestic partner
6. child, including step-child, foster child, or legal ward
7. child's spouse
8. any relative living in the Bargaining Unit member's household

A similar leave, not to exceed three (3) days, shall be allowed by reason of death of a

1. sister-in-law
2. brother-in-law

Leave must be used within fourteen (14) calendar days of said death.

The process of bereavement or death related responsibilities may extend after fourteen (14) days from said death. This Agreement shall be flexible to allow the use of any of the five (5) days to be delayed to respond to individual needs.

L. Quarantine Leave

Any regular Bargaining Unit member may be paid full salary for up to a maximum of ten (10) school days during any school year when the only reason for absence is caused by an unavoidable quarantine, or when the absence is at the direction of the District because the Bargaining Unit member has been in contact with a contagious disease. Persons requesting pay because of quarantine shall file in the Human Resources Office an exclusion and re-admission card issued by the County Health Office.

Specifically, it is not the intent of this policy to cover Bargaining Unit members who are quarantined because of their own personal illness. That matter is taken care of on sick leave. For example, an employee away from work because he/she has contracted measles is presumed to be on sick leave until such time as the physician or health officer releases him/her to return to work regardless of whether or not part of such time is required by law and not by being confined to bed.

M. Absence Because of Subpoena

1. A Bargaining Unit member may be paid in any school year for time not to exceed two (2) days absence caused by appearance in court in response to any subpoena duly served. The pay for subpoena leave shall be the regular rate of pay for the Bargaining Unit member minus any payment received from the party that issued the subpoena. A Bargaining Unit member requesting pay for subpoena leave shall file a copy of the subpoena in the Human Resources Office; and if a case covers more than one (1) day, a Certificate of the Clerk of the Court shall be filed that the presence of the person at court for the second (2nd) day is required. After the two (2) day limit, Leave Policy, Section J4, a (1), Personal Necessity Using Sick Leave, shall apply.
2. A Bargaining Unit member will be paid in any school year for absences caused by appearance in court in response to a subpoena duly served when said Bargaining Unit member and/or the District are parties to civil litigation resulting from District business. The pay for this leave shall be the regular per diem rate. A Bargaining Unit member requesting pay for subpoena leave shall file a copy of said subpoena in the Human Resources Office as verification.

N. Closing School Because of Epidemic, Natural/Or Man-Made Disaster or Earthquake

1. Every regular certificated Bargaining Unit member shall be entitled to full pay and contracted health and welfare benefits when schools are closed during their contractual year, because of an epidemic, natural or man-made disaster, or earthquake.

2. If there is not a reduction in revenue/funds to the District as a result of schools closing as described above, Bargaining Unit members will not be required to serve the District for the number of closure days in order to receive full pay and contracted health and welfare benefits.
3. A disaster under this provision shall refer to adverse happenings occurring often suddenly and unexpectedly. A disaster may be caused by human carelessness, negligence, bad judgment, or by natural forces.

O. Attendance at Funerals

Under certain circumstances, special consideration should be given to the obligation to attend funerals of relatives of close associates other than those mentioned in the Section K Policy. The site administrator or division head shall make the determination in such cases and provide for class coverage or work coverage within the building or division.

P. Military Leave of Absence

1. Military Leave Without Pay

- a. It shall be the Board's policy to grant a leave of absence to all Bargaining Unit members for the duration of military service, subject only to presentation of satisfactory evidence of physical and mental fitness to service to the District on return from military service. Such absence shall not affect in any way the classification of the Bargaining Unit member. In the case of a probationary Bargaining Unit member, the period of such absence shall not count as a part of the service required as condition precedent to the classifying of such Bargaining Unit member as a permanent District employee, but such absence shall not be construed as a break in the continuity of the service of such Bargaining Unit member for any purpose.
- b. Within ninety (90) days after the honorable discharge of such Bargaining Unit member from the armed forces of the United States of America, he/she shall be entitled to return to the position held by him/her or a similar position at the time of his/her military leave at the salary to which he/she would have been entitled had he/she not been on military leave.
- c. The Board will make District payments to the retirement system for those Bargaining Unit members who make their contributions to the system either during or immediately following the period of military service.

2. Military Leave - With Pay

In accordance with Section 395 of the Military and Veterans Code, the Board authorized the payment of compensation to all Bargaining Unit members for the first thirty (30) calendar days of military service providing they have served the District for at least one (1) year. Military service may not be counted as District service in order to meet the required one (1) year of public service if leave is other than temporary. Leaves other than temporary shall apply to the regular Armed Services, as well as Reserves.

3. Temporary Military Leave

- a. Temporary military leave is defined as a leave of absence not exceeding one hundred eighty (180) calendar days, including travel time, for purposes of military training, drills, encampment, naval cruises, special exercises and like activities, as a member of the Reserve Corps or Forces. Prior military service may be counted as a part of the one (1) year of service with the District when application is made for temporary military leave.
- b. In all cases, the pay shall not exceed thirty (30) days in any one (1) fiscal year.

4. Extension of Military Leave

It shall be the Board's policy to grant leave of absence without pay to Bargaining Unit members returning from military leave of absence for the following purposes:

- a. Continuation of university work under the G.I. Bill of Rights.
- b. Resumption of assignment at the beginning of a school year.

Q. Exchange Leave of Absence

The Board supports in principle the concept of teacher/administrator exchange programs with other states and countries. The Board, however, reserves the right to consider each request for such an exchange on an individual basis.

R. Extension of Vacation Period

All certificated staff covered by this Agreement are expected to be available for the full period of their yearly assignment. Requests for special leaves of absence in connection with established vacation periods or holiday periods will be denied.

S. Other Leaves Without Pay

Upon the Superintendent's recommendation and the Board's approval, leaves without compensation may be granted for the following purposes:

1. To care for a member of the immediate family who is ill or long-term illness of the Bargaining Unit member
2. For voluntary government service or service in an elected public office
3. For extended child rearing
4. To teach in a foreign country
5. For other unpaid leaves

The application for such leaves of absence shall be in writing on a District-required form. In addition, a Bargaining Unit member on such leave shall notify the District Human Resources Office by May 1 of the school year as to his/her intent to return to employment in the District. Failure to so notify the District will be considered an official resignation by the Bargaining Unit member.

T. Work Experience Leave

Full-time Bargaining Unit members who have had ten (10) years of consecutive service for the Board may apply for a work experience leave from one (1) year minimum to two (2) years maximum. No seniority or service credit will be granted while on such leave. Final approval of the requested work experience leave will be at the Board's discretion and will be based on individual request.

U. Catastrophic Leave Bank (CLB)

The CLB is available to all certificated employees.

1. Definitions:

- a. "Catastrophic illness or injury" means an illness or injury that is expected to incapacitate the certificated employee for an extended period of time and creates a financial hardship for the certificated employee because he or she has exhausted all of his or her sick leave and difference pay.
- b. "Eligible leave credits" means sick leave accrued to the donating certificated employee.
- c. "Sick leave" refers to current and accrued days wherein the certificated employee receives full compensation.
- d. "Difference pay" refers to the certificated employee's entitlement to up to 100 additional days of sick leave as referenced in J 2.
- e. "Statutory period of extended sick leave benefits" refers to current, accrued and difference paid days.

2. Difference Pay Credit

- a. Eligible leave credits may be donated to a certificated employee for a catastrophic illness or injury if all of the following requirements are met:
 - (1) The certificated employee who is suffering from a catastrophic illness or injury, or his or her duly authorized representative, requests that eligible leave credits be donated and provides verification of catastrophic injury or illness with medical verification as required by the District.
 - (2) The District determines that the certificated employee is unable to work due to catastrophic illness or injury.
 - (3) The certificated employee has exhausted all accrued paid leave credits.
 - (4) The certificated employee has made the minimum donation to the CLB.
- b. If the transfer of eligible leave credits is approved by the District, any certificated employee may, upon written notice to the District, donate eligible leave credits at a minimum of one (1) day and in daily increments thereafter.

3. Donations to the CLB

Eligible leave credits may be donated to the CLB within the conditions and restrictions outlined below:

- a. Participation in the CLB is voluntary.
 - (1) Any certificated employee on paid duty status shall be eligible to participate with a minimum annual deposit of one (1) day.
 - (2) Any certificated employee may elect automatic annual deduction, if eligible.
 - (3) Certificated employees who elect not to join the CLB upon first becoming eligible have a waiting period of sixty (60) days after joining the CLB (making a deposit) before becoming eligible to withdraw from the CLB.
- b. Deposits of sick leave into the CLB are irrevocable and such deposits shall be coordinated by the Association.
 - (1) Donations may be made by certificated employees from July 1 through November 15. Donations made after November will not entitle donor to eligibility for that year.
 - (2) The Association may request deposits of sick leave into the CLB at other times during the year should the total number of sick days in the CLB fall below 60 days.
 - (3) A deposit to the CLB shall be a general donation and shall not be donated to a specific individual for his/her exclusive use.

4. Catastrophic Leave Bank Administration

- a. The Association shall have the responsibility for approving or denying the request in total or any portion thereof, and communicating its decision, in writing, to the requesters and the Business Office within ten (10) days of the Association's receipt of the request.
- b. All decisions of the Association are final and shall not be subject to appeal, or subject to the grievance provisions of the Agreement.
- c. The Association's authority shall be limited to administration of the CLB. The Association shall approve all properly submitted requests in compliance with the terms of this Article. Withdrawals may not be denied on the basis of the type of illness or disability.
- d. By January 25 of each school year, the District shall notify the Association of the following:
 - (1) The total number of accumulated days in the CLB following the November CLB enrollment period.
 - (2) The number of days contributed by certificated employees for the current year,
 - (3) The names of participating certificated employees,
 - (4) The total number of days available in the CLB.
- e. The District shall provide interim reports within thirty (30) days of the Association's request.
- f. The Association shall notify the District no later than June 30 of each year of a donation holiday for the ensuing year. All Bargaining Unit members who donated to the Catastrophic Leave Bank (CLB) in the previous year will continue as participants in the CLB during the ensuing year and not donate a day to the bank. This will be considered a "donation holiday."

5. Withdrawals from the CLB

- a. The use of the CLB shall only be available to those certificated employees who have made the minimum annual deposit during the current contract year.
- b. The withdrawal request must be in writing to the Association President, with a copy to the Business Office, and include the following details:
 - (1) Written verification of the catastrophic illness or injury with medical verification as required by the District;
 - (2) The specific number of days being requested.
- c. Catastrophic sick leave shall begin upon the exhaustion of the statutory period of extended sick leave benefits. Upon the Association's approval, the certificated employee shall receive salary payment, subject to the limitations contained within this Article.
- d. Any days approved by the Association that are unused by the certificated employee shall be returned to the CLB upon the certificated employee's return to work after the illness.
- e. Days shall be donated and withdrawn from the CLB without regard to the daily rate of pay of any participant.
- f. The Business Office shall verify that the individual requesting the withdrawal has exhausted the statutory period of extended sick leave benefits.
- g. Withdrawals from the CLB may be granted by the Association in units of no more than twenty (20) days.
 - (1) Participants may request extensions of additional grants.
 - (2) The maximum withdrawal of leave credits for any individual in a given fiscal year shall not exceed sixty (60) days.
- h. The requester's situation shall be held confidential by the Association and the District. In no event will more than two hundred twenty (220) days be withdrawn from the CLB during any school year.
- i. Catastrophic leave credits may be used only for the remainder of the school year in which extended sick leave is exhausted, plus the remainder of the following year after extended sick leave has been exhausted in said year, but in no event longer than three (3) consecutive calendar months following the start of the leave.
- j. If a certificated employee is asserting any claim for any statutory or contractual entitlement or benefit, including, but not limited to, disability, family leave, social security, worker's compensation, the claimant may be entitled to apply for CLB days provided the claimant agrees upon receipt of such entitlement or benefits, to reimburse the District for funds advanced under the CLB to the extent of such statutory or contractual entitlements or benefits received. Any certificated employee with a statutory or contractual entitlement or benefit claim will be required to sign a form developed by the Human Resources Office encompassing the terms mentioned herein.
- k. When the Association may reasonably presume that the applicant for a draw may be eligible for a disability award or a retirement under STRS or, if applicable, Social Security, the Association may request that the certificated employee apply for disability or retirement.
 - (1) Failure of the certificated employee to submit a complete application, including medical information provided by the certificated employee's physician, within twenty (20) days of the request shall disqualify the certificated employee for further CLB leave days.

- (2) Any request for additional medical information for STRS or Social Security shall be answered within ten (10) days or the certificated employee's entitlement to CLB leave days will cease.
- I. Participation in the CLB is completely voluntary on the part of both donors and applicants. In order to participate in the CLB, the certificated employee must waive any and all claims against the District and/or Association arising from the administration of the CLB by signing a waiver and release which reads as follows:

As a requirement of, and as consideration for my participation in the Catastrophic Leave Bank, I, (name), hereby waive and release any and all claims I may now have, or may have in the future, know or unknown, against the Montebello Unified School District, and/or the Montebello Teachers Association in connection with the administration of the Catastrophic Leave Bank.

V. Jury Duty

Bargaining Unit members who make every attempt to reschedule jury duty to a break period, will receive one (1) day of paid jury duty upon presentation of confirmation of jury service.

XVII. SAFETY, SECURITY AND GENERAL WORKING CONDITIONS

Employee Occupational Safety, Security and Health Policy

A. INTENT

1. The personal safety, security and health of each Bargaining Unit member is a primary concern of the Board and Administration and is of the highest priority.
2. To the greatest degree possible, management will provide and maintain safe working conditions and equipment at all times, and conduct continuous employee education and training in development of safe attitudes and practices. Management will comply with standards prescribed by applicable state and local laws and regulations affecting employee safety, security and health. Safety must always be a part of and equal to any educational function or work performed.
3. The objective is a safety, security and health program that will reduce the number of disabling injuries and illnesses to a minimum; not merely in keeping with, but surpassing, the best experience of other school districts similar to ours. The goal is zero accidents and injuries.
4. A safety, security and health program conforming with the best practices of the California Occupational Safety and Health Act of 1973 will be maintained. To be successful, such a program must embody the proper attitudes toward injury and illness prevention on the part of the Board, administrators, supervisors and Bargaining Unit members. It also requires cooperation in all safety, security and health matters, not only between supervisor and Bargaining Unit member, but also among each Bargaining Unit member and his/her fellow workers. Only through such cooperative effort can a safety record in the best interest of all be established and preserved.

B. Site Safety Committee

1. A Site Safety Committee shall continue to function in accordance with the District Injury and Illness Prevention Program (April 1992) unless in conflict with the provision of this article. In the case of a conflict, the terms of this article shall apply.
 - a. The role of the Site Safety Committee is to oversee, monitor and evaluate all safety, security, and health conditions at the site.
 - b. It shall be the principal's responsibility to convene a Site Safety Committee no later than September 30 of each school year. The composition of the Site Safety Committee will be in accordance with Education Code Section 32281.
 - (1) The Principal or principal's designee
 - (2) Faculty Club Chair or designee
 - (3) One (1) parent whose child attends the school, or an adult student in an educational setting
 - (4) One (1) CSEA Representative assigned to the site.
 - (5) Other members, if desired by the Committee
 - c. The members of the Site Safety Committee shall elect their chairperson or co-chairpersons.
 - d. Each school site shall be reviewed annually to identify those areas that the Committee believes need to be corrected for the safety of Bargaining Unit members and their property, i.e., appropriate lighting, staff parking and building safety. The Site Safety Committee shall consider all points of view and shall solicit the advice and counsel of parent organizations, employee groups and other interested parties, including the existing School Site Council. The Site Safety Committee may solicit the advice and expertise of outside agencies responsible for the safety, security and health of the community. All Site Safety Committee meetings are open meetings.

- e. An action plan regarding the individual site shall be made available to the site staff at the completion of the above review.
- f. A standard action plan template shall be made available and shall be distributed to all sites within twenty (20) days of Association approval. Each Site Safety Committee shall annually submit its report to the District Comprehensive School Safety Committee by November 1.
 - (1) Upon submission of this report the District Comprehensive School Safety Committee shall review the report no later than February 1. Any member of a Site Safety Committee may request an inspection of the site by the Comprehensive School Safety Committee. The inspection shall be conducted no later than March 1.
 - (2) The District Comprehensive School Safety Committee shall give written feedback on the action plan to the Site Safety Committee no later than March 15.
- g. The District Comprehensive Safety Committee shall submit each action plan to the Board of Education no later than March 30.
- h. The District Site Safety Committee shall be comprised of the following members
 - (1) One (1) representative selected by the Association
 - (2) One (1) school police officer
 - (3) One (1) representative of the Pupil & Community Services Division
 - (4) One (1) representative of the Risk Management Department
 - (5) One (1) representative of the Maintenance and Operations Department
 - (6) One (1) CSEA member
 - (7) One (1) District Safety Officer
 - (8) Other members if desired by the Committee
- 2. The safety, security and health program shall include:
 - a. Conducting a program of safety, security and health inspections to find and eliminate unsafe working conditions or practices; to control safety, security and health hazards, and to comply fully with the safety, security and health standards for every job.
 - b. Training all Bargaining Unit members in good safety, security and health practices.
 - c. Providing necessary personal protective equipment and instructions for its use and care; providing mechanical and physical safeguards to the maximum extent that is possible.
 - d. Developing and enforcing safety, security and health rules, requiring that Bargaining Unit members cooperate with and obey these rules as a condition of employment.
- 3. The District shall demonstrate the District's warning system along with proper procedures for complying with the warning bells to all Bargaining Unit members. Such demonstration(s) shall be held either at District wide in-service prior to the beginning of student instructional days or at school sites by September 30th.
- 4. Safety procedures specific to a site shall be communicated to each Bargaining Unit member assigned to the site by the site administrator or designee.
 - a. Investigating, promptly and thoroughly, every accident to find out what caused it and to correct the problem so that it will not happen again.
 - b. Setting up a system of recognition and awards for outstanding safety, service or performance.
 - c. All work orders and repairs dealing with health, safety and security conditions shall receive immediate priority.
- 5. The responsibilities for safety, security and health are shared by the District Safety, Security and Health Committee, the Site Safety Committee and all employees of the District.
 - a. Site administrators shall give consideration to the Site Safety Committee's report in making necessary arrangements for the safety, security and health of staff and students when extended day activities are held and these hazards exist. The District shall comply with these arrangements. The site administration shall notify the staff in writing of the necessary arrangements that will be taken to provide safety and security prior to such events.
 - b. The employer is responsible, and accepts the responsibility, for leadership of the safety, security and health program, for its effectiveness and improvement, and for providing the safeguards required to ensure safe, secure and healthy conditions. The safety, security and health program is an integral part of the management system and accident prevention is a primary responsibility of management. The District Safety, Security and Health Committee, with the assistance of the Director of Risk Management shall recommend safety policies, accident prevention awareness methods and shall evaluate the effectiveness of occupational safety, security and health programs. The Association may choose two Association members to serve on the District Safety, Security and Health Committee, chaired by the Director of Risk Management. Site administrators are responsible for the establishment of safety, security and health committees and for implementing the safety, security and health program in their schools. They are responsible for promptly reporting injuries, obtaining required medical treatment,

investigating accident causes, correcting hazardous conditions and assisting with Bargaining Unit member rehabilitation.

- c. Bargaining Unit members are responsible for complying with all rules and regulations and for continuously practicing safety while performing their duties. Each Bargaining Unit member has the additional responsibility of reporting hazardous conditions to his/her site administrator or to the District Safety, Security and Health Committee. The District will develop a form to report hazardous conditions. This form will be submitted to the District Safety, Security and Health Committee and a copy will be submitted to the Association. The District has the responsibility of timely action in response to these reports. With complete Board, administrative and Bargaining Unit member support of accident prevention efforts, no Bargaining Unit member of the School District need become an accident victim.

C. Illnesses and Injuries

1. Procedures for prompt attention to injuries shall be utilized with medical controls to ensure that no injured Bargaining Unit member returns to work unless he/she is fit to perform his/her duties.
2. Procedures shall be established for the rehabilitation and return to work of injured Bargaining Unit members.
3. Tuberculin Testing
 - a. The District shall notify Bargaining Unit members at least two (2) months prior to the expiration of their tuberculosis clearance and the resultant need for retesting.
 - b. The District shall provide for a Mantoux Skin Test as an alternative to x-ray tuberculosis screening. During the school year, the District will provide an opportunity for Bargaining Unit members to take a Mantoux Skin Test. These will be offered once at a school site in the northern part of the District and once at a school site in the southern part of the District. Adequate nursing staff will be available to administer testing and to read results in a timely and scheduled manner. A fee equivalent to the District cost will be paid by Bargaining Unit members who are tested at one of the District sites.

D. Working Conditions

1. Procedures shall be established for emergency environmental days to be defined as those days in which the temperature within classrooms reaches a point, in the final judgment of the Superintendent or his designee, that is detrimental to the learning process. The site administrator will be notified so appropriate measures may be taken.
2. The District will continue to place air conditioning for classrooms as a priority budget item. A yearly review of the present status of air conditioning in the District, including a plan for implementation, shall be presented to the Board with a copy sent to the Association. If necessary, the Board may alter the plan at any time.
3. Each year, the District shall perform those asbestos tests which are required by state and federal law.
4. All heaters and heating systems shall continue to be inspected on a yearly basis. The District will correct any systems found to be faulty. A yearly report indicating inspection dates, results and corrections will be on file at each school site by the beginning of each school year.
5. Adequate nursing facilities and supplies will be made available for school nurses to carry out their assignments.
6. Workrooms for Bargaining Unit members, that do not double as lounges, shall be provided at all new construction sites.
7. The cleanliness of each facility shall remain a high priority with the District.
8. Staff restrooms shall be maintained and adequately supplied on a daily basis.

E. Security

1. Evening and Weekend Activities
 - a. At all site administrator-approved contests, performances and evening activities an administrator shall be available to staff members at each site upon request.
 - b. Procedure for notification of Bargaining Unit members of emergencies during evenings required under Hours and Assignments, Article IV, will be the responsibility of the site principal.
2. A representative or representatives from the District and the Association will meet and study the feasibility, costs and timetable for implementation of some phone system to meet the needs intended. A written report will be made to the District and the Association of such study.
3. Except for official arrival and departure times, the site Safety Committee will recommend to the site administrator the number and location of access points on the school site during the instructional day.
 - a. The Site Safety Committee may recommend a process whereby campus visitors check in through the office and are provided authorized badges.
 - b. Except for official arrival and departure times no person, except District employees, may be on campus without having checked with the office.
 - c. The Site Administration is responsible for reporting to the staff the access points to the site and the visitor check-in procedures on a yearly basis.

4. The District will continue to install lock guards on outside access doors.
5. The District will continue to provide necessary and adequate campus supervision and/or District security personnel for safety and security.

F. Vandalism and Theft

1. Bargaining Unit members' claims of loss of or damage to personal property caused by a District Bargaining Unit member shall be reviewed by the self-insurance administrator or liability insurance company staff as applicable. Claims shall be submitted only on the authorized claim form.
2. Bargaining Unit members shall be reimbursed for damaged, destroyed, stolen or vandalized vehicles, personal property and personal equipment as provided below. Losses under fifty dollars (\$50) shall not be reimbursed. The loss must be occasioned through no fault or negligence of the claimant. Claims shall be limited to non-reimbursed losses and are further limited to the applicable deductible in any insurance policy held by the Bargaining Unit member which applies to the loss. The aggregate of all payments made pursuant to this section shall not exceed fifteen thousand dollars (\$15,000) in any fiscal year. This section shall not be applicable for losses occurring during Summer recess periods at Traditional calendar schools and during off track periods of time in excess of three weeks at Year Round schools, or when a Bargaining Unit member is on leave of absence. Claimants shall file a claim with Risk Management within twenty (20) days of the date of the loss on a District approved form. The form shall be signed under penalty of perjury and contain evidence of loss as provided below. Reimbursement is limited to repair or replacement but in no case will be in excess of actual cash value. In the event the claimant receives payment from the District pursuant to this section, the District shall have the right of subrogation against those who caused the loss to the extent of its payment.
 - a. **Vehicles**

Vehicle losses are subject to reimbursement only if the vehicle is parked in the Bargaining Unit member parking lot or other designated area and there is probable cause to believe that the loss occurred through acts of a student of the District. In no case shall the reimbursement exceed five hundred (\$500) for vehicles. The claim shall be accompanied by one written estimate of the value of the loss except if the claim is for more than two hundred fifty dollars (\$250.00) and the estimate is not from a vendor authorized by the Bargaining Unit member's insurance company for the repair. In such case two written estimates of the value of the loss shall be submitted. All estimates shall be submitted prior to payment of the claim. A police report shall be filed prior to filing the claim. Payment will be made upon presentation of a paid repair receipt.
 - b. **Personal Equipment**

Personal equipment is subject to reimbursement only if the loss was occasioned by the unlawful forced entry of another into the classroom, or theft of the equipment by a student. The maximum claim shall be limited to two hundred fifty dollars (\$250). To be eligible for reimbursement, the Bargaining Unit member must complete a District Personal Equipment Authorization form when the equipment is brought to school. This form shall be made available to the Bargaining Unit members and shall be provided to the Association by July 1 of each year. The item must be accurately described and include the original date of purchase and purchase price. This form must be signed by the site administrator prior to the date of the loss for the item to be included under this section. A police report shall be filed prior to filing the claim.
 - c. **Personal Property**

Personal Property is subject to reimbursement only if the loss was occasioned by a Bargaining Unit member/student collision, the Bargaining Unit member breaking up a student altercation in self defense from a student, or theft of the property by a student of the District. The maximum claim shall be limited to two hundred fifty dollars (\$250). A police report shall be filed prior to filing the claim.
 - d. The Grievance procedure (Article XI) shall be applicable only as it relates to the value of the loss. The denial of a claim and the refusal by a site administrator to sign the Personal Equipment Authorization form is not grievable.
 - e. **Definitions:**
 - (1) Loss: damage, theft or destruction of vehicles, personal property and/or personal equipment of the claimant.
 - (2) Personal Equipment: that equipment currently valued in excess of fifty dollars (\$50) that has advance written approval by the site administrator for use in the schools or offices.
 - (3) Actual Cash Value: fair market value at date of purchase less depreciation.
 - (4) Personal Property: medical apparatus and/or mechanically necessitated equipment worn, carried or used by the Bargaining Unit member during work hours.

G. Earthquake and Fire

1. For safety and security reasons, newly constructed classrooms will have the number of exits that are required by state and federal regulations.
2. An adequate supply of emergency earthquake kits with a current shelf life shall be provided at each school site.
3. The District will provide information to Site Safety Committees regarding earthquake and fire plans. This information will serve as a guide in the development of site evacuation plans.
4. Based upon the information in G3 above
 - a. The Site Safety Committee shall develop a site evacuation plan.
 - b. Following the required drills the site evacuation plan shall be evaluated and altered, if necessary.
 - c. The site evacuation plan is subject to the approval of the District Safety, Security and Health Committee.
 - d. The Education Code provides that earthquake drills be held at least once each quarter in grades TK-8 and once each semester in grades 9-12.

H. Emergency Phone Information

1. In an emergency the District phone system recorded message shall be immediately changed and made pertinent to the particular emergency situation, i.e. earthquake, fire, flood.
2. In a particular emergency each school site shall make an attempt to have designated personnel to receive calls and dispense information. The District will provide information as necessary regarding earthquake and fire plans.

XVIII. EVALUATION PROCEDURES

- A. Beginning July 1, 2016, each Bargaining Unit Member participating in the Evaluation Procedure shall be provided the appropriate technology to utilize the system in the classroom or assigned work space. This includes:
 1. computer
 2. access to network
- B. Any Bargaining Unit Member may opt to participate in the Evaluation Procedure using a paper format until June 30, 2021.
- C. If any Bargaining Unit Member experiences technological difficulties, after receiving written notice, the District shall respond within two (2) days. If any delay is caused by technology, then the dates for completing the Evaluation shall be extended for the same amount of time.
- D. Professional Development training on technology and content shall be offered by the District to all Bargaining Unit Members being evaluated within the first twenty (20) days of school. Those who choose to participate in training beyond the Board Day shall be paid at the professional learning rate.

XIX. NEGOTIATING PROCEDURES

- A. The Board and the Association agree that the long term goals in the form of proposed policies of the Board and the Association constitute the philosophical base by which negotiating procedures operate.
- B. In the year in which the contract expires, the Board and the Association shall comply with Government Code 3547 so that negotiations may begin by the Monday six (6) weeks prior to traditional school graduation. Should the parties mutually agree the existing contract shall continue in effect following the window period required by law.
- C. It shall be the responsibility of both the Board and the Association to direct their negotiating representatives to reach tentative agreement. The representatives shall also develop a tentative timetable for the other goals in subsequent agreements. Where goals of the parties appear to be in conflict or unresolved, their representative must make recommendations to bring them to resolution.
- D. Beginning the Monday six (6) weeks prior to traditional school graduation of the calendar year in which this Agreement expires, the Board and the Association shall meet and negotiate in good faith over a successor Agreement in accordance with the procedures set forth herein in an effort to reach agreement. The agreement reached between the parties shall be reduced to writing and signed by them.
- E. During negotiations the Board and the Association will present available relevant data, exchange points of view and make proposals and counter proposals. Either party may utilize the services of outside consultants as are directly

related to the negotiation process. Said consultants shall be compensated by the respective parties seeking such services.

- F. The representatives appointed by each party shall have power to negotiate for that party and to make tentative agreements. However, final agreement shall be contingent upon ratification by the Board and the Association.
- G. Negotiating sessions shall be held on dates mutually agreed upon. During the period between the beginning of negotiations through traditional school graduation all days will be reserved by both teams for negotiations (exceptions shall be as follows: other negotiation commitments, negotiation preparation and other professional duties). Initially, all sessions will begin at 10:00 a.m. and end at a mutually agreed time, and location. Sessions may include caucuses. Five (5) representatives of the Association which may include the President of the Association, shall have the right to receive released time without loss of compensation during the negotiation period which ends on traditional school graduation. Subsequent release days would be addressed when additional negotiation dates and times are mutually determined. If negotiations are not concluded by the Monday prior to traditional school graduation, the president of the Association and the Superintendent of the District shall meet and schedule no less than fifteen (15) days for the purpose of negotiations prior to the beginning of traditional school.
- H. Members of the bargaining team shall be compensated at their per diem rate for scheduled negotiating dates during any day the bargaining team member is not required to be in attendance for his/her regular assignment.
- I. The District and the Association will mutually agree on a time during the Board Day for the Association to hold a ratification meeting. The meeting will not infringe upon the instructional day and may occur during but not be limited to a pupil free day and/or a pupil minimum day.
- J. Should the District and the Association agree that a specific section of an article in the existing contract is in need of adjustment the Board President or designated representative and the Association President or designated representative will determine the procedure to address this problem and resolve the issue.

XX. RIGHTS AND RESPONSIBILITIES

- A. Without prior approval by the Board, the Association shall have the right to post Association approved notices of activities and matters of Association concern on Bargaining Unit member Relations bulletin boards, at least one of which shall be provided in each school building in areas frequented by Bargaining Unit members. The Association may also make reasonable use of the District mail service and unit members mailboxes for Association approved communications to unit members.
- B. Authorized representatives of the Association shall be permitted to transact official Association business on school property at such times as students are not under the supervision of the Bargaining Unit member being contacted. Contacting staff members, not covered by this Agreement, shall be at a time mutually agreed to. Authorized representatives shall notify the main office at the site of their presence prior to conducting Association business.
- C. Names and job locations of all District employees represented by the Association shall be provided by the District to the Association no later than October 1 and again no later than January 1 of each school year.
- D. Upon appropriate written authorization from the Bargaining Unit member, the District shall deduct from the salary of any Bargaining Unit member and make appropriate remittance for Association sponsored programs, annuities, credit union, charitable donations, or any other plans or programs jointly approved by the Association and the District.
- E. The District agrees that up to one (1) Bargaining Unit member designated by the Association shall, upon request, be granted a leave of absence without pay for up to one (1) year for the purpose of engaging in activities of the Association or its affiliates.
- F. At the beginning of every school year, the Association shall be credited with thirty (30) substitute teacher days to be used by Bargaining Unit members represented by the Association, such use to be at the discretion of the Association. The Association agrees to notify the District no less than forty-eight (48) hours of the date for intended use of said leave. Up to five (5) days may be carried over to the next year of the existing contract.

A Bargaining Unit member who serves in an elected office for California Teachers Association or National Education Association and attends meetings during the Board Day shall be released at substitute pay. The cost shall be borne by the organization for which the Bargaining Unit member serves. The Bargaining Unit member shall have no loss of

benefits or accrued status with the District. MTA shall be debited under its thirty (30) day under this section for any substitute days the District is not reimbursed by CTA or NEA.

- G.** MTA representatives, elected by each site, may request to meet with the site administrator on a regular basis.
- H.** Beginning with the 2000-2001 school year, the Association President may be released one hundred (100%) of his/her assignment with all substitute cost of such releasing being borne by the District. There shall be no loss of benefits or accrued status with the District. Upon completion of his/her service as MTA President, he/she shall return to his/her school site unless he/she and the District's designee mutually agree upon another school site.
- I.** The President of the Association shall be allowed to leave the school site at the conclusion of the student day to conduct Association business. A separate, non-ringing telephone with answering machine shall be installed in a private area, separated from staff access, to be mutually agreed upon between the site administrator and the Association President. This shall be done at Association expense. Assurances will be made that the instructional program will not be interrupted.
- J.** School site administrators are encouraged to schedule in-service activities on work days other than Tuesdays. Building Representatives and Executive Committee members shall be allowed to leave the school site at the conclusion of the student day in order to attend regularly scheduled Association meetings.
- K.** MTA Official Representatives or Faculty Club officers may call Faculty Club meetings and use available school facilities for their meetings outside the hours of the Professional Day and/or at those times Bargaining Unit members are not obligated to duties under Hours & Assignments, Sections D, F, and G.
- L.** The rights and privileges of the Association and its representatives as set forth in this Agreement shall be granted to the Association as the exclusive representative of the Bargaining Unit members.
- M.** The Association may move to enforce the following areas of this contract:
 - 1.** Rights specifically granted in this contract to the Association.
 - 2.** Rights enumerated in the following sections, to wit: Preamble; Recognition; Definitions; Negotiation Procedures; Rights and Responsibilities; Captions, Pronouns; Statutory Changes, Separability and Savings; Effect of Agreement; Support of Agreement; Notices; Signatures.
- N.** Either party may notify the other that a dispute exists involving the interpretation, application, or violation of this Agreement. Within ten (10) days of such written notification, the Superintendent or his/her designee will meet with the President of the Association or his/her designee to attempt to resolve the dispute. In the event the dispute is not resolved, either party may, within thirty (30) days of the meeting between the Superintendent or his/her designee and the President of the Association or his/her designee, submit the dispute to final and binding arbitration pursuant to the provisions of Grievance Procedures Section C, 5 through 9, inclusive.
- O.** It is understood and agreed that the Board retains all of its powers and authority to direct and control to the full extent of the law. Included in, but not limited to, those duties and powers are the rights to direct the work of its employees; determine the method, means and services to be provided; establish the educational philosophy and the goals and objectives; ensure the rights and educational opportunities of students; determine the classification of positions; maintain the efficiency of the school district operation; determine the curriculum; build, move or modify the facilities; develop a budget; develop and implement budget procedures; determine the methods of raising revenue; and contract out work. In addition, the Board retains the right to hire, assign, evaluate, promote, terminate and discipline employees and to take action on any matter in the event of an emergency.
- P.** The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board; the adoption of policies, rules, regulations and practices in furtherance thereof; and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms are in conformance with the laws of the State of California.
- Q.** The Board retains its rights to amend, modify or rescind policies and practices referred to in this Agreement in cases of emergency. Emergency is defined as an act of God, natural disaster or other calamity affecting the school district.
- R.** The Association may select a Bargaining Unit member to serve on any District level committee where a teacher representative is required by statute.

- S. When the Association exercises its right to consult under Government Code 3543.2, within ten (10) days the District and the Association shall meet to exchange information and suggestions freely on the matter(s) subject to consultation.

Prior to July 1, 1989, the District and Association agree to enter into a Memorandum of Understanding implementing E.C. 52019 and E.C. 44670.1 through 44670.6 when funding makes them operative.

XXI. EMPLOYEE DISCIPLINE

- A. The provisions of this Article shall govern all suspensions and suspension procedures for Bargaining Unit members except for those infractions specified by law that require suspensions for specific acts.
- B. Bargaining Unit members shall have the right to be represented by the Association on any matter related to this Article in their relationship with any management or supervisory personnel of the District. The Association shall only have the right to initiate a grievance under this article for the failure of the District to follow the procedures outlined in this Article.
- C. Most situations involving employee discipline arise from misunderstandings or a lack of communication regarding contractual duties which should be settled promptly and satisfactorily on an informal level. Bargaining Unit members shall not be disciplined without just cause or disciplined for situations that are beyond the control of the Bargaining Unit member or of an emergency nature. All disciplinary action of the District shall be corrective and progressive. The District shall continue to enforce the provisions of this Article in an equitable manner.

Prior to the initiation of any step under paragraphs D and E below, the affected Bargaining Unit member shall be informed of the nature of the infraction(s) and informed of the member's right to have a representative present.

- D. Disciplinary action shall be employed within fifteen (15) days of the time the supervisor knew, or reasonably should have known, of the incident and administered in accordance with the following:
 - Step 1.** A scheduled oral conference shall be conducted with the Bargaining Unit member to discuss the action or inaction ["infraction(s)"] of the Bargaining Unit member.
 - Step 2.** Upon the occurrence of the next similar infraction(s) within a twelve (12) month period from the preceding similar infraction(s) at the same site, a second conference with the Bargaining Unit member shall be conducted. After the Bargaining Unit member is given an opportunity at this conference to respond orally to the infraction alleged, a written warning to the Bargaining Unit member may be issued. Any such written warning shall be based upon verified data. The Association shall be sent a copy of the written warning with the consent of the Bargaining Unit member. The written warning will not be placed in the member's personnel file, and such member will have a right to attach a response to the written warning.
 - Step 3.** Upon the occurrence of the next similar infraction(s) within twelve (12) months of the preceding similar infraction(s) at the same site, a written reprimand may be issued to the Bargaining Unit member. Any such reprimand shall be based upon verified data. A copy of the reprimand shall be given to the Association and placed in the Bargaining Unit member's personnel file.
 - Step 4.** Suspension of a Bargaining Unit member may only be ordered upon the occurrence of the next similar infraction(s) committed at the same site within twelve (12) months of the written warning. Any such suspensions shall be based upon verified data. A copy of all suspension orders shall be given to the Association and placed in the Bargaining Unit member's personnel file. Subsequent similar infraction(s) within twelve (12) months of the previous similar infraction(s) shall be subject to additional suspensions.
- E. Subject to the provisions of this paragraph, it is intended that the progressive steps outlined above be utilized in employee discipline. However, in the event that the nature or severity of the infraction is such that the skipping of one or more steps as outlined in Section D is deemed necessary by the administrator, the administrator shall draft a memorandum specifying the nature of the infraction, the intended discipline and the Bargaining Unit member's right to initiate a grievance at Level 2 under Article XI, Grievance Procedures, of this contract within five (5) days of notice of the intended discipline. This memorandum will be shared at a conference with the Bargaining Unit member. The Bargaining Unit member will acknowledge receipt of the memorandum in writing. This memorandum will be forwarded immediately to the MTA and Certificated Human Resources Offices. The imposition of any discipline pursuant to this provision shall be stayed pending adjudication of the appeal. Should the grievance proceed to Level 3, the arbitrator shall determine whether the nature or severity of the infraction justifies accelerating the process outlined in Section D above. The reimbursable costs of the arbitrator shall be borne by the District. The remainder of the fees shall be paid in accordance with Article XI, Section C8, Grievance Procedures.

- F. Suspensions may be without pay, but shall not reduce or deprive the Bargaining Unit member of seniority or other rights or any fringe benefits. No initial suspension shall exceed five (5) working days in duration and no suspension period shall be carried over from one (1) school year to the next. A second suspension shall not exceed ten (10) days.
- G. No Bargaining Unit member shall receive more than one (1) penalty for any single action or infraction in this Article.
- H. No Bargaining Unit member shall receive any other form of discipline or penalty, which is not listed in sections above, without his/her prior consent and the concurrence of the Association.
- I. Whenever a Bargaining Unit member is given notice of any disciplinary action, he/she shall be given concurrent notice of his/her right to appeal the decision by a hearing before the Board for final determination prior to implementation of any disciplinary action. The Bargaining Unit member must request to appeal the decision before the Board on or before the first regularly scheduled Board meeting or ten days from the time of the incident, whichever comes later. Failure to appeal to the Board within this timeline forfeits the Bargaining Unit member's right to appeal to the Board.
- J. If, after having been disciplined, a Bargaining Unit member serves the District for twelve (12) months without the need for further disciplinary action, he/she and the Association may request a follow-up notice to that effect which shall also be attached to any original notice of suspension that has been placed in his/her personnel file.
- K. All information and proceedings regarding any of the above actions or proposed actions shall be kept confidential by management, the Bargaining Unit member and the Association.
- L. Parental Employee Complaint
Any time a written complaint is issued by the parents through the district office regarding a Bargaining Unit member, the following procedure shall ensue:
 1. The Bargaining Unit member will receive the complaint in writing.
 2. The Bargaining Unit member will have the opportunity to prepare a written response within five (5) days. The Bargaining Unit member may request an extension of an additional five (5) days in order to prepare this written response.

XXII. CHILD ABUSE PROCEDURES

- A. The District shall continue to provide professional learning training according to the law and Board adopted guidelines.
- B. No later than the first week of school, the District shall provide each teacher with a copy of the child abuse reporting requirements.
- C. When a teacher notifies his/her immediate supervisor of an actual or potential case of child abuse, the supervisor shall provide assistance to that teacher in his/her fulfillment of legal responsibilities. There shall be no discussion or persuasion for a particular course of action other than informing the teacher of their duty. Such assistance shall include, but not be limited to, providing copies of the official report forms, agency addresses or telephone numbers, a quiet and private place to complete the forms, assistance in completion of the forms, and release time for the completion of the forms.
- D. The District shall respect and maintain the confidentiality of all information on child abuse when the teacher reports to the proper authorities. The District or its representative shall keep the reporting Bargaining Unit member informed of any appropriate information which is in the best educational interest of the child.
- E. The District shall provide assistance to protect Bargaining Unit members from attempted harassment or intimidation as a result of their having completed and submitted the necessary forms on child abuse.
- F. Should a Bargaining Unit member be reported, investigated, or legally charged with child abuse, the District shall notify the employee of such action unless prohibited by law. The District shall afford the Bargaining Unit member all legal procedures provided by law. The District shall respect and maintain the confidentiality of all information in such cases.
 1. No reference or documentation regarding charges under this Article shall be in the employee's personnel file until final determination has been made by a court of law.

2. Should the employee be found not guilty or the charges dropped or not pursued, no references or documentation shall be placed in the employee's personnel file.
3. Should the employee be found not guilty or the charges are dropped and the determination is made that the employee was conducting himself/herself within the scope of his/her employment with the District, the District shall conduct itself as if the incident never occurred.

XXIII. PEER ASSISTANCE AND REVIEW (PAR)

I. Definitions of Terms

1. A Participating Teacher (PT) is a Referred Participating Classroom teacher (RPT) or a Voluntary Participating Classroom teacher (VPT) with permanent status who receives assistance to improve his or her instructional skills, classroom management, knowledge of subject, and/or related aspects of his or her teaching performance.
2. A Referred Participating Teacher (RPT) is a classroom teacher with permanent status referred into the PAR program through the evaluation process due to an indicated need of assistance.
3. A Voluntary Participating Teacher (VPT) is a classroom teacher with permanent status who decides to participate in the PAR program through the process of self-referral.
4. A Consulting Teacher (CT) is a classroom teacher who has taught in a classroom setting for the past three (3) consecutive years and has had a minimum of five (5) years of classroom teaching in MUSD. All Beginning Teacher Support and Assessment (BTSA) Program Support Specialists shall be eligible to be CTs beginning in 2000-2001.
5. The Joint Panel (JP) is composed of District and Association members who shall be responsible for selection, training, and assignment of CTs.
6. A Beginning Teacher (BT) is a first or second year classroom teacher or other classroom teacher eligible to participate in the BTSA program. The BT program is designed to meet the unique needs of the Pre-Intern, Intern, BTSA, and other BTs.

II. Legislative Intent

It is the intent of the Legislature to establish a classroom teacher peer assistance and review system as a critical feedback mechanism that allows exemplary classroom teachers to assist veteran classroom teachers in need of development in subject matter knowledge, or teaching strategies, or both. It is further the intent of the Legislature that a school district that operates a program pursuant to Article 4.5 (commencing with Section 44500) of Chapter 3 of Part 25 of the Education Code coordinate its employment policies and procedures for that program with its activities for professional staff development, the Beginning Classroom teacher Support and Assessment Program, and the biennial evaluations of certificated employees required pursuant to Section 44664.

III. Joint Panel (JP)

1. The JP shall consist of five (5) members, three (3) of whom shall be certificated classroom teachers who are selected by the Association, and two (2) of whom shall be selected by the District. The District and the Association shall each select one (1) Ex-Officio non-voting member and one (1) alternate. The term of the panel members shall be three (3) years in duration. In the initial year, in order to preserve consistency and continuity, one (1) of the District members and two (2) of the Association members shall serve a five (5) year term, and the remaining members shall serve three (3) year terms. The terms of the alternates shall be three (3) years.
2. The JP shall establish its own meeting schedule. All members including the alternates are expected to attend all scheduled meetings. PAR funds shall be used if substitutes are required in order to release panel members and alternates.
3. During odd number years, the District shall chair the JP and in the even number years, the Association shall chair the JP.
4. The JP shall be responsible for the following:
 - a. Selecting CTs;
 - b. Reviewing peer review reports prepared by CTs;
 - c. Making recommendations to the Board regarding participants in the program, including forwarding to the Board the names of individuals who, after sustained assistance, are not able to demonstrate satisfactory improvement;
 - d. Establishing and distributing annually its own rules and procedures and the process for making recommendations to the Board;
 - e. Providing for appropriate training for CTs. Topics may include the PAR program, peer coaching, due process, adult learning theory, and duty of fair representation;
 - f. Assigning CTs to PTs;
 - g. Establishing a procedure for application as a CT;

- h. Approving forms for the writing of the:
 - (1) final summary report and recommendation from the CT;
 - (2) response from the RPT;
 - (3) final report and recommendation to the Board from the JP;
 - i. Considering CT, RPT, or VPT requests for changes in assignment.
 - j. The JP, with the addition of the District alternate as a voting member, shall function as the Induction Leadership Team.
5. All proceedings and materials related to evaluations, reports, and other personnel matters shall be confidential.
6. Pursuant to Government Code, Section 810, et. seq., the District shall provide members of the JP protection from liability and access to appropriate defenses. The Association retains the right to select its own attorney to represent itself in such actions, and shall bear the cost of such attorney legal costs.

IV. CONSULTING CLASSROOM TEACHER (CT)

1. Job Description:

- a. Consulting Teacher is a classroom teacher who provides assistance to a Participating Teacher (PT) pursuant to the PAR Program. The qualifications for the CT shall be set forth in the Rules and Procedures, provided that the following shall constitute minimum qualifications and requirements:
 - (1) be a fully credentialed classroom teacher;
 - (2) has permanent status;
 - (3) has taught in a classroom setting for the past three (3) consecutive years and has had a minimum of five (5) years of classroom teaching in MUSD;
 - (4) shall demonstrate exemplary teaching ability, as indicated by, but not limited to, effective communication skills, knowledge of subject matter, and mastery of a range of teaching strategies necessary to meet the needs of pupils in various contexts; and
 - (5) upon application, the prospective CT shall provide a portfolio illustrating recent professional development, pertinent skills and practices.
- b. The duration of a designated CT shall not exceed a period of three (3) consecutive years with an annual review by the JP for the purpose of continuing service. However, in the initial year, the JP may designate one-third of the total number of CTs to serve up to five (5) consecutive years.
- c. In filling a position of CT, each applicant is required to submit four (4) references:
 - (1) a site administrator or immediate supervisor;
 - (2) an Association representative;
 - (3) a classroom teacher;
 - (4) a parent or a student.
- d. Classroom observation(s) shall be required by members of the JP as part of the application process.
- e. All applications and references shall be treated with confidentiality.
- f. CTs shall be selected by a majority vote of the JP;
- g. Upon completion of his/her service as a CT, a classroom teacher shall return to his/her school site unless the classroom teacher and the District's designee mutually agree upon another school site.
- h. The CT and his/her supervisor shall mutually agree upon a custom calendar and Board Day.

2. Duties and Responsibilities:

- a. The CT shall meet with the RPT to discuss the PAR Program, to establish mutually agreed upon performance goals, develop the assistance plan and develop a process for determining successful completion of the PAR program. Such performance goals shall be in writing and aligned with pupil learning.
- b. Prior to the setting of performance goals between the RPT and the CT, the RPT, CT, and principal shall meet to discuss concerns.
- c. The CT shall conduct a minimum of three (3) periodic observations per semester of the RPT during classroom instruction, and shall have both pre-observation and post-observation conferences.
- d. The CT shall monitor the progress of the RPT and shall provide a minimum of three (3) written reports per semester to the RPT for discussion and review.
- e. The District and the Association shall expect and strongly encourage a strong cooperative relationship between the CT and the principal with respect to the process of PAR.
- f. Functions performed pursuant to this section regarding CTs by Bargaining Unit members shall not constitute either management or supervisory functions. The CT shall continue to maintain all rights of Bargaining Unit members.
- g. The CT shall provide no less than 18 hours of assistance to each RPT per semester.
- h. The CT shall continue to provide assistance to the RPT until he/she concludes that the teaching performance of the RPT is satisfactory, or that further assistance will not be productive.

- i. A copy of the CT's final summary report and recommendation shall be submitted to and discussed with the RPT to receive his/her signature before it is submitted to the JP. The signature of the RPT does not necessarily constitute agreement, but rather that he/she has received a copy of the report. The CT shall submit the final summary report and recommendation to the JP.
 - j. The results of the RPT's participation shall be made available for placement in his/her personnel file, and may be used for evaluation of the RPT.
3. Pursuant to Government Code, Section 810, et. seq., the District shall provide CTs protection from liability and access to appropriate defenses. The Association retains the right to select its own attorney to represent itself in such actions, and shall bear the cost of such attorney legal costs.

V. Referred Participating Classroom Teachers (RPT)

- 1. An RPT is a classroom teacher with permanent status who is required to participate in the PAR program based on receiving an unsatisfactory in specific areas of the Stull Bill Summary Sheet 3 as listed below:
 - a. Progress of pupils toward Board established standards of expected pupil achievement at each grade level in each area of study and, if applicable, the state adopted academic content standards as measured by state adopted criterion referenced assessments;
 - b. The instructional techniques and strategies used by the employee;
 - c. The employee's adherence to curricular objectives;
 - d. The establishment and maintenance of a suitable learning environment, within the scope of the employee's responsibilities.
- 2. An RPT may make requests to the JP concerning the assignment of his/her CT.
- 3. The RPT has the right to be represented throughout these procedures by the Association representative Referred Participating Classroom Teachers (RPT) of his/her choice.
- 4. The RPT shall have the right to submit a written response to the final summary report and recommendation within twenty (20) days from receipt of this report, and have the response attached to the final summary report. The RPT shall also have the right to request a meeting with the JP and to be represented at this meeting by the Association representative of his/her choice.

VI. Voluntary Participating Classroom Teachers (VPT)

- 1. A VPT is a classroom teacher with permanent status who volunteers to participate in the PAR program. The purpose of participation in the PAR program for the VPT is for peer assistance only and the CT shall not participate in a performance review of the VPT. The VPT may terminate his/her participation in the PAR program at any time.
- 2. All communications between a CT and a VPT shall be confidential. These communications shall not be shared with others, including the site administrator, the evaluator or the JP, without the written consent of the VPT.

VII. PAR Professional Development Program (PAR PDP)

- 1. The goal of the PAR Professional Development Program (PAR PDP) is to raise the level of student performance through professional development.
- 2. The PAR PDP shall be aligned with District and State mandates.
- 3. The JP shall solicit input from administrators and Bargaining Unit members in order to determine annual program priorities.
- 4. The JP shall determine the number of mentors based on program needs and available funds.
- 5. The JP may recommend Bargaining Unit members as professional learning providers for the purpose of delivering the PAR PDP.
- 6. The JP shall recommend, by a majority vote, candidates to the District for assignment as mentors for the PAR PDP.
- 7. The PAR PDP mentors shall be selected, supervised, and evaluated by a District designee(s).
- 8. Mentor Job Description;
 - a. Mentors shall implement the PAR PDP. The qualifications for mentor shall be as follows:
 - (1) be a fully credentialed classroom teacher;
 - (2) has permanent status;
 - (3) has taught in a classroom setting for the past three (3) consecutive years and has had a minimum of five (5) years of classroom teaching in MUSD;
 - (4) shall demonstrate exemplary teaching ability, as indicated by, but not limited to, effective communication skills, knowledge of subject matter, and mastery of a range of teaching strategies necessary to meet the needs of pupils in various contexts;
 - (5) upon application, the prospective mentor shall provide a portfolio illustrating recent professional development, pertinent skills and practices.
 - (6) be an eligible CT as determined by the JP.

- b. The duration of a designated mentor shall not exceed a period of three (3) consecutive years with an annual review by the JP for the purpose of continuing service. However, in the initial year, the JP may designate one-third of the total number of mentors to serve up to five (5) consecutive years.
- c. In filling a position of mentor, each applicant is required to submit four (4) references:
 - (1) a site administrator or immediate supervisor;
 - (2) an Association representative;
 - (3) a classroom teacher;
 - (4) a parent or a student.
- d. Classroom observation(s) may be required by members of the JP as part of the application process.
- e. All applications and references shall be treated with confidentiality.
- f. Upon completion of his/her service as a mentor, a classroom teacher shall return to his/her school site unless the classroom teacher and the District's designee mutually agree upon another school site.
- g. The mentor and his/her supervisor shall mutually agree upon a custom calendar and Board Day.

VIII. Par Funding

- 1. The JP shall evaluate the impact of the PAR program annually, including a fiscal report.
- 2. The JP shall evaluate annually the PAR program priorities and their fiscal impact.
- 3. The funding allocations are as follows:
 - a. Five percent (5%) to PAR for the RPT and VPT;
 - b. Five percent (5%) to indirect administrative costs;
 - c. Forty percent (40%) to the PAR PDP; and
 - d. Fifty percent (50%) to the Beginning Teacher (BT) program.
- 4. Specified annual funding allocations may be revised by a super majority of the JP.

IX. Beginning Teacher Support and Assessment (BTSA) Program

A qualified candidate for BTSA Support Specialist must be an eligible CT as determined by the JP.

XXIV. HIGHLY QUALIFIED TEACHER ISSUES IN THE ELEMENTARY AND SECONDARY EDUCATION ACT (ESEA)

- A. An ESEA committee focusing on credentialing issues will be formed with District and Association representatives. The committee shall meet a minimum of six (6) times per school year through June 30, 2006.
- B. **Eligibility for CSET, MSAT, PRAXIS Preparation Reimbursement**
A Bargaining Unit member will be eligible for reimbursement for test preparation, not to exceed \$250. This will apply to Bargaining Unit members who:
 - 1. are "new to the profession" receiving a credential under a waiver program between July 1, 2002 and June 30, 2004.
 - 2. have taken the CSET, MSAT or PRAXIS after July 1, 2002, while employed by Montebello Unified School District.
 - 3. have receipt(s) for test preparation courses and/or materials.
 - 4. have verification of test passage.

XXV. RELOCATION/REASSIGNMENTS DUE TO REMODELING

- A. **Definitions:**
 - 1. Remodeling Reassignment: A change of assignment due to rehabilitation, reconstruction, or any remodeling at the school site.
 - 2. Remodeling Relocation: A change of classroom and/or work space due to rehabilitation, reconstruction, or any remodeling at the school site.
- B. The following considerations shall be provided by the District to teachers affected by reassignment and/or relocation:
 - 1. Upon request, the District will pack and move all educational equipment and materials in the classroom and/or workspace from one room to another for each change required by the construction and/or renovation project. These moves will be completed outside the assigned Board day.
- C. Consideration will be given to time commitment beyond the instructional day to affected Bargaining Unit member one (1) week prior and one (1) week following each reassignment and/or relocation under this Article.

- D. The District will continue to provide the affected Bargaining Unit member as much advance notice as possible of a reassignment and/or relocation under this provision. Notice will be provided to the affected Bargaining Unit member(s) one (1) week in advance of any such move as a result of reassignment and/or relocation under this provision, unless there are conditions beyond the control of the District.

XXVI. INSTRUCTIONAL APPROACHES TO DATA MANAGEMENT

- A. The District Data Management System (DMS) is adopted for instructional purposes including:
1. To inform instruction;
 2. As a catalyst for discussion;
 3. To assess student progress;
 4. To evaluate the alignment between curriculum, instruction, and assessment;
 5. To provide information for targeted professional development; and,
 6. To ensure alignment of resources to support instruction of standards.
- B. **The District DMS shall not be used for non-instructional purposes that result in;**
1. negative employment actions; and,
 2. comparison of Bargaining Unit members.

XXVII. CAPTIONS, PRONOUNS

Any titles or captions of articles or paragraphs contained in this Agreement are for convenience only and shall not be deemed part of the text of this Agreement. All pronouns and any variations thereof shall be deemed to refer to the masculine, feminine, neuter, singular or plural as the identification of the person or persons, firm or firms, corporation or corporations may require.

XXVIII. STATUTORY CHANGES, SEPARABILITY AND SAVINGS

If any provisions of this Agreement should be held invalid by operation of law or by any tribunal of competent jurisdiction or if compliance with or enforcement of any provision should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement or the application of such article or section as to persons of circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained shall not be affected thereby.

Should any contract provisions become inoperable due to circumstances above, State law shall prevail, and either party, may initiate renegotiation of the effected provision.

XXIX. EFFECT OF AGREEMENT

It is understood and agreed that the specific provisions contained in this Agreement shall prevail over District practices and procedures and over State laws to the extent permitted by the State of California.

XXX. SUPPORT OF AGREEMENT

The District and the Association agree that it is to their mutual benefit to encourage the resolution of differences through the meet and negotiation process. Therefore, it is agreed that the District and the Association will support the terms of this Agreement and will in no way participate in public activities to change the specific terms of this Agreement. This in no way precludes either party from participating in those activities deemed necessary by the parties to plan and prepare for future agreements between the parties. There shall be no strike by Association or lock out by District for the duration of this Agreement.

XXXI. NOTICES

All notices and communications required by this Agreement that have not been otherwise specified shall be in writing and shall be deemed given if delivered personally or mailed by registered or certified mail, return receipt requested, to the parties at the following addresses, or at such other address for a party as shall be specified by notice given pursuant hereto:

Association:

Executive Director
Montebello Teachers Association/CTA/NEA
918 W. Whittier Boulevard
Montebello, CA 90640

BOARD:

Superintendent of Schools
Montebello Unified School District
123 South Montebello Boulevard
Montebello, CA 90640

XXXII. SIGNATURES

FOR THE BOARD OF EDUCATION OF THE
MONTEBELLO UNIFIED SCHOOL DISTRICT:

FOR THE MONTEBELLO TEACHERS
ASSOCIATION:

APPENDIX "A"
SCHOOL CALENDARS

APPENDIX "B"
EVALUATION SYSTEM FOR CERTIFICATED PERSONNEL

APPENDIX "B"

EVALUATION SYSTEM FOR CERTIFICATED PERSONNEL

INTRODUCTION

The purpose of this evaluation system is to satisfy the requirements of Assembly Bill 293. The implementation of this bill was undertaken to develop a uniform evaluation system for all certificated employees. This system focuses on desired student growth within the instructional program.

The major part of this system deals with California Education Code Section 44662. Certificated employee competency, as defined in this system, is the performance of the employee in facilitating student growth, through the utilization of instructional techniques and strategies, the adherence to curricular objectives and the establishment and maintenance of a suitable learning environment.

The following evaluation system applies only to Section 44932 (a.4) of the State Education Code. The evaluation of the remaining provisions of Section 44932 (a.1-12 excluding 4) is the responsibility of the immediate supervisor. This system provides an opportunity for statements relative to Performance Requirements as defined in the "Definition of Terms." Statements in this area can be written at any time during the course of a scheduled evaluation year.

Nothing in this section preempts the legal responsibility of the Board of Education and its authority for the operation of the educational program of the Montebello Unified School District.

STATEMENT OF PHILOSOPHY

- I. An effective educational program requires evaluation. All certificated personnel share in the responsibility for the instructional program and its evaluation.
- II. This uniform evaluation system assesses the competency of all certificated personnel in terms of student growth within the instructional program.
- III. This uniform system of evaluation provides for meeting each of the following responsibilities:
 - Establishment of standards of expected student progress for selected objectives, and of activities/instructional strategies for measuring that progress. These standards, objectives, and activities/instructional strategies are to be specified by the employee.
 - Assessment of certificated personnel competence relative to the achievement of those established standards.
 - Assessment of certificated personnel performance of duties adjunct to their regular assignment.
 - Ascertainment that all certificated personnel are maintaining and preserving a suitable learning environment.
- IV. This uniform system of evaluation provides for individuality and freedom as well as accountability by providing for a series of options within the evaluation procedure open to all certificated personnel. The options for each employee will be within the following:
 - To select methods of determining learner needs.
 - To select three (3) objectives from the California Standards for the teaching Profession (CSTP) with no more than one (1) objective from a standard.
 - To select two (2) activities/instructional strategies for each of the three (3) selected.
 - To select methods of establishing standards of expected student progress.
 - To select methods for assessing student progress.
 - To select evaluative assistance when necessary.
 - To select adjunct duties from those identified by the immediate supervisor.

- V. The administration of this evaluation procedure for each certificated employee is the responsibility of his/her immediate supervisor.
- VI. Established standards of expected student progress can be achieved only when acceptable conditions for learning exist. When constraints to learning change, standards of expected progress must be revised.
- VII. The requirements for a suitable learning environment are met when the standards of expected student progress, as identified by the Bargaining Unit member, are met.
- VIII. All certificated personnel will be responsible to perform their fair share of those adjunct duties which are necessary to the operation of the educational program.
- IX. It shall be the responsibility of the Board of Education to provide each certificated employee with adequate time to prepare the plan. Changes in Required Conditions for Learning which occur subsequent to the acceptance of the plan may require reevaluation of the outcomes of the original plan.
- X. The development and implementation of an professional learning training program for immediate supervisors and Bargaining Unit members shall be established by agreement of negotiating teams and the Board of Education.
- XI. The operating procedures of this evaluation system shall be implemented in their entirety, where applicable. The time sequences must be posted in advance in order to insure the validity of the system.

DEFINITION OF TERMS

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| Adjunct Duties | Non-instructional duties normally performed before or after the regular Board day. |
| Accountability | To assume a professional responsibility for student progress. |
| Area of study | A specific branch of learning at various developmental levels, as designated by the state or Board of Education. |
| Assessment | The act of determining the degree or amount of student progress and/or certificated employee performance as a component of the evaluation process. |
| Bargaining Unit Member | All contracted certificated employees who are not manager or supervisors. |
| Certificated employees or Personnel | Those employees or personnel of school districts whose positions require credentials or certification qualifications. |
| Class | The grouping of certificated employees whose role and responsibilities are similar i.e. teacher, counselor, principal, etc. |
| Competency | The performance of a certificated employee in facilitating student growth. |
| Conditions for learning | A set of circumstances necessary for expected student progress to occur. |
| Constraints to learning | Those variables which may limit the effectiveness of the employee and over which he/she has no control. |
| Curricular | Derived from the Curriculum Scope and Sequence of the Montebello Unified School District. |
| Evaluation | The total process of making considered judgments concerning the performance of a certificated employee. |
| Fair share | Responsibility for adjunct duties undertaken equally by certificated employees. |
| Goal | A general statement of direction or intent written in terms of the learner. |
| Goal indicator | A statement of direction or intent written in terms of the learner that describes the criteria by which the learner's progress may be identified. |

| | |
|----------------------|--|
| Immediate Supervisor | That person who is directly responsible for the administration of the evaluation process for a certificated employee. |
| Learner needs | Concepts, attitudes and skills identified by various diagnostic methods which indicate the directions in which the student may progress. |
| Objective | A specific statement of direction or intent written in terms of the learner that can be measured and verified within a given time and under specifiable conditions. |
| Operating procedures | That part of this evaluation system which outlines the steps to follow in carrying out the requirements. |
| Performance | Non-instructional duties and responsibilities required of all certificated personnel during the Board day and evaluate solely by the immediate supervisor. These duties and responsibilities are listed in the District Board Policies and Administrative Regulations and Staff Handbooks. |
| Probationary | Bargaining Unit members other than temporary contract teachers who have not attained tenure in this District. |
| Program Emphasis | An area of study determined by a staff, department, or grade level as requiring special attention to improve student progress. |
| Standard | A classroom, campus or school district atmosphere that permits learning to take place and insures that persons and property are protected. |
| Suitable Learning | That which is set up and established within this evaluation system Environment as a basis for the measure of quantity, value of quality. |
| Support Staff | All those certificated employees of the District whose role is to facilitate the performance of the classroom teacher as it relates to student growth. |

OPERATING PROCEDURE

- I. All probationary Bargaining Unit members will be evaluated every year. All permanent Bargaining Unit members, with the exception of Head Start, will be evaluated every other year.
- II. Bargaining Unit members who meet all of the following qualifications shall be evaluated every five years:
 - a. NCLB Highly Qualified
 - b. Ten consecutive years Bargaining Unit experience within the District at the time of the completion of the Stull Evaluation; and,
 - c. Not referred to the PAR Program within the past two years.
- III. **Amendment to Five Year Cycle**
 - a. A site administrator or designee may notice a Bargaining Unit member of possible intent to evaluate the Bargaining Unit member the subsequent year.
 - b. Notice of intent to evaluate must be provided to the Bargaining Unit member by January 31 of any year beginning the year following the prior evaluation.
 - c. The Bargaining Unit member must be notified by May 15 in writing on a form provided by the district of the administrator's intent to evaluate the Bargaining Unit member the following year.
 - d. Any Bargaining Unit member may return to the two-year cycle by notifying the site administrator or designee in writing no later than May 15 of the year prior to the evaluation year.

In order to comply with the Head Start Performance Standards, all permanent Head Start teachers will be evaluated annually over a two-year period. Permanent Head Start teachers shall write two or three one-year goals for the first year and two or three one-year goals for the subsequent year, totaling five goals.

If there is a change in the Head Start Performance Standards, and annual evaluations are no longer required, permanent Head Start teachers would be evaluated every other year.

- IV. By the sixth (6th) workday of the school year each Bargaining Unit member will receive from his/her immediate supervisor the following:
 - a. A copy of the amended Stull Act
 - b. A MUSD Evaluation System Handbook
 - c. The Bargaining Unit Member's class description
- V. The period from the beginning of school until the twenty-fifth work day shall be used by each immediate supervisor to notify those Bargaining Unit members who are to be evaluated that year and provide them with Evaluation Forms. During that time each affected Bargaining Unit member shall select adjunct duties. The Bargaining Unit member will also assess the learning needs of the students for whom he/she is responsible.
- VI. During the period from the twenty-fifth work day after the beginning of school to the thirty-fifth work day after the beginning of school, each Bargaining Unit member being evaluated shall complete the Evaluation Forms and submit the appropriate copies to the immediate supervisor.

SETTING OBJECTIVES AND ACTIVITIES/INSTRUCTIONAL STRATEGIES

The Bargaining Unit member will select three (3) objectives from three (3) different standards. For each objective the Bargaining Unit member will select two (2) activities/instructional strategies from which to be evaluated.

REQUIRED CONDITIONS FOR LEARNING

Each Bargaining Unit member should identify those conditions necessary for student progress which are related to the standards, objectives, and activities/instructional strategies selected on the Evaluation Forms. At any time during the year the Bargaining Unit Member may document request for assistance or additional constraints on the Evaluation Form.

TECHNIQUES FOR BARGAINING UNIT MEMBER'S ASSESSMENT OF STUDENT PROGRESS

The Bargaining Unit member is responsible for the assessment of student progress.

PLAN FOR ASSESSMENT OF BARGAINING UNIT MEMBER'S PERFORMANCE

The Bargaining Unit member may select method(s) he/she deems suitable in preparing the plan for the assessment of performance.

If observations are chosen, there shall be a maximum of five (5).

If test results are chosen, the type should be specified.

Prior to the assessment the Bargaining Unit member will provide the immediate supervisor with data that will show that progress is being measured and how it is being measured.

Assessment(s) may be periodic or at the end of the evaluation period.

ADJUNCT DUTIES

On Planning Sheet, page 3, the Bargaining Unit member will list the adjunct duties he/she has selected from the list provided by the immediate supervisor.

Having completed the first three Planning Sheets, the Bargaining Unit member will present his/her plans to the immediate supervisor.

- X. The period from the thirty-fifth (35th) work day to the forty-fifth (45th) work day shall be used by the immediate supervisor for the administrative review of each Bargaining Unit member's Planning Sheets to confirm that they meet the requirements of the District Evaluation System. By the forty-fifth (45th) work day the immediate supervisor shall complete Summary Sheet, page 1. He/She will retain the original and send the copy to the Bargaining Unit member being evaluated. The signature of the immediate supervisor will indicate that the Planning Sheet met the requirements of the District Evaluation System.

If the immediate supervisor and the Bargaining Unit member do not come to agreement on the proposed plan, then the Problem Resolution Phase commences.

By the sixty-fifth (65th) work day after the beginning of the school year, the problem will be resolved and the plan will be placed in effect.

- XI.** By the forty-fifth (45th) work day before the end of the school year, Summary Sheet, pages 2 and 3 shall be completed by the immediate supervisor. If the Bargaining Unit member and the immediate supervisor agree that the requirements of the plan are met, the evaluation is complete. If the Bargaining Unit member and the immediate supervisor do not agree that the requirements have been met, the Problem Resolution Phase begins.
- XII.** By the twenty-fifth (25th) work day before the end of the school year the Problem Resolution Phase is complete. The results of the conference shall be reduced to writing on the Summary Sheet, page 4. Evaluation is complete if the selected third (3rd) party rules for the Bargaining Unit member. If the selected third (3rd) party rules for the immediate supervisor, the Bargaining Unit member may respond to the decision in writing on Summary Sheet, page 4. The decision of the selected third (3rd) party shall be binding on all parties.
- XIII.** If the conference results in initiating on Phase III, the immediate supervisor shall, not later than twenty (20) work days before the end of the school year, initiate Summary Sheet, page 5, Recommendations for Improvement. This shall be done in a conference with the Bargaining Unit member. The Bargaining Unit member shall be given the original and copy of Summary Sheet, page 5, containing the immediate supervisor's recommendations. By the fifteenth (15th) work day before the end of the school year the Bargaining Unit member will return the original to the immediate supervisor. The Bargaining Unit member shall retain the copy.
- XIV.** If Phase III has been initiated, the immediate supervisor shall provide a program for the implementation and assessment of the Recommendations for Improvement. The Final Statement Regarding Recommendations for Improvement (Phase IV) shall be completed by the end of the first half of the next school year.

The Final Statement Regarding Recommendations for Improvement shall be given to the Bargaining Unit member in a conference.

The immediate supervisor will keep the first copy and give the original and second copy to the Bargaining Unit member.

The Bargaining Unit member will return the original to the immediate supervisor within ten (10) working days. On this original he/she may respond to the Final Statement Regarding Recommendations for Improvement. He/She will keep a copy of the response.

TIMETABLE FOR EVALUATION STEPS

Planning

- | | | |
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| By the sixth (6 th) work day after the beginning of school | - | Immediate supervisor will deliver the Evaluation package to the Bargaining Unit members being evaluated. |
| By the twenty-fifth (25 th) work day after the beginning of school | - | Immediate supervisor shall notify Bargaining Unit members who are to be evaluated that year and provide them with planning sheets. |
| | - | Option: List of three (3) or more proposed goals submitted by immediate supervisor at this time. |
| | - | Bargaining Unit member makes plans and becomes acquainted with the Evaluation System. |

Phase I

By the forty-fifth (45th) work day after the beginning of school

- Immediate supervisor shall review the Bargaining Unit members and complete Summary Sheet, page 1.
- If the immediate supervisor and the Bargaining Unit member do not come to agreement on the proposed plan, then the Problem Resolution Phase begins.

By the sixty-fifth (65th) work day after the beginning of school

- The problem is resolved and the plan accepted.

Phase II

By the forty-fifth (45th) work day before the end of the school year

- Summary Sheets, page 2 and page 3 shall be completed by the immediate supervisor before the end of the school year.
- If the Bargaining Unit member and the immediate supervisor agree that the requirements of the plan are met, the

Evaluation Is Complete.

- If the Bargaining Unit member and the immediate supervisor **do not** agree that the requirements of the plan are met, the

Problem Resolution Phase Begins.

By the twenty-fifth (25th) work day before the end of the school year

- Problem Resolution Phase is complete.
- Summary Sheet, page 4, shall be completed.
- Evaluation is complete if Problem Resolution Phase is concluded in favor of the Bargaining Unit member.
- If the Problem Resolution Phase is concluded in favor of the immediate supervisor, the Bargaining Unit member may respond.

Phase III

By the twenty-third (23rd) work day before the end of the school year

- The immediate supervisor submits statements to be attached to Summary Sheet, page 5.

By the twentieth (20th) work day before the end of the school year

- The immediate supervisor shall initiate Summary Sheet, page 5 in conference with the Bargaining Unit member.

By the fifteenth (15th) work day before the end of the school year

- The Bargaining Unit member shall return Summary Sheet, page 5 to the immediate supervisor.

Phase IV

By the ninetieth (90th) day of the following school year

- The immediate supervisor shall complete Summary Sheet, page 6.

By the one hundredth (100th) day of the following school year

- The Bargaining Unit member shall return Summary Sheet, page 6.

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