

mta Ratification 2026

Montebello Teachers Association

MTA began negotiations with MUSD in November 2025. Bargaining Chair Paul Chavez (SHS) led the MTA Bargaining Team, which included David Navar (WGE), Myra Pasquier (SUI), Lucia Quintero (LMI), Lisa Quemada (MHS), and Rick Ronquillo (WIE). Executive Director Doug Patzkowski advises the team.

The MUSD Board's team was led by Zepure Hacopian, Assistant Superintendent of Human Resources. The team also included Horacio Perez, Assistant Superintendent of Student Services; Kaivan Yuen, Assistant Superintendent of Educational Services; Gina Andujo, Principal of MPE; Victor Solorio, Principal of MOI, and Larry McKiernan Gonzalez, Principal of SHS, and Sara Rego, Director of Special Education.

The current Collective Bargaining Agreement (CBA) will expire on June 30, 2028. For the 2025-2026 negotiations, Article VIII. Class Size, Article XII. Wages, and Article XX.B. Community Schools opened automatically. In addition to these three articles, MTA opened Article IV. Hours and Assignments and Article V. Support Personnel. MUSD also opened two additional articles: Article XIV. Health and Welfare Benefits and Article XXIII. Peer Assistance and Review (PAR). Tentative agreements were reached on all seven of these articles.

The MTA Executive Committee and Bargaining Team recommend ratification of this tentative agreement. The members of the Executive Committee are President Victoria Landeros-Lopez, Vice President Alma Orta, Secretary Elizabeth Kocharian, Treasurer Andy Shinn, Elementary Director David Navar, Elementary Director Jessica Mejia, Intermediate Director Melina Valenzuela, High School Director Jeannette Alvarado, Support Staff Director Crystal Kors, and Adult School Director Dena Guerry Henriquez.

Voting and Ratification

The following ratification meetings have been scheduled: Monday, March 2 in person at the MTA CC, 920 W. Whittier Blvd., Montebello at 4:00 p.m. and Monday, March 2 virtual via Zoom at 6:00 p.m. (link has been sent to your personal email address). Ballots will go out via email on March 2 at 6:00 p.m. for electronic voting, and voting will end on Monday, March 9 at 2:00 p.m. The Board of Education will make the decision to ratify the tentative agreement at its regular meeting on April 1.

Ratification Summary

This Summary will be followed by copies of the signed tentative agreements for each article. Additions to the current contract language are indicated by **bold** lettering in the tentative agreement documents, and deletions are indicated by ~~strikethrough~~.

Article IV.

Hours and Assignments

The academic calendar will be reduced by two days, from 185 days to 183 days per academic year starting on July 1, 2026. One instructional day and one professional learning day will be eliminated. As a result, starting in 2026-2027 the instructional days will be changed days will be reduced from 4 to 3 per year. In addition, one of the 3 professional learning days will be designated for completing the district online compliance trainings, and no other meetings will be scheduled on that day.

Principals will need to notify educators from 181 to 180 per year, and the professional learning at least one week in advance if they will be pulled out of the classroom to attend professional learning meetings.

Article V.

Support Personnel

The district will not be able to replace or supplant support personnel such as school nurses, speech and language pathologists, and psychologists with personnel from outside agencies contracted by the district.

Article XII.

Wages

All salary schedules and Adult Education hourly rates are to be increased by 2.3% effective July 1, 2025.

The salary increase will be reflected in the monthly check by September 1, 2026.

Tentative Agreement
Between the
Montebello Unified School District
and the
Montebello Teachers Association
February 24, 2026

Article 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 will be required to punctually observe the hours of their assignment. **The Board Day shall encompass the seven (7) minute requirement in F.1.**
- b. Classroom teachers are required to observe the Professional Day in order to:
 - (1) Teach assigned classes.
 - (2) Attend required meetings/professional learnings as outlined in Section C.
 - (3) Confer with parents as outlined in Section L.

2. Head Start Personnel

- a. The Full Day Head Start Teacher Board Day shall be four hundred eighty (480) minutes including:
 - 1) Three hundred and ninety (390) minutes instructional day consisting of:
 - i. Three hundred thirty (330) minutes of direct instruction
 - ii. Thirty (30) minutes preparation prior to class
 - iii. Thirty (30) minutes preparation after class
 - 2) Thirty (30) minutes duty free lunch
 - 3) Sixty (60) minutes planning time
 - 4) Fifteen (15) minutes break inclusive of instructional day if coverage is provided or inclusive of planning time if coverage is not available.
- b. The Part-Day Head Start Teacher Board Day shall be three hundred ninety (390) minutes including:
 - 1) Three hundred (300) minutes instructional day consisting of:
 - i. Two hundred ten (210) minutes of direct instruction
 - ii. Thirty (30) minutes for daily lunch coverage or nap set-up and supervision for Full Day classes
 - iii. Thirty (30) minutes preparation prior to class
 - iv. Thirty (30) minutes preparation after class
 - 2) Thirty (30) minutes duty free lunch
 - 3) Sixty (60) minutes planning time
- c. The Head Start Associate Teacher Board Day shall be four hundred eighty (480) minutes including:
 - 1) Three hundred and ninety (390) minutes instructional day consisting of:
 - i. Three hundred thirty (330) minutes of direct instruction coordinated by the Full Day Head Start Teacher
 - ii. Thirty (30) minutes preparation prior to class
 - iii. Thirty (30) minutes preparation after class
 - 2) Thirty (30) minutes duty free lunch
 - 3) Sixty (60) minutes planning time coordinated by the Full Day Head Start Teacher
 - 4) Fifteen (15) minutes break inclusive of instructional day if coverage is provided or inclusive of planning time if coverage is not available.
- d. The Early Head Start Teacher Board Day shall be four hundred eighty (480) minutes
 - 1) Four hundred twenty (420) minutes instructional day consisting of:
 - i. Three hundred ninety (390) minutes of direct instruction

- ii. Fifteen (15) minutes preparation prior to class
 - iii. Fifteen (15) minutes preparation after class
- 2) Thirty (30) minute duty free lunch
- 3) Thirty (30) minutes planning time
- 4) Fifteen (15) minutes break inclusive of instructional day if coverage is provided or inclusive of planning time if coverage is not available.
- e. The Head Start program for children shall have no less than one thousand and twenty (1,020) hours planned class operations each year for full day Head Start, five hundred sixty (560) hours for part day Head Start, and one thousand three hundred eighty (1,380) hours for early Head Start.
- f. All sections of Article IV. Hours and Assignments, Section C shall be applicable to Head Start Teachers except for Section C-1 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.
- g. 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. 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 ~~eighty-five~~ **eighty-three (83)** days including ~~four~~ **three (3)** days of professional learning. 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 for Full Day, Part Day, and Associate Teachers shall be one hundred eighty-five (185) days including fifteen (15) days of professional learning.
 - c. The Head Start Calendar for Early Head Start Teachers shall be two hundred and five (205) days including eight (8) days of professional learning effective the 2023-24 school year. For the 2022-2023 school year, the Head Start Calendar for Early Head Start Teachers will be two hundred and three (203) days, with six (6) days of 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. **An additional professional learning day shall be designated to complete District mandated and/or compliance trainings.**

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 **notice** 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 (C.1) may be utilized within the Board Day (C.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 be required.
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 C.1 of the Agreement. Additional time may be credited by approval of the principal.
6. **Professional Learning Days**
 - a. Professional Learning 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.
 - c. **District administrators will distribute written notice to all Bargaining Unit members at least one (1) week in advance of Professional Learning meetings.**
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 professional learning days which are not specified in this Agreement.

F. Teaching 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 C, F, or I. (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 PreK-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.
 - a. TK-5 classroom teachers shall not be responsible for supervision when the Air Quality Management District (AQMD) or the Los Angeles County Department of Public Health issues an unhealthy air quality, heat, or inclement weather advisory.
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 C.
 - 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 IEPs.
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 nine hundred (\$900) 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 seven hundred (\$700) dollar annual stipend **shall be awarded** for each Bargaining Unit member who possesses a primary language instruction 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, Dual Immersion Program, or SEI setting.
4. Bargaining Unit members assigned to a primary language setting shall have the opportunity to request 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 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. In the event that one Tandem teacher partner waives their health insurance benefits, the District shall pay benefits equivalent to one (1) FTE position to the other Tandem teacher partner upon request.
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 **and/or experience**.
 - 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.
- 4. All Bargaining Unit members who teach Special Education shall be offered a one (1) day of release time for special education professional learning/compliance training and implementation when funds are available.
- 5. All Bargaining Unit members who teach special education and/or general education curriculum will participate in common site training during professional learning days.

Montebello Unified School District

Date

Montebello Teachers Association

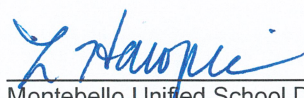
Date

Tentative Agreement
Between the
Montebello Unified School District
and the
Montebello Teachers Association
February 19, 2026

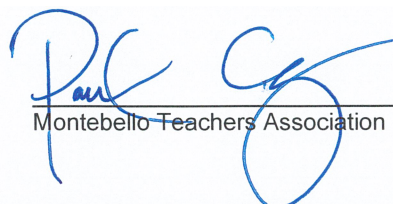
Article V. SUPPORT PERSONNEL

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 ~~C~~ **A.4.**
- 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. **Whenever practicable, the district shall not contract out work that is customarily and routinely performed by certificated Bargaining Unit members or otherwise assign work to non-Bargaining Unit members for the purpose or effect of supplanting or reducing the work customarily performed by Bargaining Unit members.**
- F. 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.
- G. 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 ~~DC~~ **4.**
- H. ~~G.~~ By mutual consent of the Bargaining Unit member and the immediate supervisor, days may be added at per diem.
- I. ~~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.
- J. ~~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.
- K. **Adapted Physical Education teachers shall be provided the following:**
 - a. **A desk, printer, file cabinets, and storage space at a common location.**


Montebello Unified School District

02-19-2026
Date


Montebello Teachers Association

2/19/26
Date

Tentative Agreement
Between the
Montebello Unified School District
and the
Montebello Teachers Association
February 24, 2026

VIII. CLASS SIZE

The District and the Association recognize that reasonable student teacher ratios are vital to meaningful learning.

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. Combination Classes

Beginning fifteen (15) working days from the first student day, the District shall make every effort to prevent combination classes. Where combination multi-grade classes are unavoidable, a three hundred dollars (\$300) stipend per instructional month (defined as one instructional day in the MUSD Professional Learning calendar), will be paid to the following Bargaining Unit members teaching a general education combination class in TK through grade 5 with more than one grade level of students- or special education combination class in TK through grade 5 with more than two (2) grade levels of students.

C. Student-Teacher Staffing Formulas

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

D. Class Size

1. Grade TK

The administration shall create classes per the California Department of Education guidelines at the time, and contingent upon appropriated funding. In the absence of appropriated funds and state guidelines, the ratio will be at twenty four to one (24:1) student to adult ratio.

2. Grades K-3

The administration shall create classes with thirty-one (31) students or less Grades K-3. When ongoing Class Size Reduction funds are appropriated, administration shall create classes with twenty four (24) students or less per the Local Control Funding Formula (LCFF) Grade Span Adjustment conditions.

3. Grades 4-5

The administration shall create classes with thirty-two (32) students or less Grade 5.

4. Grades 6-8

The administration shall create classes with an average of thirty-two (32) students or less, with not more than one class in excess of thirty-two (32) students, except in non-core, performing arts and physical education subject to the following limitations:

- a. all non-core classes shall have a maximum of thirty-eight (38) students;
- b. all performing arts classes shall have a reasonable number of students; and,
- c. all physical education classes shall have an average of thirty-eight (38) students or less for each Bargaining Unit member, with not more than one class in excess of thirty-eight (38) students.

5. Grades 9-12

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 non-core, performing arts and physical education subject to the following limitations:

- a. all non-core 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-two (42) 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.
6. The class size limitations set forth above shall apply unless additional students are requested by the Bargaining Unit member.
 7. Beginning fifteen (15) working days from the first student day, if class size limitations are exceeded, the administration shall have fifteen (15) working days in which to correct the situation by reassigning students, providing additional teachers or providing additional instructional aide time upon request.
 8. 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.

E. 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 (per period)	
Early Intervention Preschool	9	per session
Mild/Moderate	14	
Functional Life Skills Moderate/Severe (SH)	9	
Applied Behavioral Analysis (ABA) Emotionally Disturbed	9	
Sensory Autism	9	
RSP	27	

(b.) Special Education Grades 6-8

Classification	Class Size (per period)
Mild/Moderate	17
Functional Life Skills Moderate/Severe (SH)	13
Applied Behavioral Analysis (ABA) Emotionally Disturbed	12
Sensory Autism	12
Moderate Low Functioning	15
RSP	24

(c.) Special Education Grades 9-Adult Transition

Classification	Class Size (per period)
Mild/Moderate	18
Functional Life Skills Moderate/Severe (SH)	14
Applied Behavioral Analysis (ABA) Emotionally Disturbed	14
Sensory Autism	12
Moderate Low Functioning	14
Adult Transition	15
RSP	24

(d.) Designated Instruction and Service (DIS) Providers to determine if they shall receive an overage stipend.

Classification	Caseload
Visual Impairment (regionalized)	17

Orientation and Mobility Specialist (regionalized)	17
Speech and Language Specialist	54
Adapted Adaptive Physical Education	64
Counselors at TK-8, Intermediate and High Schools (Bell Gardens High School, Montebello High School, and Schurr High School will have an assigned college counselor exclusive of caseload cited herein.)	600:1
Nurses (District Wide Average)	1400:1
Psychologists (District Wide Average)	700:1

F. General and Special Education Overage Stipends

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

- 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 six hundred dollars (\$600).
- 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 four hundred fifty dollars (\$450.00) for a total not to exceed one thousand fifty dollars (\$1,050).

2. Grades 6-8

- 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 six hundred dollars (\$600). Irrespective of the average, no more than one (1) class should be more than the formula listed in Section D.2.
- 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 four hundred fifty dollars (\$450.00) for a total not to exceed one thousand fifty dollars (\$1,050). Irrespective of the average, no more than one (1) class should be more than the formula listed in Section D.2.
- 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 six hundred dollars (\$600).

3. Grades 9-12

- 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 D.3 for more than fifty percent (50%) of any semester, the Bargaining Unit member shall be paid six hundred dollars (\$600). Irrespective of the average, no more than one (1) class should be more than the formula listed in Section D.3.
- 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 four hundred fifty dollars (\$450.00) for a total not to exceed one thousand fifty dollars (\$1,050). Irrespective of the average, no more than one (1) class should be more than the formula listed in Section D.3.
- 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 six hundred dollars (\$600).

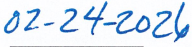
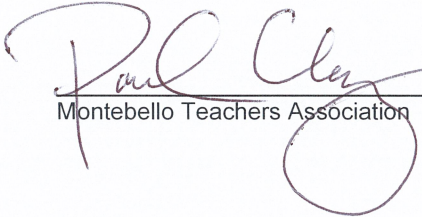
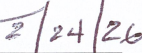
4. Designated Instruction and Service (DIS) Providers Caseload Overage Stipends

- If any Bargaining Unit member maintains a caseload with an average of over one (1.0) to three (3.0) above the average of that designated service for more than fifty percent (50%) of any semester, the Bargaining Unit member shall be paid six hundred dollars (\$600).
- If a caseload exceeds (3.0) above the average for more than fifty percent (50%) of any semester, the Bargaining Unit member shall be paid an additional four hundred fifty dollars (\$450.00) for a total not to exceed one thousand fifty dollars (\$1,050).

5. The stipend shall be paid no later than 30 calendar days after the end of the semester.

6. The District and association shall be responsible for notifying the Bargaining Unit member of stipend eligibility prior to the end of the semester.

7. In no case shall a Bargaining Unit member receive more than one thousand fifty dollars (\$1,050) in any one (1) semester.

 _____ Montebello Unified School District	 _____ Date	 _____ Montebello Teachers Association	 _____ Date
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Tentative Agreement
Between the
Montebello Unified School District
and the
Montebello Teachers Association
February 24, 2026

XII. WAGES

The District and the Association agree to the concept of 30 step salary schedules for all Bargaining Unit members.

A. WORK SCHEDULES: (Additional details denoted in Article IV. Hours and Assignments)

1. Pre K-12 teachers and teachers on special assignment "TOSAs" (excluding teachers on defined salary schedules) librarians/media specialists, orientation and mobility specialists, and vision impairment specialists
 - a. Four hundred and thirty-five (435) minute board day and three hundred five (305) inclusive of a minimum of a thirty (30) minute lunch
 - b. Three hundred five (305) minute instructional day
 - c. One hundred eighty-one (181) instructional days, **effective July 1, 2026**
 - d. ~~Four~~ **Three (4 3)** professional learning days, **effective July 1, 2026**
 - e. 2.26002:1 ratio thirty (30) step five and one half (5.5) column salary schedule
2. Head Start personnel
 - a. Part-Day Head Start Teachers
 - 1) Three hundred ninety (390) minute board day inclusive of a thirty (30) minute lunch
 - 2) Three hundred (300) minute instructional day
 - 3) One hundred seventy (170) instructional days
 - 4) Fifteen (15) professional learning days
 - 5) Thirty (30) step, two (2) column salary schedule
 - b. Full Day Head Start Teachers
 - 1) Four hundred eighty (480) minute board day inclusive of a thirty (30) minute lunch
 - 2) Three hundred ninety (390) minute instructional day
 - 3) One hundred seventy (170) instructional days
 - 4) Fifteen (15) professional learning days
 - 5) Thirty (30) step, two (2) column salary schedule
 - c. Associate Teachers
 - 1) Four hundred eighty (480) minute board day inclusive of a thirty (30) minute lunch
 - 2) Three hundred ninety (390) minute instructional day
 - 3) One hundred seventy (170) instructional days
 - 4) Fifteen (15) professional learning days
 - 5) Thirty (30) step, one (1) column salary schedule
 - d. Early Head Start Teachers
 - 1) Four hundred eighty (480) minute board day inclusive of a thirty (30) minute lunch
 - 2) Three hundred ninety (390) minute instructional day
 - 3) Two hundred one (201) instructional days
 - 4) Four (4) professional learning days
 - 5) Thirty (30) step, two (2) column salary schedule
 - e. Education Specialists
 - 1) Four hundred eighty (480) minute board day inclusive of a thirty (30) minute lunch
 - 2) One hundred seventy (170) instructional days
 - 3) Fifteen (15) professional learning days
 - 4) Twenty (20) factor days
 - 5) Thirty (30) step, two (2) column salary schedule
3. Psychologists, Speech and Language Specialists, and Nurses
 - a. Psychologists, Speech and Language Specialists, and Nurses
 - 1) Four hundred eighty (480) minute board day inclusive of a thirty (30) minute lunch
 - 2) One hundred eighty-one (181) instructional days, **effective July 1, 2026**
 - 3) ~~Four~~ **Three (4 3)** professional learning days, **effective July 1, 2026**

- 4) Ten (10) factor days
- 5) Thirty (30) step, one (1) column salary schedule
4. Infant Toddler Teachers
 - 1) Four hundred thirty-five (435) minute board day inclusive of a thirty (30) minute lunch
 - 2) Three hundred thirty-five (335) minute instructional day
 - 3) One hundred eighty-one (181) instructional days, **effective July 1, 2026**
 - 4) ~~Four~~ **Three (4 3)** professional learning days, **effective July 1, 2026**
 - 5) Thirty (30) step, three (3) column salary schedule
5. Counselors
 - 1) Four hundred thirty-five (435) minute board day inclusive of a thirty (30) minute lunch
 - 2) One hundred eighty-one (181) instructional days
 - 3) One hundred eighty-one (181) instructional days, **effective July 1, 2026**
 - 4) ~~Four~~ **Three (4 3)** professional learning days, **effective July 1, 2026**
 - 5) Thirty (30) step, five and a half (5.5) salary schedule
6. Adult Education
 - 1) Hourly rate
 - 2) One hundred seventy-one (171) instructional days
 - 3) One (1) professional learning day
 - 4) Thirty (30) step, three (3) column salary schedule
7. CTE/ROP
 - 1) Hourly rate
 - 2) One hundred seventy-one (171) instructional days
 - 3) One (1) professional learning day
 - 4) Thirty (30) step, one (1) column salary schedule
8. Community Day and High School Special Education SDC ~~Moderate/Severe~~ **Functional Life Skills, Emotionally Disturbed, Applied Behavioral Analysis (ABA), Low-Functioning Moderate**, and Adult Transition teachers
 - 1) Four hundred thirty-five (435) minute board day and three hundred sixty-five (365) minute instructional day
 - 2) One hundred eighty-one (181) instructional days, **effective July 1, 2026**
 - 3) ~~Four~~ **Three (4 3)** professional learning days, **effective July 1, 2026**
 - 4) 2.26002:1 thirty (30) step, five and one half (5.5) column salary schedule

B. ~~2024-2025~~ 2025-2026 SALARY SCHEDULES

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 Appendix "C" Indices Table A. Teachers 11 Months with a thirty (30) step - six (6) column salary schedule.
The Salary Schedules A, L, 3, N, G1, 6, U, E, Ib, J, Ic 1, V, Ia, G2, (currently represented in the thirty-step (30) salary schedules listed below), will be increased utilizing the existing index by the following:
July 1, 2024**5**, all salary schedules are increased by ~~one~~ two and three tenths (**42.3%**) percent.

Salary Schedules

Schedule A	Teachers 11 Month
Schedule L	Teachers 12 Month
Schedule 3	Counselors, TOSA Student Activities Director, TOSA Athletics Director 11 Month
Schedule N	Counselors 12 Month
Schedule G1	Psychologists, Speech and Language Specialists, Nurses
Schedule 6	Teachers 11 month CDS and High School Special Education; SDC Moderate/Severe Functional Life Skills, Emotionally Disturbed, Applied Behavioral Analysis (ABA), Low-Functioning Moderate , and Adult Transition
Schedule U	Adult Education CTE/ROP Teachers 11 Month
Schedule E	Part Day Head Start Teachers 11 Month
Schedule Ib	Part Day Head Start Teachers 12 Month
Schedule J	Full Day Head Start Teachers 11 Month
Schedule Ic	Full Day Head Start Teachers 12 Month
Schedule 1	Associate Associate Teachers 11 Month
Schedule V	Early Head Start Teachers/ TOSA Early Childhood and Education Specialists 11 Month
Schedule Ia	Education Specialists 12 Month
Schedule G2	Infant Toddler Teachers 11 Month

2. Beginning July 1, 2022, annually, a three hundred fifty (\$350) Instructional Supply stipend will be provided for Bargaining Unit members no later than 120 days after the first day of service.
3. Community Day and High School Special Education SDC ~~Moderate/Severe~~ **Functional Life Skills**, ~~Emotionally Disturbed~~ **Applied Behavioral Analysis (ABA)**, ~~Low-Functioning~~ **Moderate**, and Adult Transition teachers shall be assigned an additional 6th period which shall be paid in a manner consistent with STRS retirement credit.

C. 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.

D. 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.

SALARY SCHEDULE A - (11 Months) - 2025-2026

STEP	Class B BA	Class C BA+30	Class D BA+45a	Class E BA+60	Class F BA+75	Class X BA+90b
1	\$62,122.92	\$66,549.18	\$70,975.44	\$75,401.70	\$79,827.96	\$82,041.40
2	\$65,539.68	\$69,965.94	\$74,392.20	\$78,818.46	\$83,244.72	\$85,458.16
3	\$68,956.44	\$73,382.70	\$77,808.96	\$82,235.22	\$86,661.48	\$88,874.92
4	\$75,789.97	\$80,216.22	\$84,642.48	\$89,068.74	\$93,495.00	\$95,708.44
5	\$79,206.73	\$83,632.99	\$88,059.24	\$92,485.50	\$96,911.76	\$99,125.20
6	\$82,623.49	\$87,049.44	\$91,476.00	\$95,902.26	\$100,328.52	\$102,541.96
7	\$86,040.25	\$90,466.51	\$94,892.76	\$99,319.02	\$103,745.28	\$105,958.72
8	\$89,457.01	\$93,883.27	\$98,309.53	\$102,735.78	\$107,162.04	\$109,375.48
9	\$92,873.77	\$97,300.03	\$101,726.29	\$106,152.54	\$110,578.80	\$112,792.24
10	\$96,290.53	\$100,716.79	\$105,143.05	\$109,569.31	\$113,995.56	\$116,209.00
11	\$96,758.32	\$104,133.55	\$108,559.81	\$112,986.07	\$117,412.32	\$119,625.76
12	\$97,218.65	\$104,687.07	\$111,976.57	\$116,402.83	\$120,829.09	\$123,042.53
13	\$97,679.60	\$105,239.96	\$112,662.41	\$119,819.59	\$124,245.85	\$126,459.29
14	\$98,139.93	\$105,792.85	\$113,353.21	\$120,743.36	\$127,662.61	\$129,876.05
15	\$98,600.88	\$106,345.75	\$114,044.64	\$121,664.64	\$129,041.11	\$131,253.31
16	\$99,061.83	\$106,898.64	\$114,735.45	\$122,586.54	\$130,423.35	\$132,634.93
17	\$99,357.54	\$107,194.35	\$115,031.77	\$122,882.25	\$130,719.68	\$132,931.25
18	\$99,653.87	\$107,490.67	\$115,327.48	\$123,178.57	\$131,015.38	\$133,227.58
19	\$99,949.57	\$107,787.00	\$115,623.81	\$123,474.28	\$131,311.71	\$133,523.28
20	\$100,245.90	\$108,082.70	\$115,919.51	\$123,770.61	\$131,607.41	\$133,819.61
21	\$100,508.68	\$108,346.11	\$116,182.91	\$124,033.39	\$131,870.81	\$134,082.39
22	\$100,772.08	\$108,608.89	\$116,445.69	\$124,296.79	\$132,133.59	\$134,345.79
23	\$101,034.86	\$108,871.67	\$116,709.09	\$124,559.57	\$132,396.99	\$134,608.57
24	\$101,298.26	\$109,135.07	\$116,971.87	\$124,822.97	\$132,659.77	\$134,871.35
25	\$101,561.04	\$109,397.85	\$117,235.27	\$125,085.75	\$132,922.55	\$135,134.75
26	\$102,614.02	\$110,450.83	\$118,288.26	\$126,138.73	\$133,975.54	\$136,187.74
27	\$103,667.01	\$111,503.81	\$119,341.24	\$127,191.72	\$135,028.52	\$137,240.72
28	\$104,719.99	\$112,556.80	\$120,394.22	\$128,244.70	\$136,081.51	\$138,293.70
29	\$105,772.97	\$113,609.78	\$121,447.21	\$129,297.68	\$137,134.49	\$139,346.69
30	\$106,825.96	\$114,662.76	\$122,500.19	\$130,350.67	\$138,187.47	\$140,399.67

^a BA or BA + Preliminary , Clear, or equivalent Credential or Masters degree

^b Including Masters degree or Doctorate degree.

SALARY SCHEDULE L - (12 Months) - 2025-2026

STEP	Class B BA	Class C BA+30	Class D BA+45a	Class E BA+60	Class F BA+75	Class X BA+90b
1	\$62,122.92	\$66,549.18	\$70,975.44	\$75,401.70	\$79,827.96	\$82,041.40
2	\$65,539.68	\$69,965.94	\$74,392.20	\$78,818.46	\$83,244.72	\$85,458.16
3	\$68,956.44	\$73,382.70	\$77,808.96	\$82,235.22	\$86,661.48	\$88,874.92
4	\$75,789.97	\$80,216.22	\$84,642.48	\$89,068.74	\$93,495.00	\$95,708.44
5	\$79,206.73	\$83,632.99	\$88,059.24	\$92,485.50	\$96,911.76	\$99,125.20
6	\$82,623.49	\$87,049.44	\$91,476.00	\$95,902.26	\$100,328.52	\$102,541.96
7	\$86,040.25	\$90,466.51	\$94,892.76	\$99,319.02	\$103,745.28	\$105,958.72
8	\$89,457.01	\$93,883.27	\$98,309.53	\$102,735.78	\$107,162.04	\$109,375.48
9	\$92,873.77	\$97,300.03	\$101,726.29	\$106,152.54	\$110,578.80	\$112,792.24
10	\$96,290.53	\$100,716.79	\$105,143.05	\$109,569.31	\$113,995.56	\$116,209.00
11	\$96,758.32	\$104,133.55	\$108,559.81	\$112,986.07	\$117,412.32	\$119,625.76
12	\$97,218.65	\$104,687.07	\$111,976.57	\$116,402.83	\$120,829.09	\$123,042.53
13	\$97,679.60	\$105,239.96	\$112,662.41	\$119,819.59	\$124,245.85	\$126,459.29
14	\$98,139.93	\$105,792.85	\$113,353.21	\$120,743.36	\$127,662.61	\$129,876.05
15	\$98,600.88	\$106,345.75	\$114,044.64	\$121,664.64	\$129,041.11	\$131,253.31
16	\$99,061.83	\$106,898.64	\$114,735.45	\$122,586.54	\$130,423.35	\$132,634.93
17	\$99,357.54	\$107,194.35	\$115,031.77	\$122,882.25	\$130,719.68	\$132,931.25
18	\$99,653.87	\$107,490.67	\$115,327.48	\$123,178.57	\$131,015.38	\$133,227.58
19	\$99,949.57	\$107,787.00	\$115,623.81	\$123,474.28	\$131,311.71	\$133,523.28
20	\$100,245.90	\$108,082.70	\$115,919.51	\$123,770.61	\$131,607.41	\$133,819.61
21	\$100,508.68	\$108,346.11	\$116,182.91	\$124,033.39	\$131,870.81	\$134,082.39
22	\$100,772.08	\$108,608.89	\$116,445.69	\$124,296.79	\$132,133.59	\$134,345.79
23	\$101,034.86	\$108,871.67	\$116,709.09	\$124,559.57	\$132,396.99	\$134,608.57
24	\$101,298.26	\$109,135.07	\$116,971.87	\$124,822.97	\$132,659.77	\$134,871.35
25	\$101,561.04	\$109,397.85	\$117,235.27	\$125,085.75	\$132,922.55	\$135,134.75
26	\$102,614.02	\$110,450.83	\$118,288.26	\$126,138.73	\$133,975.54	\$136,187.74
27	\$103,667.01	\$111,503.81	\$119,341.24	\$127,191.72	\$135,028.52	\$137,240.72
28	\$104,719.99	\$112,556.80	\$120,394.22	\$128,244.70	\$136,081.51	\$138,293.70
29	\$105,772.97	\$113,609.78	\$121,447.21	\$129,297.68	\$137,134.49	\$139,346.69
30	\$106,825.96	\$114,662.76	\$122,500.19	\$130,350.67	\$138,187.47	\$140,399.67

^a BA or BA + Preliminary , Clear, or equivalent Credential or Masters degree

^b Including Masters degree or Doctorate degree.

Schedule 3 - Counselors, TOSA Student Activities Director, TOSA Athletics Director - (11-Month) - 2025-2026
(Includes 10 Factor Days)

STEP	Class B BA	Class C BA+30	Class D BA+45^a	Class E BA+60	Class F BA+75	Class X BA+90^b
1	\$67,092.75	\$71,873.11	\$76,653.47	\$81,433.82	\$86,214.18	\$88,604.70
2	\$70,782.85	\$75,563.21	\$80,343.57	\$85,123.93	\$89,904.28	\$92,294.80
3	\$74,472.95	\$79,253.31	\$84,033.67	\$88,814.03	\$93,594.39	\$95,984.90
4	\$81,853.15	\$86,633.51	\$91,413.87	\$96,194.23	\$100,974.59	\$103,365.10
5	\$85,543.26	\$90,323.61	\$95,103.97	\$99,884.33	\$104,664.69	\$107,055.20
6	\$89,233.36	\$94,013.38	\$98,794.07	\$103,574.43	\$108,354.79	\$110,745.30
7	\$92,923.46	\$97,703.82	\$102,484.17	\$107,264.53	\$112,044.89	\$114,435.41
8	\$96,613.56	\$101,393.92	\$106,174.28	\$110,954.63	\$115,734.99	\$118,125.51
9	\$100,303.66	\$105,084.02	\$109,864.38	\$114,644.74	\$119,425.09	\$121,815.61
10	\$103,993.76	\$108,774.12	\$113,554.48	\$118,334.84	\$123,115.19	\$125,505.71
11	\$104,498.97	\$112,464.22	\$117,244.58	\$122,024.94	\$126,805.30	\$129,195.81
12	\$104,996.13	\$113,062.02	\$120,934.68	\$125,715.04	\$130,495.40	\$132,885.91
13	\$105,493.96	\$113,659.14	\$121,675.38	\$129,405.14	\$134,185.50	\$136,576.01
14	\$105,991.11	\$114,256.27	\$122,421.46	\$130,402.81	\$137,875.60	\$140,266.11
15	\$106,488.94	\$114,853.39	\$123,168.20	\$131,397.79	\$139,364.39	\$141,753.56
16	\$106,986.77	\$115,450.52	\$123,914.27	\$132,393.45	\$140,857.20	\$143,245.70
17	\$107,306.13	\$115,769.88	\$124,234.30	\$132,712.81	\$141,177.23	\$143,565.74
18	\$107,626.16	\$116,089.91	\$124,553.66	\$133,032.84	\$141,496.60	\$143,885.77
19	\$107,945.52	\$116,409.95	\$124,873.70	\$133,352.21	\$141,816.63	\$144,205.13
20	\$108,265.56	\$116,729.31	\$125,193.06	\$133,672.24	\$142,135.99	\$144,525.16
21	\$108,549.36	\$117,013.78	\$125,477.53	\$133,956.04	\$142,420.46	\$144,808.96
22	\$108,833.83	\$117,297.58	\$125,761.33	\$134,240.51	\$142,704.26	\$145,093.44
23	\$109,117.63	\$117,581.38	\$126,045.81	\$134,524.32	\$142,988.74	\$145,377.24
24	\$109,402.11	\$117,865.86	\$126,329.61	\$134,808.79	\$143,272.54	\$145,661.04
25	\$109,685.91	\$118,149.66	\$126,614.08	\$135,092.59	\$143,556.34	\$145,945.52
26	\$110,823.13	\$119,286.88	\$127,751.30	\$136,229.81	\$144,693.56	\$147,082.74
27	\$111,960.35	\$120,424.10	\$128,888.53	\$137,367.04	\$145,830.79	\$148,219.96
28	\$113,097.58	\$121,561.33	\$130,025.75	\$138,504.26	\$146,968.01	\$149,357.18
29	\$114,234.80	\$122,698.55	\$131,162.97	\$139,641.48	\$148,105.23	\$150,494.40
30	\$115,372.02	\$123,835.77	\$132,300.19	\$140,778.70	\$149,242.45	\$151,631.63

^a BA or BA + Preliminary , Clear, or equivalent Credential or Masters degree

^b Including Masters degree or Doctorate degree.

Schedule N - Counselors (12-Month) - 2025-2026

STEP	Class B BA	Class C BA+30	Class D BA+45 ^a	Class E BA+60	Class F BA+75	Class X BA+90 ^b
1	\$67,092.75	\$71,873.11	\$76,653.47	\$81,433.82	\$86,214.18	\$88,604.70
2	\$70,782.85	\$75,563.21	\$80,343.57	\$85,123.93	\$89,904.28	\$92,294.80
3	\$74,472.95	\$79,253.31	\$84,033.67	\$88,814.03	\$93,594.39	\$95,984.90
4	\$81,853.15	\$86,633.51	\$91,413.87	\$96,194.23	\$100,974.59	\$103,365.10
5	\$85,543.26	\$90,323.61	\$95,103.97	\$99,884.33	\$104,664.69	\$107,055.20
6	\$89,233.36	\$94,013.38	\$98,794.07	\$103,574.43	\$108,354.79	\$110,745.30
7	\$92,923.46	\$97,703.82	\$102,484.17	\$107,264.53	\$112,044.89	\$114,435.41
8	\$96,613.56	\$101,393.92	\$106,174.28	\$110,954.63	\$115,734.99	\$118,125.51
9	\$100,303.66	\$105,084.02	\$109,864.38	\$114,644.74	\$119,425.09	\$121,815.61
10	\$103,993.76	\$108,774.12	\$113,554.48	\$118,334.84	\$123,115.19	\$125,505.71
11	\$104,498.97	\$112,464.22	\$117,244.58	\$122,024.94	\$126,805.30	\$129,195.81
12	\$104,996.13	\$113,062.02	\$120,934.68	\$125,715.04	\$130,495.40	\$132,885.91
13	\$105,493.96	\$113,659.14	\$121,675.38	\$129,405.14	\$134,185.50	\$136,576.01
14	\$105,991.11	\$114,256.27	\$122,421.46	\$130,402.81	\$137,875.60	\$140,266.11
15	\$106,488.94	\$114,853.39	\$123,168.20	\$131,397.79	\$139,364.39	\$141,753.56
16	\$106,986.77	\$115,450.52	\$123,914.27	\$132,393.45	\$140,857.20	\$143,245.70
17	\$107,306.13	\$115,769.88	\$124,234.30	\$132,712.81	\$141,177.23	\$143,565.74
18	\$107,626.16	\$116,089.91	\$124,553.66	\$133,032.84	\$141,496.60	\$143,885.77
19	\$107,945.52	\$116,409.95	\$124,873.70	\$133,352.21	\$141,816.63	\$144,205.13
20	\$108,265.56	\$116,729.31	\$125,193.06	\$133,672.24	\$142,135.99	\$144,525.16
21	\$108,549.36	\$117,013.78	\$125,477.53	\$133,956.04	\$142,420.46	\$144,808.96
22	\$108,833.83	\$117,297.58	\$125,761.33	\$134,240.51	\$142,704.26	\$145,093.44
23	\$109,117.63	\$117,581.38	\$126,045.81	\$134,524.32	\$142,988.74	\$145,377.24
24	\$109,402.11	\$117,865.86	\$126,329.61	\$134,808.79	\$143,272.54	\$145,661.04
25	\$109,685.91	\$118,149.66	\$126,614.08	\$135,092.59	\$143,556.34	\$145,945.52
26	\$110,823.13	\$119,286.88	\$127,751.30	\$136,229.81	\$144,693.56	\$147,082.74
27	\$111,960.35	\$120,424.10	\$128,888.53	\$137,367.04	\$145,830.79	\$148,219.96
28	\$113,097.58	\$121,561.33	\$130,025.75	\$138,504.26	\$146,968.01	\$149,357.18
29	\$114,234.80	\$122,698.55	\$131,162.97	\$139,641.48	\$148,105.23	\$150,494.40
30	\$115,372.02	\$123,835.77	\$132,300.19	\$140,778.70	\$149,242.45	\$151,631.63

^a BA or BA + Preliminary , Clear, or equivalent Credential or Masters degree

^b Including Masters degree or Doctorate degree.

Schedule G1 - Psychologists, Speech & Language Specialists, Nurses - 2025-2026

	<u>Range 01 (11-Month)</u>	<u>Range 05 (12-Month)</u>
Step 1	\$136,370.03	\$136,370.03
Step 2	\$140,461.13	\$140,461.13
Step 3	\$144,552.23	\$144,552.23
Step 4	\$148,643.34	\$148,643.34
Step 5	\$151,370.74	\$151,370.74
Step 6	\$159,552.94	\$159,552.94
Step 7	\$160,020.69	\$160,020.69
Step 8	\$160,297.52	\$160,297.52
Step 9	\$160,574.35	\$160,574.35
Step 10	\$160,849.82	\$160,849.82
Step 11	\$161,126.65	\$161,126.65
Step 12	\$161,403.48	\$161,403.48
Step 13	\$161,678.95	\$161,678.95
Step 14	\$161,955.78	\$161,955.78
Step 15	\$162,232.61	\$162,232.61
Step 16	\$162,509.44	\$162,509.44
Step 17	\$162,805.36	\$162,805.36
Step 18	\$163,101.29	\$163,101.29
Step 19	\$163,397.21	\$163,397.21
Step 20	\$163,693.13	\$163,693.13
Step 21	\$163,956.33	\$163,956.33
Step 22	\$164,219.52	\$164,219.52
Step 23	\$164,482.72	\$164,482.72
Step 24	\$164,745.91	\$164,745.91
Step 25	\$165,007.74	\$165,007.74
Step 26	\$166,061.88	\$166,061.88
Step 27	\$167,114.66	\$167,114.66
Step 28	\$168,167.43	\$168,167.43
Step 29	\$169,220.21	\$169,220.21
Step 30	\$170,272.99	\$170,272.99

Annual Stipends

Masters or Doctorate = \$ 350

Bargaining Unit members on Schedule 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.

SALARY SCHEDULE 6 - (11 Months) - 2025-2026

CDS and High School Special Education; SDC Moderate/Severe Functional Life Skills, Emotionally Disturbed Applied Behavioral Analysis (ABA), Low Functioning Moderate and Adult Transition

STEP	Class B BA	Class C BA+30	Class D BA+45a	Class E BA+60	Class F BA+75	Class X BA+90b
1	\$72,683.82	\$77,862.54	\$83,041.26	\$88,219.99	\$93,398.71	\$95,988.43
2	\$76,681.43	\$81,860.15	\$87,038.87	\$92,217.60	\$97,396.32	\$99,986.04
3	\$80,679.04	\$85,857.76	\$91,036.48	\$96,215.21	\$101,393.93	\$103,983.65
4	\$88,674.26	\$93,852.98	\$99,031.70	\$104,210.43	\$109,389.15	\$111,978.87
5	\$92,671.87	\$97,850.59	\$103,029.31	\$108,208.04	\$113,386.76	\$115,976.48
6	\$96,669.48	\$101,847.84	\$107,026.92	\$112,205.65	\$117,384.37	\$119,974.09
7	\$100,667.09	\$105,845.81	\$111,024.54	\$116,203.26	\$121,381.98	\$123,971.70
8	\$104,664.70	\$109,843.42	\$115,022.15	\$120,200.87	\$125,379.59	\$127,969.31
9	\$108,662.31	\$113,841.03	\$119,019.76	\$124,198.48	\$129,377.20	\$131,966.92
10	\$112,659.92	\$117,838.64	\$123,017.37	\$128,196.09	\$133,374.81	\$135,964.53
11	\$113,207.23	\$121,836.25	\$127,014.98	\$132,193.70	\$137,372.42	\$139,962.14
12	\$113,745.82	\$122,483.87	\$131,012.59	\$136,191.31	\$141,370.03	\$143,959.75
13	\$114,285.13	\$123,130.75	\$131,815.01	\$140,188.92	\$145,367.64	\$147,957.36
14	\$114,823.72	\$123,777.64	\$132,623.26	\$141,269.73	\$149,365.25	\$151,954.97
15	\$115,363.03	\$124,424.52	\$133,432.23	\$142,347.63	\$150,978.10	\$153,566.37
16	\$115,902.35	\$125,071.41	\$134,240.47	\$143,426.26	\$152,595.32	\$155,182.86
17	\$116,248.32	\$125,417.39	\$134,587.18	\$143,772.23	\$152,942.02	\$155,529.56
18	\$116,595.02	\$125,764.09	\$134,933.15	\$144,118.93	\$153,288.00	\$155,876.27
19	\$116,941.00	\$126,110.79	\$135,279.85	\$144,464.91	\$153,634.70	\$156,222.24
20	\$117,287.70	\$126,456.76	\$135,625.83	\$144,811.61	\$153,980.67	\$156,568.94
21	\$117,595.15	\$126,764.94	\$135,934.01	\$145,119.06	\$154,288.85	\$156,876.40
22	\$117,903.33	\$127,072.40	\$136,241.46	\$145,427.24	\$154,596.30	\$157,184.58
23	\$118,210.78	\$127,379.85	\$136,549.64	\$145,734.69	\$154,904.48	\$157,492.03
24	\$118,518.96	\$127,688.03	\$136,857.09	\$146,042.87	\$155,211.94	\$157,799.48
25	\$118,826.42	\$127,995.48	\$137,165.27	\$146,350.33	\$155,519.39	\$158,107.66
26	\$120,058.41	\$129,227.47	\$138,397.26	\$147,582.32	\$156,751.38	\$159,339.65
27	\$121,290.40	\$130,459.46	\$139,629.25	\$148,814.31	\$157,983.37	\$160,571.64
28	\$122,522.39	\$131,691.45	\$140,861.24	\$150,046.30	\$159,215.36	\$161,803.63
29	\$123,754.38	\$132,923.44	\$142,093.23	\$151,278.29	\$160,447.35	\$163,035.62
30	\$124,986.37	\$134,155.43	\$143,325.22	\$152,510.28	\$161,679.34	\$164,267.61

^a BA or BA + Preliminary , Clear, or equivalent Credential or Masters degree

^b Including Masters degree or Doctorate degree.

Schedule U Hourly - Adult Education, CTE/ROP Teachers, Other Hourly Services - (11-Month) - 2025-2026

	Class A	Class B BA+30	Class C BA+60 or MA
Step 1	\$56.46	\$58.72	\$60.98
Step 2	\$59.56	\$61.91	\$64.08
Step 3	\$62.67	\$64.93	\$67.19
Step 4	\$68.88	\$71.14	\$73.40
Step 5	\$71.99	\$63.88	\$76.50
Step 6	\$75.09	\$77.35	\$79.61
Step 7	\$75.45	\$77.68	\$79.92
Step 8	\$75.71	\$77.95	\$80.19
Step 9	\$75.98	\$78.22	\$80.46
Step 10	\$76.25	\$78.49	\$80.72
Step 11	\$76.52	\$78.75	\$80.99
Step 12	\$76.78	\$79.02	\$81.26
Step 13	\$77.05	\$79.29	\$81.53
Step 14	\$77.32	\$79.56	\$81.79
Step 15	\$77.59	\$79.83	\$82.06
Step 16	\$77.86	\$80.09	\$82.33
Step 17	\$78.14	\$80.38	\$82.62
Step 18	\$78.43	\$80.67	\$82.90
Step 19	\$78.72	\$80.95	\$83.19
Step 20	\$79.00	\$81.24	\$83.48
Step 21	\$79.26	\$81.50	\$83.73
Step 22	\$79.51	\$81.75	\$83.99
Step 23	\$79.77	\$82.01	\$84.24
Step 24	\$80.02	\$82.26	\$84.50
Step 25	\$80.28	\$82.52	\$84.75
Step 26	\$81.30	\$83.54	\$85.77
Step 27	\$82.32	\$84.56	\$86.79
Step 28	\$83.34	\$85.58	\$87.81
Step 29	\$84.36	\$86.60	\$88.83
Step 30	\$85.38	\$87.62	\$89.86

CTE Hourly Assignment as needed

Step I	All Bargaining Unit members who have completed one (1) year of a regular assignment with the MUSD CTE/ROP	\$63.84
Step II	All Bargaining Unit members who have completed two (2) year of a regular assignment with the MUSD CTE/ROP	\$67.49
Step III	All Bargaining Unit members who have completed three (3) year of a regular assignment with the MUSD CTE/ROP	\$70.86

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.

Masters/Doctors Degree Compensation — same as contract unit members in Section 1 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).

Schedule E - Part Day Head Start Teachers - (11 month) - 2025-2026

	Class B	Class C
	(Column 02)	(Column 03)
Step 1	\$46,857.13	\$54,119.99
Step 2	\$49,059.42	\$56,790.85
Step 3	\$52,105.13	\$59,649.13
Step 4	\$54,119.99	\$62,366.85
Step 5	\$56,837.70	\$65,599.99
Step 6	\$57,025.13	\$65,834.27
Step 7	\$57,259.42	\$66,115.42
Step 8	\$57,540.56	\$66,349.70
Step 9	\$57,774.85	\$66,583.99
Step 10	\$58,009.13	\$66,865.13
Step 11	\$58,290.27	\$67,099.42
Step 12	\$58,524.56	\$67,333.70
Step 13	\$58,758.85	\$67,614.84
Step 14	\$59,039.99	\$67,849.13
Step 15	\$59,274.27	\$68,083.42
Step 16	\$59,555.42	\$68,364.56
Step 17	\$59,836.56	\$68,645.70
Step 18	\$60,117.70	\$68,926.84
Step 19	\$60,398.85	\$69,254.84
Step 20	\$60,726.85	\$69,535.99
Step 21	\$60,961.13	\$69,817.13
Step 22	\$61,242.27	\$70,051.42
Step 23	\$61,523.42	\$70,332.56
Step 24	\$61,757.70	\$70,613.70
Step 25	\$62,038.85	\$70,847.99
Step 26	\$63,069.70	\$71,925.70
Step 27	\$64,147.42	\$72,956.56
Step 28	\$65,178.27	\$74,034.27
Step 29	\$66,255.99	\$75,065.13
Step 30	\$67,286.84	\$76,095.99

* Head Start Teacher assignments can be eleven (11) or twelve (12) month assignments, as needed, with pay for Winter Recess and Spring Recess vacation periods.

Class B: Headstart Bargaining Unit members who have earned less than one hundred twenty (120) semester hours of college work and hold a Children's Center Permit.

Class C: Head Start 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 Bachelors Degree from an accredited college or university.

Annual Stipends

Bachelor's Degree	= \$	550
Masters or Doctorate	= \$	350

Schedule Ib - Part Day Head Start Teachers - (12-Month) - 2025-2026

	Class B	Class C
	Column 02	Column 03
Step 1	\$46,857.13	\$54,119.99
Step 2	\$49,059.42	\$56,790.85
Step 3	\$52,105.13	\$59,649.13
Step 4	\$54,119.99	\$62,366.85
Step 5	\$56,837.70	\$65,599.99
Step 6	\$57,025.13	\$65,834.27
Step 7	\$57,259.42	\$66,115.42
Step 8	\$57,540.56	\$66,349.70
Step 9	\$57,774.85	\$66,583.99
Step 10	\$58,009.13	\$66,865.13
Step 11	\$58,290.27	\$67,099.42
Step 12	\$58,524.56	\$67,333.70
Step 13	\$58,758.85	\$67,614.84
Step 14	\$59,039.99	\$67,849.13
Step 15	\$59,274.27	\$68,083.42
Step 16	\$59,555.42	\$68,364.56
Step 17	\$59,836.56	\$68,645.70
Step 18	\$60,117.70	\$68,926.84
Step 19	\$60,398.85	\$69,254.84
Step 20	\$60,726.85	\$69,535.99
Step 21	\$60,961.13	\$69,817.13
Step 22	\$61,242.27	\$70,051.42
Step 23	\$61,523.42	\$70,332.56
Step 24	\$61,757.70	\$70,613.70
Step 25	\$62,038.85	\$70,847.99
Step 26	\$63,069.70	\$71,925.70
Step 27	\$64,147.42	\$72,956.56
Step 28	\$65,178.27	\$74,034.27
Step 29	\$66,255.99	\$75,065.13
Step 30	\$67,286.84	\$76,095.99

Class B: Head Start bargaining unit members who have earned ninety (90) semester hours of college work and who hold a Children's Center Permit

Class C: Head Start 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 Bachelors Degree from an accredited

Annual Stipends:

Bachelor's Degree \$550.00

Masters or Doctorate Degree : \$350.00

Schedule J - Full Day Head Start Teachers - (11 Month) - 2025-2026

	Class B	Class C
	Column 02	Column 03
Step 1	\$54,449.71	\$62,889.41
Step 2	\$57,008.84	\$65,993.04
Step 3	\$60,548.07	\$69,314.48
Step 4	\$62,889.41	\$72,472.56
Step 5	\$66,047.49	\$76,229.59
Step 6	\$66,210.84	\$76,447.39
Step 7	\$66,483.09	\$76,719.64
Step 8	\$66,700.89	\$76,991.89
Step 9	\$66,973.14	\$77,209.68
Step 10	\$67,245.39	\$77,481.93
Step 11	\$67,463.19	\$77,699.73
Step 12	\$67,735.44	\$77,971.98
Step 13	\$67,953.23	\$78,244.23
Step 14	\$68,225.48	\$78,462.03
Step 15	\$68,497.73	\$78,734.28
Step 16	\$68,715.53	\$79,006.52
Step 17	\$69,042.23	\$79,278.77
Step 18	\$69,314.48	\$79,551.02
Step 19	\$69,641.18	\$79,877.72
Step 20	\$69,913.42	\$80,149.97
Step 21	\$70,185.67	\$80,422.22
Step 22	\$70,457.92	\$80,694.47
Step 23	\$70,730.17	\$80,966.71
Step 24	\$70,947.97	\$81,238.96
Step 25	\$71,220.22	\$81,456.76
Step 26	\$72,309.21	\$82,545.76
Step 27	\$73,343.76	\$83,580.30
Step 28	\$74,378.30	\$84,614.84
Step 29	\$75,467.29	\$85,703.84
Step 30	\$76,501.84	\$86,738.38

Class B: Head Start bargaining unit members who have earned ninety (90) semester hours of college work and who hold a Children's Center Permit

Class C: Head Start 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 Bachelors Degree from an accredited

Annual Stipends:

Bachelor's Degree \$550.00

Masters or Doctorate Degree : \$350.00

Schedule Ic - Full Day Head Start Teachers - (12 Month) - 2025-2026

	Class B	Class C
	Column 02	Column 03
Step 1	\$54,449.71	\$62,889.41
Step 2	\$57,008.84	\$65,993.04
Step 3	\$60,548.07	\$69,314.48
Step 4	\$62,889.41	\$72,472.56
Step 5	\$66,047.49	\$76,229.59
Step 6	\$66,210.84	\$76,447.39
Step 7	\$66,483.09	\$76,719.64
Step 8	\$66,700.89	\$76,991.89
Step 9	\$66,973.14	\$77,209.68
Step 10	\$67,245.39	\$77,481.93
Step 11	\$67,463.19	\$77,699.73
Step 12	\$67,735.44	\$77,971.98
Step 13	\$67,953.23	\$78,244.23
Step 14	\$68,225.48	\$78,462.03
Step 15	\$68,497.73	\$78,734.28
Step 16	\$68,715.53	\$79,006.52
Step 17	\$69,042.23	\$79,278.77
Step 18	\$69,314.48	\$79,551.02
Step 19	\$69,641.18	\$79,877.72
Step 20	\$69,913.42	\$80,149.97
Step 21	\$70,185.67	\$80,422.22
Step 22	\$70,457.92	\$80,694.47
Step 23	\$70,730.17	\$80,966.71
Step 24	\$70,947.97	\$81,238.96
Step 25	\$71,220.22	\$81,456.76
Step 26	\$72,309.21	\$82,545.76
Step 27	\$73,343.76	\$83,580.30
Step 28	\$74,378.30	\$84,614.84
Step 29	\$75,467.29	\$85,703.84
Step 30	\$76,501.84	\$86,738.38

Class B: Head Start bargaining unit members who have earned ninety (90) semester hours of college work and who hold a Children's Center Permit

Class C: Head Start 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 Bachelors Degree from an accredited

Annual Stipends:

Bachelor's Degree \$550.00

Masters or Doctorate Degree : \$350.00

Schedule 1 - Associate Teachers (Full Day) - (11 Month) - 2025-2026

	Class A
	Column 02
Step 1	\$38,634.59
Step 2	\$40,449.51
Step 3	\$42,958.87
Step 4	\$44,631.78
Step 5	\$46,872.84
Step 6	\$47,124.13
Step 7	\$47,375.42
Step 8	\$47,626.71
Step 9	\$47,878.00
Step 10	\$48,129.28
Step 11	\$48,380.58
Step 12	\$48,631.87
Step 13	\$48,883.17
Step 14	\$49,134.45
Step 15	\$49,385.75
Step 16	\$49,637.03
Step 17	\$49,933.07
Step 18	\$50,229.11
Step 19	\$50,525.15
Step 20	\$50,821.18
Step 21	\$51,084.25
Step 22	\$51,347.32
Step 23	\$51,610.38
Step 24	\$51,873.45
Step 25	\$52,136.52
Step 26	\$53,189.49
Step 27	\$54,242.46
Step 28	\$55,295.43
Step 29	\$56,348.40
Step 30	\$57,401.37

Class B: Head Start bargaining unit members who have earned ninety (90) semester hours of college work and who hold a Children's Center Permit

Class C: Head Start 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 Bachelors Degree from an accredited

Annual Stipends:

Bachelor's Degree \$550.00

Masters or Doctorate Degree : \$350.00

**Schedule V - Early Head Start Teachers, TOSA Early Childhood and Education Specialist
(11 Month) - 2025-2026**

	Class B Column 02	Class C Column 03
Step 1	\$60,983.67	\$70,436.14
Step 2	\$63,849.90	\$73,912.21
Step 3	\$67,813.84	\$77,632.21
Step 4	\$70,436.14	\$81,169.26
Step 5	\$73,973.19	\$85,377.14
Step 6	\$74,156.14	\$85,621.07
Step 7	\$74,400.08	\$85,865.01
Step 8	\$74,644.01	\$86,108.94
Step 9	\$74,887.95	\$86,352.88
Step 10	\$75,131.88	\$86,596.81
Step 11	\$75,375.82	\$86,901.73
Step 12	\$75,619.75	\$87,145.66
Step 13	\$75,863.68	\$87,389.60
Step 14	\$76,168.60	\$87,633.53
Step 15	\$76,412.54	\$87,877.47
Step 16	\$76,656.47	\$88,121.40
Step 17	\$76,961.39	\$88,426.32
Step 18	\$77,266.31	\$88,731.24
Step 19	\$77,510.24	\$89,036.16
Step 20	\$77,815.16	\$89,341.08
Step 21	\$78,120.08	\$89,585.01
Step 22	\$78,364.02	\$89,828.94
Step 23	\$78,607.95	\$90,072.88
Step 24	\$78,912.87	\$90,377.80
Step 25	\$79,156.80	\$90,621.73
Step 26	\$80,193.53	\$91,658.46
Step 27	\$81,230.25	\$92,756.16
Step 28	\$82,327.95	\$93,792.88
Step 29	\$83,364.68	\$94,829.61
Step 30	\$84,401.40	\$95,866.33

Class B: Head Start bargaining unit members who have earned ninety (90) semester hours of college work and who hold a Children's Center Permit

Class C: Head Start 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 Bachelors Degree from an accredited

Annual Stipends:

Bachelor's Degree \$550.00 Masters or Doctorate Degree : \$350.00

Schedule Ia - Education Specialist - (12 Month) - 2025-2026

	Class B	Class C
	Column 02	Column 03
Step 1	\$54,449.71	\$62,889.41
Step 2	\$57,008.84	\$65,993.04
Step 3	\$60,548.07	\$69,314.48
Step 4	\$62,889.41	\$72,472.56
Step 5	\$66,047.49	\$76,229.59
Step 6	\$66,210.84	\$76,447.39
Step 7	\$66,428.64	\$76,665.19
Step 8	\$66,646.44	\$76,882.99
Step 9	\$66,864.24	\$77,100.79
Step 10	\$67,082.04	\$77,318.58
Step 11	\$67,299.84	\$77,590.83
Step 12	\$67,517.64	\$77,808.63
Step 13	\$67,735.44	\$78,026.43
Step 14	\$68,007.68	\$78,244.23
Step 15	\$68,225.48	\$78,462.03
Step 16	\$68,443.28	\$78,679.83
Step 17	\$68,715.53	\$78,952.08
Step 18	\$68,987.78	\$79,224.32
Step 19	\$69,205.58	\$79,496.57
Step 20	\$69,477.83	\$79,768.82
Step 21	\$69,750.07	\$79,986.62
Step 22	\$69,967.87	\$80,204.42
Step 23	\$70,185.67	\$80,422.22
Step 24	\$70,457.92	\$80,694.47
Step 25	\$70,675.72	\$80,912.26
Step 26	\$71,601.36	\$81,837.91
Step 27	\$72,527.01	\$82,818.00
Step 28	\$73,507.10	\$83,743.65
Step 29	\$74,432.75	\$84,669.29
Step 30	\$75,358.39	\$85,594.94

Class B: Head Start bargaining unit members who have earned ninety (90) semester hours of college work and who hold a Children's Center Permit

Class C: Head Start 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 Bachelors Degree from an accredited

Annual Stipends:

Bachelor's Degree \$550.00

Masters or Doctorate Degree : \$350.00

Schedule G2 - Infant Toddler Teachers - (11 Month) - 2025-2026

	<u>Class A¹</u>	<u>Class B¹</u>	<u>Class C¹</u>
Step 1	\$39,865.18	\$48,340.92	\$55,830.00
Step 2	\$41,730.88	\$50,733.63	\$58,574.31
Step 3	\$44,312.54	\$53,248.33	\$61,561.81
Step 4	\$46,056.65	\$55,830.00	\$64,360.35
Step 5	\$48,368.03	\$58,574.31	\$67,671.95
Step 6	\$48,616.79	\$58,823.07	\$67,921.11
Step 7	\$48,865.55	\$59,071.83	\$68,169.86
Step 8	\$49,114.70	\$59,320.59	\$68,418.62
Step 9	\$49,363.46	\$59,569.75	\$68,667.38
Step 10	\$49,612.22	\$59,818.51	\$68,916.14
Step 11	\$49,860.98	\$60,067.27	\$69,164.90
Step 12	\$50,109.74	\$60,316.02	\$69,413.66
Step 13	\$50,358.50	\$60,564.78	\$69,662.42
Step 14	\$50,607.26	\$60,813.54	\$69,911.18
Step 15	\$50,856.02	\$61,062.30	\$70,160.33
Step 16	\$51,104.77	\$61,311.06	\$70,409.09
Step 17	\$51,398.18	\$61,604.47	\$70,702.10
Step 18	\$51,691.19	\$61,897.48	\$70,995.11
Step 19	\$51,984.20	\$62,190.49	\$71,288.12
Step 20	\$52,277.21	\$62,483.49	\$71,581.53
Step 21	\$52,537.93	\$62,744.21	\$71,841.85
Step 22	\$52,798.25	\$63,004.53	\$72,102.17
Step 23	\$53,058.97	\$63,264.85	\$72,362.88
Step 24	\$53,319.29	\$63,525.57	\$72,623.20
Step 25	\$53,579.61	\$63,785.89	\$72,883.52
Step 26	\$54,622.08	\$64,828.36	\$73,926.40
Step 27	\$55,664.95	\$65,870.84	\$74,968.87
Step 28	\$56,707.43	\$66,913.71	\$76,011.35
Step 29	\$57,749.90	\$67,956.19	\$77,053.82
Step 30	\$58,792.38	\$68,998.66	\$78,096.30

*There are 185 contracted days for the Infant Toddler Teacher bargaining unit members.

**Infant Toddler Teacher assignments can be ten (10) or twelve (12) month assignments, as needed, with pay for Winter Recess and Spring Recess vacation periods

***12-month pay salary schedule only available to those Bargaining Unit Members who were on a twelve (12) month pay cycle as of June 30, 2010.

Class A: Infant Toddler bargaining unit members who have earned sixty (60) semester hours of college work or who hold a Children's Center Permit

Class B: Infant Toddler bargaining unit members who have earned ninety (90) semester hours of college work and who hold a Children's Center Permit

Class 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 Bachelors Degree from an accredited college or university

E. 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, 2022, Schedule A up to thirteen (13) years of experience. Teaching, counseling, librarian/media specialist, and out-of-classroom (TOSA) experience shall be counted interchangeably.
 - (2)** Beginning July 1, 2018, Schedule J Head Start and Schedule G2 Infant Toddler Teachers schedule up to four (4) years of experience.
 - (3)** Beginning July 1, 2018, Schedule G1 Psychologists, Speech & Language Specialists, and Nurses schedule up to six (6) years of experience.
 - (4)** Beginning July 1, 2019, Schedule U 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 CTE/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.

F. 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:

June 30th and/or 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. Masters/Doctorate Degree Recognition for Bargaining Unit Members
 - a. A three hundred and fifty dollars (\$350) amount will be granted each year to Bargaining Unit members holding a Masters 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.
 - b. 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.
 - c. 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.
 - d. 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 completed 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 three (3) 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 three hundred ~~fifty (\$300)~~ **\$350** dollar annual stipend shall be given to each **Bargaining Unit member** ~~Special Education Classroom Teacher~~ who possesses an Autism Authorization ~~(including all RSP settings and Speech and Language).~~

G. 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. TOSA Athletics Director (High Schools, 10 days) 1.08
- b. Counselor (full-time, 10 days) 1.08
- c. TOSA Student Activities Director (High Schools, 10 days) 1.08
- d. School Community Counselor (10 days) 1.08
- e. Head Start Education/Specialist and Disability Specialists (10 School months + 20 days at Head Start Schedule) 1.12
- f. 7 Hour and 15 minute Special Assignment (7 hours & 15 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.

H. 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 (3 seasons)
- (2) Pepster Advisor (2 seasons)
- (3) Drill Team Advisor (for each of 2 seasons)
- (4) TOSA Athletics Director (for each of 2 3 seasons)

c. Salary Schedule

Beginning July 1, 2016, and for each succeeding two (2) years, the base salary figure of **H.1.d; H.1.e. and H.2.a** shall increase by the average salary increase for the preceding two (2) years as follows:

d. Salaries

1. Sports	Var. Head Coach	Var. Ass't Coach	LD Head Coach	LD Ass't Coach
Football	5,538	4,155	3,601	2,772
Basketball	4,710	2,772	3,324	2,493
Soccer	4,710	2,772	3,324	2,493
Baseball	4,710	2,772	3,324	2,493
Softball	4,710	2,772	3,324	2,493
Wrestling	4,710	2,772	3,324	2,493
Cr. Country	4,710	2,772	3,324	2,493
Golf	4,710	2,772	3,324	2,493
Swimming	4,710	2,772	3,324	2,493
Water Polo	4,710	2,772	3,324	2,493
Tennis	4,710	2,772	3,324	2,493
Volleyball	4,710	2,772	3,324	2,493
Gymnastics/ Stunt	4,710	2,772	3,324	2,493
Competitive Competitive	4,710	2,772	3,324	2,493
Cheer				
Track and Field	4,710	2,772	3,324	2,493
Beach Volleyball	4,710	2,772	3,324	2,493
Flag Football	4,710	2,772	3,324	2,493
Other CIF Sanctioned Sport	4,710	2,772	3,324	2,493
2. Ath. Trainer (for each of 3 seasons)		4,128		
Drill Team Advisor (for each of 2 seasons)		3,324		
Pepster Advisor (for each of 2 seasons)		3,324		
TOSA Athletic Director (for each of 2 3 seasons)		5,538		

e. Other High School Extended Day Activities

Band – 1 st Semester	\$5,538
Band – 2 nd Semester	\$5,538
TOSA Activities Director – Per Semester	\$5,538
BGHS, MHS, SHS	
Yearbook – Per Semester	\$4,710
Newspaper – Per Semester	\$4,710
Choral Music – Per Semester (to include presentations of a 2-act musical)	\$4,710
Drama – Per Semester (minimum 1 major production each semester)	\$4,710
Dance – Per Semester (minimum 1 major production each semester)	\$4,710
Forensics – Per Semester	\$4,710
Renaissance Coordinator (minimum 1 major production each semester)	\$4,710
Esports Upper Division Head Coach	\$4,710
Esports Lower Division Head Coach	\$3,304
Tall Flag Advisor - annual assignment	\$1,484
Orchestra, Jazz Band, additional band ensembles	\$1,187
District Orchestra Director	\$2,275
Art Consultant, Board of Education Publications	\$1,358
Stage Manager (School Sponsored Activities)	\$1,358
Other (as designated by immediate supervisor)	\$1,358

Athletic Events Duties	Amount Per Game
Football	\$62
Track	\$62
Basketball	\$31
Water Polo	\$31
Wrestling	\$31
Soccer	\$31

(Assignments may include clock/timer, gate monitor, chain crew, video, and scouting)

- f.** 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.
- g.** 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 TOSA Athletics Director. 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.
- h.** Reimbursement for the above activities shall be payable at the conclusion of the activity upon certification by the Principal.
- i.** 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.
- j.** Compensation for a one time per year off season coaching stipend shall be \$736 for the Varsity Coach and \$636 for each authorized Assistant Coach.
- k.** 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	\$1,385
Chorus	\$1,385
Drama	\$1,385
Dance	\$1,385
Associated Student Body (ASB) Advisor	\$1,385
Yearbook	\$1,385
Newspaper	\$1,385
Sports Coach (at least 8 hours per week per intermediate school season)	\$1,385

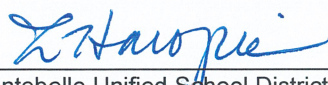
Webmaster	\$1,385
Other (as designated by immediate supervisor)	\$1,385

I. Special Service Compensation and Additional Assignments as needed. Rates are for assigned work beyond contractual obligations in Article IV. Hours and Assignments Section C.

1. Additional Assignment Rate - \$55.00 per hour (Assignments not specified in this Agreement) NEW RATE BEGINS JULY 1, 2023
2. Daily Rate - \$55.00 per hour NEW RATE BEGINS JULY 1, 2023
 - 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 H.3)
 - b. Additional Teaching Assignments Prep Time (Article IV. Section H.2)
 - 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.

J. Situational Rates

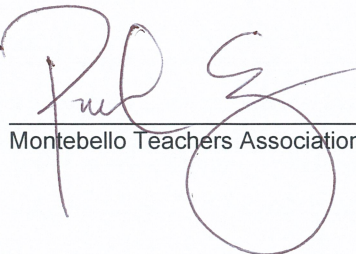
Primary Language, BCC and BCLAD Certificate (within bilingual, primary language, dual language or SEI setting)	\$700.00 per annum
Special Education Autism Authorization Stipend	\$300 \$350 per annum
Bilingual and dual language Stipend (certificate or credential)	\$900.00 one time
Masters Degree or Doctorate	\$350.00 per annum
Head Start Bachelor's Degree	\$550.00 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
	*Upon request, District pays health insurance benefits equivalent to one (1) FTE position only when one of the partners waives their health insurance 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)



 Montebello Unified School District

02-24-2026

 Date



 Montebello Teachers Association

2/24/26

 Date

Tentative Agreement
Between the
Montebello Unified School District
and the
Montebello Teachers Association
February 19, 2026

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

- a. The Bargaining Unit members' life insurance coverage shall become effective on the first day that she/he is physically present at work.
- b. 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.
- c. 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) full school or calendar 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.

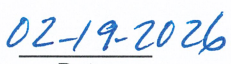
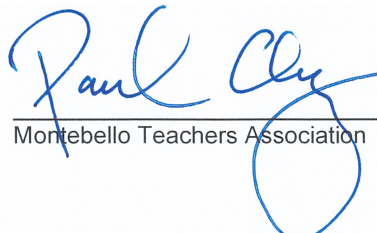
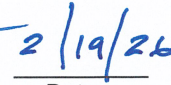
6. The District's obligation to contribute to the retiree's health program shall terminate on the Bargaining Unit member's sixty-seventh (67th) birthday.
7. Retirees who are not eligible for the above program shall have the option to continue in the health program by making their own contribution equal 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.

The Montebello Teachers Association and the Montebello Unified School District mutually agree to make no changes to this article.

			
Montebello Unified School District	Date	Montebello Teachers Association	Date

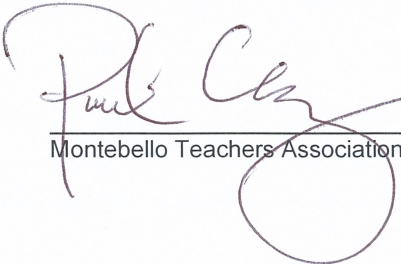
Tentative Agreement
Between the
Montebello Unified School District
and the
Montebello Teachers Association
February 24, 2026

Article XX. B. COMMUNITY SCHOOLS

1. The District commits to establishing and maintaining Community Schools, by way of the following pillars:
 - a. Integrated student services
 - b. Extended/Expanded learning time and opportunities
 - c. Family and community engagement
 - d. Collaborative leadership and shared decision making
2. The District will work collaboratively with the Association, school and parent communities to conduct needs assessments and gap analysis for schools being considered for the California Community Schools Partnership Program: Implementation Grant.
3. MTA and the District will choose an even number of representatives to collaborate regarding the make up of the Community Schools Steering Committee (CSSC).
4. Recommendations regarding the District-wide implementation, expansion, and maintenance of the Community Schools program shall be made by the CSSC. The CSSC will receive collaborative support from the Associations, District, students, parents, and community partners. The CSSC committee shall be formed no later than May 2023. The committee appointees may comprise community, certificated and classified members, parents, MTA representation, CSEA representation, Student Services, and Educational Services representation.
5. The CSSC shall guide the process by which schools apply for the California Community Schools Partnership Program: Implementation Grant.
6. For the 2024-2025 school year, the School Site Council of each school awarded the grant will be requested to serve on the Community Schools Site Team (CSST) and fulfill this role upon agreement.
7. The District shall establish and maintain a Site Community Schools Academic Support (SCSAS) position who is a grant funded Teacher on Special Assignment (TOSA). The TOSA Site Community Schools Academic Support position shall be:
 - a. Recognized as a Certificated Bargaining Unit member (Montebello Teachers Association).
 - b. Selected by the Community Schools Site Team.
 - i. For the 2024-2025 school year, Montebello High School and Bell Gardens High School will each have a grant funded full time TOSA Site Community Schools Academic Support position and shall be defined as "Support Personnel" in Article III.
 - ii. For the 2024-2025 school year, Applied Technology Center (ATC) and Vail High School will each have one (1) grant funded period of classroom release time to support the California Community Schools Partnership Implementation Grant. The Community Day School will have one (1) grant funded period of classroom release time, if grant funds permit, to support the California Community Schools Partnership Implementation Grant.
 - (a) The grant funded release periods will be filled by a Classroom Teacher.
 - (b) The CSST may add more grant funded release periods as needed and aligned with the site Needs and Assets Assessment.
 - (c) These three (3) CSSTs will have the option of pooling resources to share a Full Time Equivalent (FTE) TOSA SCSAS to service these three schools.
 - c. **A Bargaining Unit member serving as a TOSA Site Community Schools Academic Support shall have the right to return to their previously held position (school, subject and/or grade level, and**

classroom) upon completion of their services provided that site staffing allocations and District seniority rights allow.

8. If grant funds are awarded all schools selected for the California Community Schools Partnership Program: Implementation Grant, shall receive funding each year of implementation based on funding guidelines of the grant.
9. Whenever possible, no school designated a Community School shall be subjected to reconstitution, closure, charter co-location, or renewal of a charter co-location.
10. Should the District be awarded the California Community Schools Partnership Program: Implementation Grant, the District agrees to further negotiate this article within 30 days upon receipt of the CCSPP grant implementation funds..
11. MUSD and MTA mutually agree to negotiate on an annual basis through the life of the California Community Schools Partnership Implementation Grant.
12. MUSD and MTA mutually agree to include the language in this MOU in the Collective Bargaining Agreement as Article XX. B. Community Schools.

	
Montebello Unified School District	Montebello Teachers Association
<u>02-24-2026</u>	<u>2/24/26</u>
Date	Date

Tentative Agreement
Between the
Montebello Unified School District
and the
Montebello Teachers Association
February 19, 2026

Article 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.

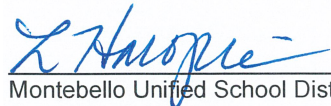
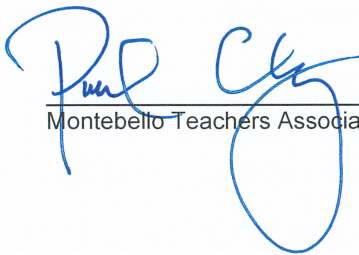
VIII. Par Funding

- 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.

The Montebello Teachers Association and the Montebello Unified School District mutually agree to make no changes to this article.

	<u>02-19-2026</u>		<u>2/19/26</u>
Montebello Unified School District	Date	Montebello Teachers Association	Date