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South Bay United Teachers

78-~~8~~81

COLLECTIVE BARGAINING
AGREEMENT

BETWEEN THE
CENTINELA VALLEY UNION HIGH SCHOOL DISTRICT
AND THE
CENTINELA VALLEY SECONDARY TEACHERS ASSOCIATION

OCTOBER 19, 1978

CV

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Preamble

This Agreement is entered into with reference to the following facts:

Whereas the Centinela Valley Union High School District Board of Trustees (Board), acting on behalf of the Centinela Valley Union High School District (District), has previously granted exclusive recognition to the Centinela Valley Secondary Teachers Association, affiliated with California Teachers Association and the National Education Association (Association); for purposes of meeting and negotiating on behalf of employees comprising an appropriate bargaining unit, and,

Whereas representatives of the District and the Association have met and negotiated in good faith pursuant to Sections 3540, et seq., of the California Government Code, the parties hereby agree to the terms contained herein.

1 Article 1: Recognition

2 1.1 The Centinela Valley Union High School District re-
3 cognizes the Centinela Valley Secondary Teachers
4 Association, affiliated with the California Teachers
5 Association and the National Education Association,
6 as the exclusive bargaining representative of employ-
7 ees in the following positions:

8 1.10 Regular full-time or part-time classroom
9 teachers (permanent, probationary and tempor-
10 ary), special education teachers, and categori-
11 cally-funded teachers.

12 1.11 Counselors, librarians, nurses and school psy-
13 chologists.

14 1.12 Summer school teachers, except those employed in
15 management or supervisory positions during a
16 summer session.

17 1.13 Adult education teachers and adult education ad-
18 visors, if the employee in either position
19 serves twenty (20) or more hours per week for
20 one (1) semester or more during each school
21 year.

22 1.14 Excluded from the unit are employees in all
23 other positions not specifically enumerated
24 above, including, but not limited to:

25 1.14.1 Management, supervisory and confiden-
26 tial employees as designated by Board of
27 Trustees during the term of this Agreement.

28 1.14.2 All substitute teachers.

1 Article 2: Term of Agreement

2 2.1 Except as otherwise specified, this Agreement shall
3 be effective as of October 19, 1978, and shall remain
4 in full force and effect until 12:01 a.m., July 1,
5 1981, and from year to year thereafter, unless one of
6 the parties notifies the other in writing as provided
7 below.

8 2.2 For the 1979-80 contract year, either party may re-
9 quest modification or amendment of Articles 3 and 5
10 plus two (2) other Articles, provided that such re-
11 quest is made in writing no sooner than February 1,
12 1979, and no later than March 31, 1979.

13 2.3 For the 1980-81 contract year, either party may re-
14 quest modification or amendment of Articles 3 and 5
15 plus one (1) other Article, provided that such re-
16 quest is made in writing no sooner than February 1,
17 1980 and no later than March 31, 1980.

18 2.4 For the 1981-82 contract year, either party may re-
19 quest any modification or amendment, provided that
20 such request is made in writing no sooner than Feb-
21 ruary 1, 1981, and no later than March 31, 1981.

22 2.5 Except as specified in 2.2, 2.3 and 2.4, or by mutual
23 agreement, there shall be no reopener of any kind on
24 any matter during the term of this Agreement.
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1 Article 3: Compensation

2 3.1 All eligible unit members shall be compensated for
3 earned step, column, professional growth and anniver-
4 sary increments for the 1977-78 and 1978-79 school
5 years.

6 3.2 For the 1978-79 school year only, the following po-
7 sitions will receive extra pay as calculated during
8 1977-78:

9 Student Activities Directors

10 Department Heads (more than 6, but
11 less than 21 teaching periods)

12 Department Heads (more than 20
13 teaching periods)

14 Counselors

15 School Psychologist

16 3.3 If an Adult Education teacher's regularly scheduled
17 classes fall on any of the holidays listed below, the
18 teacher shall be compensated as if the class had been
19 held:

20 Veterans Day

21 Thanksgiving Day

22 The day following Thanksgiving Day

23 Lincoln's Birthday

24 Washington's Birthday

25 Memorial Day

26 Independence Day

27 The specific dates of the holidays listed above shall
28 be determined by Federal and State laws or proclama-

1 tions, and the approved District calendar.

2 3.4 For the school year 1978-79 unit members shall be
3 paid in accordance with the salary schedule attached
4 and incorporated herein as Appendix A. In addition,
5 for the 1978-79 school year, the District agrees to
6 reopen negotiations regarding salaries, and shall in-
7 crease the salary schedule by no less than 4.25%, or
8 a lesser amount, if mandated by one of the following
9 conditions:

10 (a) the pay raise limitations in amendments to State
11 laws know as SB 154 and AB 2212 are found in-
12 valid, to the extent that they prohibit salary
13 increases for employees who are not covered by a
14 contract with a preexisting salary increase, by
15 a definitive decision of the California Supreme
16 Court or by a final and controlling decision of
17 a State Appellate Court, or

18 (b) State employees receive a salary increase which
19 as a result removes the pay limitations of SB
20 154 and 2212;

21 (c) if the State legislature enacts subsequent leg-
22 islation which allows pay raises.

23 Any additional negotiations on 1978-79 wages may be
24 reopened upon the written request of either party,
25 but such negotiations must be completed prior to July
26 1, 1979, unless the parties are still involved in
27 impasse resolution procedures.

1 Article 4: Hours of Employment:

2 4.1 Full-time unit members, except those in adult educa-
3 tion and summer school, shall be assigned duties for
4 no more than six hours per day, exclusive of lunch.
5 Unit members who are full-time classroom teachers
6 shall be assigned five instructional periods and one
7 period for preparation each day classes are in
8 session. Unit members shall be available for confer-
9 ences and/or meetings with students, parents, staff
10 and designated department and faculty meetings during
11 their preparation periods.

12 4.2 Adult education unit members shall be in their
13 assigned work locations, and responsible for in-
14 structional and other assigned duties for a minimum
15 of twenty (20) hours per week.

16 4.3 In addition to 4.1 above, unit members shall be res-
17 ponsible for other duties requiring the participation
18 of certificated personnel. Assignment of unit mem-
19 bers to these additional duties shall be the respon-
20 sibility of the local school administration.

21 4.4 Duty-free lunch: All unit members, except those in
22 adult education or summer school, shall be entitled
23 to a duty-free lunch period of at least thirty (30)
24 minutes.

25 4.5 Work days: The number of scheduled work days for
26 unit members, except those in adult education and
27 summer school, shall be:

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Other classroom teachers	178
Librarians	178
Nurses	178
Counselors	188
Psychologists	188

1 Article 5: Health and Welfare Benefits

2 5.1 Each eligible, full-time unit member shall be granted
3 the health and welfare benefits specified in 5.10
4 through 5.14 below. Premiums for these benefits
5 shall be paid by the District in the amounts stated
6 for 78-79.

7 5.10 A medical insurance plan (Blue Cross or Kaiser
8 Foundation Health Plan) for unit members and
9 their dependents at a cost not to exceed \$99.22
10 per month;

11 5.11 A dental plan (California Dental Service) for
12 unit members only at a cost not to exceed \$14.11
13 tenthly;

14 5.12 A life insurance plan (Great West Life) for unit
15 members only at a cost per eligible employee in
16 an amount of twenty-five cents (\$.25) per \$1,000
17 of insurance.

18 5.13 A drug prescription plan (Paid Prescription) for
19 unit members only at a cost not to exceed \$5.60
20 per month.

21 5.14 A vision care plan (VSP, Plan A) for unit mem-
22 bers only, not to exceed \$4.40 tenthly. This
23 benefit shall be in force for the 197879 school
24 year, and shall terminate on October 31, 1979.

25 5.15 Unit members on unpaid leave shall not be en-
26 titled to health and welfare benefits pursuant
27 to 5.10, 5.11, 5.12, 5.13 and 5.14, but may keep
28 such benefits in force by paying necessary pre-

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miums in advance. Unit members on unpaid leave for less than thirty (30) calendar days, or on paid leave, shall continue to receive such benefits at District expense.

5.2 Employees who retire during the term of this Agreement shall be eligible for health and welfare benefits as follows:

5.20 Participants in the District's Early Retirement Incentive Program shall receive the same benefits as regular unit members, except life insurance.

5.21 Participants in a State Teachers Retirement System option shall receive the same benefits as regular unit members, except life insurance, until the person reaches age 65. At age 65, the person's medical insurance shall be converted to a policy supplementing Medicare.

1 Article 6: Leaves of Absence

2 6.0 The benefits which are expressly provided by this Ar-
3 ticle are the sole benefits which are part of this
4 Agreement. Other statutory or regulatory leave bene-
5 fits are neither incorporated, directly or impliedly,
6 into this Agreement nor are such benefits waived by
7 the Association.

8 6.1 Personal Illness and Injury-Leave

9 6.11 Full-time unit members, except those in adult
10 education and summer school, shall be entitled
11 to ten (10) days leave with full pay for each
12 school year for reasons of personal illness or
13 injury. Unit members who are scheduled to work
14 more or less than full-time shall be entitled to
15 that portion of the ten (10) days leave as the
16 number of hours per week of scheduled duty re-
17 lates to the number of hours for a full-time
18 member in a comparable position.

19 6.12 Adult education and summer school unit members
20 shall be entitled to one (1) hour of paid leave
21 for every twenty (20) hours worked.

22 6.13 If a unit member does not utilize the full
23 amount of leave as authorized in 6.11 above in
24 any school year, the amount not utilized shall
25 be accumulated from year to year.

26 6.14 After all accumulated leave as set forth in
27 6.13 above is exhausted, additional non-accum-
28 ulated leave shall be available for a period of

1 time not to exceed five (5) school months, pro-
2 vided that the provisions of 6.15 below are
3 met. The amount received while on leave shall
4 not be less than 50% of the employee's salary.
5 Leave accumulated during the regular school
6 year shall not be utilized during summer em-
7 ployment.

8 6.15 Where reasonable doubt exists as to the legiti-
9 macy of leave under this Article, the District
10 may require a verification of illness, accident
11 or disability by the unit member's physician.
12 However, if the District requires additional
13 independent verification of the extent of ill-
14 ness, accident or disability, the cost of such
15 examination shall be borne by the District.
16 Upon request by the District, a unit member
17 shall be required to present a physician's ver-
18 ification of fitness to return to duty.

19 6.16 A unit member must see that the District Office
20 is contacted as soon as the need to be absent
21 is known. Failure to provide adequate notice
22 may be grounds for denial of leave with pay.

23 6.17 A full-time unit member who is absent under
24 provisions of this leave for less than a full
25 day shall have accumulated leave reduced in in-
26 crements of one (1) hour, with any portion of
27 an hour counting as one (1) hour.

28 6.18 Unit members shall notify the District at the

1 earliest reasonable time of their intent to re-
2 turn to work, but at least one hour prior to
3 the unit member's first required duty, and in
4 no event later than 7:00 a.m. on the day of
5 return from leave.

6 6.2 Personal Necessity Leave

7 6.21 Leave which is credited under 6.11 of this art-
8 icle may be used at the unit member's election
9 for purposes of personal necessity, provided
10 that the use of such personal necessity leave
11 does not exceed six (6) days in any school
12 year. Leave under this section shall not be
13 cumulative from year to year.

14 6.22 For purposes of this provision, personal neces-
15 sity shall be limited to: (a) death or serious
16 illness of a member of the unit member's imme-
17 diate family; (b) a serious accident involving
18 the unit member; (c) a serious accident involv-
19 ing the unit member's immediate family; (d) one
20 day per year at the discretion of the employee,
21 but not for work stoppages or slow-downs of any
22 type; or (e) other personal necessities which
23 are allowed at the discretion of the Superin-
24 tendent or designee. Under no circumstances
25 shall leave be available for purposes of in-
26 come-producing activity, the extension of a hol-
27 iday or vacation period, attending to matters
28 which could reasonably be scheduled outside of

1 work hours, or for recreation activities.

2 6.23 For purposes of this provision, an immediate
3 family member shall be limited to: mother,
4 father, former legal guardian, grandmother,
5 grandfather, or grandchild of the unit member,
6 or of the spouse of the unit member; the
7 spouse, son, son-in-law, daughter, daughter-
8 in-law, brother or sister of the unit member;
9 any relative living in the immediate household
10 of the unit member.

11 6.3 Bereavement Leave

12 6.31 A unit member shall be entitled to a maximum of
13 five (5) consecutive days leave of absence
14 without loss of salary on account of the death
15 of any member of his/her immediate family.

16 6.32 For purposes of this provision an immediate
17 family member shall be limited to: mother,
18 father, former legal guardian, grandmother,
19 grandfather, or a grandchild of the unit member
20 or of the spouse of the unit member; the
21 spouse, son, son-in-law, daughter, daughter-
22 in-law, brother or sister of the unit member;
23 any relative living in the immediate household
24 of the unit member.

25 6.33 When appropriate, bereavement leave shall be
26 taken prior to the use of other paid or unpaid
27 leave.

1 6.5 Leave Without Pay for Pregnancy

2 6.51 Leave without pay or other benefits shall be
3 granted to a unit member for pregnancy.

4 6.52 The unit member shall request such leave as
5 soon as practicable, but under no circumstance
6 less than thirty (30) work days prior to the
7 date on which the leave is to begin. Such
8 request shall be in writing and shall include a
9 statement as to the dates the unit member and
10 her physician wish to begin and end the leave
11 without pay.

12 6.53 The duration of such leave shall consist of no
13 more than twelve (12) consecutive months. An
14 extension of leave may be granted, not to
15 exceed an additional twelve (12) months.

16 6.54 The unit member is not entitled to the use of
17 any accrued sick leave or other paid leave
18 while such unit member is on pregnancy leave,
19 whether or not the illness or disability is re-
20 lated to a pregnancy, miscarriage, childbirth,
21 or recovery therefrom.

22 6.55 There shall not be diminution of employment
23 status under this leave except that no unit
24 member shall be entitled to compensation, ver-
25 tical step increment, nor shall the time taken
26 on such leave count toward credit for pro-
27 bationary unit members in earning tenure
28 status.

1 6.56 If a unit member is on pregnancy leave, and in
2 the event of a miscarriage or death of child
3 subsequent to child birth, the unit member may
4 request an immediate assignment to a unit
5 position. If there is a vacancy for which a
6 unit member is qualified, the District will
7 assign the unit member to a position as soon as
8 practicable.

9 6.57 Unit members on unpaid leave shall not be en-
10 titled to health and welfare benefits pursuant
11 to Article 5, but may keep such benefits in
12 force by paying necessary premiums in advance.
13 Unit members on leave for less than thirty (30)
14 calendar days shall continue to receive such
15 benefits at District expense.

16 6.58 The unit member on unpaid leave shall be en-
17 titled to return to the position held prior to
18 the leave, if available, or, if not available,
19 to a comparable position, but not necessarily
20 at the location where the unit member served
21 prior to such leave.

22 6.6 Other Leaves without Pay

23 6.61 Leave without compensation, vertical step in-
24 crement, or tenure credit, may be granted for
25 one school year for the following purposes,
26 which include, but are not limited to: Peace
27 Corps, care for a member of the immediate
28 family who is ill, long term illness of a unit

1 member (other than that provided in Article
2 6.13), adoption and/or care of a child, service
3 in an elected public office, or professional
4 study or research. Leaves granted under this
5 Article may be extended for a maximum of one
6 year at the discretion of the District.

7 6.62 Unit members on unpaid leave shall not be en-
8 titled to health and welfare benefits pursuant
9 to Article 5, but may keep such benefits in
10 force by paying necessary premiums in advance.
11 Unit members on leave for less than thirty (30)
12 calendar days shall continue to receive such
13 benefits at District expense.

14 6.63 The applications for such leaves of absence
15 shall be in writing. In addition, a unit mem-
16 ber on such leave shall notify the District
17 Personnel Office no later than sixty (60) days
18 before the end of the leave regarding an intent
19 to return to employment in the District.

20 6.64 The unit member on leave without pay shall be
21 entitled to return to his/her assignment, if
22 available, or, if not available, to a compar-
23 able position, but not necessarily at the
24 location where the unit member served prior to
25 such leave.

26 6.7 Judicial Leave

27 6.71 Unit members will be provided paid leave for
28 regularly called jury duty up to a maximum of

1 twenty (20) working days. The Superintendent,
2 or designee, may extend this leave under ex-
3 tenuating circumstances, including, but not
4 limited to, the completion of a trial to which
5 the employee was assigned prior to the
6 twentieth day of service.

7 6.72 The unit member, while serving on jury duty,
8 will receive his/her regular earnings; any
9 amount received for jury service, other than
10 mileage, shall be reimbursed to the District.

11 6.73 Unit members required to be present as wit-
12 nesses in court will be provided leave in cases
13 where (a) the unit member is under subpoena to
14 be present and testify, (b) the unit member is
15 a respondent with the District, or (c) the unit
16 member is a respondent to charges applying to
17 duties performed within the scope of District
18 employment, but not including charges brought
19 about through the connivance or misconduct of
20 the unit member.

21 6.74 Any fees, honorariums or costs, other than
22 mileage, paid to the unit member must be re-
23 imbursed to the District.

24 6.8 Industrial Accident Leave

25 6.81 Unit members will be entitled to industrial
26 accident or illness leave for personal injury
27 which has qualified for Workers' Compensation
28 under the provisions of the insurance

1 regulations in effect at the time of the
2 industrial accident or illness.

3 6.82 Such leave shall not exceed sixty (60) work
4 days during which the schools of the District
5 are required to be in session or when the unit
6 member would otherwise have been performing
7 work for the District in any one fiscal year
8 for the same industrial accident.

9 6.83 The District has the right to have the unit
10 member examined by a physician designated by
11 the District to assist in determining the
12 length of time during which the unit member
13 will be temporarily unable to perform assigned
14 duties, and the degree to which a disability is
15 attributable to the injury involved. At the
16 option of the unit member, and upon prior
17 written notification, another physician may be
18 selected for such examination.

19 6.84 For any days of absence from duty as a result
20 of the same industrial accident, the unit
21 member shall endorse to the District any wage
22 loss benefit check from the appropriate
23 District insurance carrier which would make the
24 total compensation from both sources exceed 100
25 percent of the amount the unit member would
26 have received as salary had there been no
27 industrial accident or illness.

28 6.85 If the unit member fails to endorse to the

1 District any wage loss benefit check received
2 on account of the industrial accident or ill-
3 ness as provided above, the District shall de-
4 duct from the unit member's salary warrant the
5 amount of such disability indemnity actually
6 paid to and retained by the unit member.

7 6.9 Sabbatical Leave

8 6.91 A unit member under the age of sixty (60), who
9 has satisfactorily completed seven (7) full
10 years of service in the District shall be eli-
11 gible for sabbatical leave once in each eight
12 (8) years. Application may be made during the
13 unit member's seventh consecutive year in the
14 District.

15 A full year of service shall consist of
16 seventy-five percent (75%) of the school year,
17 excluding summer school, without absence for
18 illness or other cause.

19 A maximum of two percent (2%) of the
20 certificated personnel on the District's
21 payroll as of September 30th shall be eligible
22 for a sabbatical leave during the following
23 school year.

24 6.92 Criteria for Selection

25 The selection of unit members to be granted
26 sabbatical leave shall be:

27 A. The relative value to the District of the
28 proposed program as submitted by an

1 eligible applicant.

2 B. The relationship of sabbatical leave
3 activities to the present assignment of
4 the unit member.

5 C. Whether or not the applicant had
6 previously been granted a sabbatical
7 leave.

8 D. If other criteria are equal, the seniority
9 of the unit member shall prevail.

10 6.93 Conditions of Leave

11 Sabbatical leave may be granted for not less
12 than one full semester, nor for more than one
13 academic year. To be eligible for sabbatical
14 leave during the second semester of a school
15 year, a unit member must have completed a mini-
16 mum of seventy-five percent (75%) service of
17 all work days scheduled during the first semes-
18 ter.

19 Unit members who are selected for one-semester
20 sabbatical leave must take such leave during
21 the second semester, except by mutual consent
22 of the District and the unit member.

23 6.94 Selection Procedure

24 Candidates for sabbatical leave shall:

25 A. Make application to the Assistant Super-
26 intendent, Employee Services during the
27 last two weeks of October, but in no event
28 later than November 1st. Applications may

1 be obtained from the Employee Services
2 Office.

3 B. Applications shall be considered only for
4 the school year immediately following
5 that during which the application is re-
6 ceived. If an applicant is not granted a
7 leave, the person must apply again in a
8 future year in order to be considered.

9 C. Applicants shall present as part of their
10 application evidence of satisfactory ser-
11 vice as required in this Article, reasons
12 for desiring the leave, proposed length of
13 the leave' (with inclusive dates), and any
14 other relevant data to assist the District
15 in making its decision regarding approval
16 or disapproval of the request for sabbat-
17 tical leave. The District may conduct in-
18 terviews, or request additional inform-
19 ation for clarification of the proposal.

20 D. An applicant whose request for sabbatical
21 leave is approved by the Board of Trustees
22 shall be notified within one week of such
23 approval.

24 E. The approval of sabbatical leaves shall be
25 discretionary with the Board of Trustees,
26 and nothing in this Article shall be con-
27 strued as requiring the Board to approve
28 requests for such leaves.

1 6.95 Compensation While on Leave

2 A. The recipient of a full academic year sabbatical
3 leave shall receive fifty percent (50%)
4 of the recipient's annual base salary. Base
5 salary is defined as the appropriate step, and
6 column placement, including career increments
7 and professional growth incentives, but does
8 not include any form of extra compensation pre-
9 viously earned by the recipient. The recipient
10 of a one semester sabbatical leave shall re-
11 ceive fifty percent (50%) of the appropriate
12 base salary earned for one semester.

13 B. At least thirty (30) days prior to the begin-
14 ning of such leave, the unit member shall fur-
15 nish the District with a suitable bond indem-
16 nifying the District against loss in the event
17 that the unit member fails to render at least
18 two (2) years service in the District after
19 return from sabbatical leave. Such bond shall
20 be exonerated in event the failure of such unit
21 member to return and render the required
22 service is caused by the death of the unit mem-
23 ber or by a physical or mental disability ren-
24 dering the person incapable of returning to
25 service.

26 C. The unit member shall make arrangements with
27 the District Business Office for the
28 disposition of salary warrants. Such

1 disposition shall be either:

- 2 1. Written appointment of a bank or deposi-
- 3 tory to receive the salary warrant, or
- 4 2. Disposition according to an appropriate
- 5 and fully executed power of attorney.

6 6.96 Sick Leave Benefits

7 Interruption of a sabbatical leave that is caused by
8 serious accident or illness, evidence of which is
9 satisfactory to the Superintendent and Board of
10 Trustees, may allow reconsideration or mutual
11 revision of the objectives of such leave.

12
13 In case of such accident or illness, the unit member
14 must:

- 15 A. Notify the Superintendent of the accident
- 16 or onset of serious illness within ten
- 17 (10) days, by registered letter.
- 18 B. Upon recovery, be available for immediate
- 19 return to service. The amount of compen-
- 20 sation due under the provisions of 6.95
- 21 shall not be affected if the unit member
- 22 has complied with 6.96 above.

23 6.97 Effect of Sabbatical Leave Upon Retirement

24 Sabbatical leave shall count toward retirement, and
25 the retirement and annuity contributions shall be
26 deducted from unit members' compensation while on
27 such leave.

28 6.98 At the expiration of a sabbatical leave, the unit

1 member who has been granted such leave shall be re-
2 instated, unless the person agrees otherwise, in the
3 position held at the time the leave was granted,
4 provided that conditions have not arisen which would
5 have changed such unit member's location and type of
6 work had the person remained in active service. In
7 the event of changed conditions, the unit member re-
8 turning from leave shall be reinstated and be
9 assigned work appropriate to the field of training,
10 with the appropriate salary status including any in-
11 crements allowed.

12 6.99 Required Report

13 Each unit member who has been on sabbatical leave
14 for a full year, or during the previous Spring
15 semester, shall file with the Superintendent's
16 office a written report not later than October 15.
17 A unit member who has been on such leave during the
18 Fall semester only shall file the report not later
19 than the following March 15th. Such report shall
20 contain detailed data as to the activities of the
21 unit member, together with the unit member's
22 appraisal of the professional value of the exper-
23 ience gained while on leave, the manner in which
24 such experience or knowledge gained may be used for
25 the benefit of the students or the school in which
26 the unit member is located, and any other data
27 necessary for a satisfactory report. The Superin-
28 tendent shall determine that all conditions of the

1 sabbatical leave have been fulfilled. The report
2 shall then be filed with the Assistant Super-
3 intendent, Employee Services.

4 6.10 Leaves of Absence for Critical Illness or Injury
5 in the Immediate Family

6 6.10.1 Leaves of absence with full pay not to ex-
7 ceed five (5) days per school year shall be
8 granted to bargaining unit members upon the fur-
9 nishing of acceptable proof of critical illness
10 or injury in the immediate family. For purposes
11 of this provision, "immediate family" shall be
12 defined as members listed under Section 6.23 of
13 this Article.

14 6.10.2 Proof of illness or injury shall be pre-
15 sented to the superintendent or his designee, if
16 so requested, upon return to duty and shall con-
17 sist of a signed statement from a licensed
18 physician, surgeon, chiropractor or osteopath,
19 certifying that the absence was caused by ill-
20 ness or injury. Nothing in this Section shall
21 discriminate against evidence of treatment and
22 the need therefore by the practice of the
23 religion of any well recognized church or denom-
24 ination.

25 6.10.3 At the birth of his child a father may be
26 granted a leave of absence with pay not to ex-
27 ceed five consecutive days during any one school
28 year.

1 Article 7: Transfer

2 7.1 Definitions:

3 7.11 Transfer: A relocation of a probationary,
4 temporary or permanent unit member from one
5 school or other work location to another.

6 7.12 Reassignment: The relocation of a pro-
7 bationary, temporary or permanent unit member
8 from one classification in the unit to another;
9 also, the relocation of a person from one de-
10 partment in a school to another in accordance
11 with the criteria set forward in 7.2.

12 7.13 Vacancy: A position in the unit to which no
13 unit member has been assigned.

14 7.14 Notification of vacancies: Notice of vacancies
15 for the ensuing school year shall be posted
16 during the Spring semester. Notice of vacan-
17 cies during the school year shall be posted
18 throughout the District and transmitted to unit
19 members who have previously filed written re-
20 quests for transfer or reassignment. Unit mem-
21 bers to be notified during the summer recess
22 shall submit their names, with five (5)
23 stamped, self-addressed envelopes, to the Dis-
24 trict Personnel Office prior to June 15. All
25 notices of vacancies shall be posted at appro-
26 priate site locations throughout the District.
27 Extra duty assignment vacancies shall be posted
28 only at the site of the vacancy unless such

1 extra duty could reasonably be performed by a
2 unit member employed at another District site.
3 This notification provision shall be waived in
4 the event of an emergency as defined in Section
5 7.15, or except as provided herein.

6 . 7.15 Emergency transfer or reassignment: A transfer
7 or reassignment made to a vacancy when the
8 District could not reasonably have known in
9 time to notify all unit members. Notice shall
10 be transmitted to those unit members who meet
11 the criteria listed in Section 7.2 of this
12 Article and who have previously filed written
13 requests for transfer and/or reassignment.

14 7.16 Request for transfer or reassignment: A form
15 submitted to the District by a unit member
16 indicating a desire to transfer. Requests for
17 transfer shall be filed during the month of
18 February, and a master list of such requests
19 shall be compiled. The transfer list shall be
20 valid for one school year. Unit members may
21 also file requests for transfer after having
22 been notified of specific individual
23 vacancies. An administrator may request the
24 transfer of a unit member after first notifying
25 the person.

26 7.17 The school administration shall notify unit
27 members of partial vacancies and seek
28 volunteers for those vacancies.

1 7.2 Criteria to be utilized in making transfers and
2 reassignments: (listed in alphabetical order)

3 Ability to perform adjunct and other related
4 duties

5 Affirmative action guidelines

6 Compatibility with colleagues, as evidenced in
7 writing to the unit member(s)

8 Credential(s)

9 Evaluations (written)

10 Major and/or minor fields of study

11 Seniority in the district

12 Special training or ability

13 Staffing balance as a result of program and/or
14 enrollment changes.

15 Each vacancy notice shall include a statement of
16 specific criteria desired for the filling of the
17 vacancy and shall indicate which of the criteria
18 listed (if any) are more important than others.

19 7.3 All notices of vacancies shall contain the following
20 information:

21 Location

22 Job description

23 Duration of job

24 7.4 Unit members who apply for vacancies and who meet
25 the criteria in 7.2 above, shall have preference
26 over outside candidates when qualifications are
27 equal.

28 7.5 Involuntary transfers:

1 7.51 A unit member who is to be involuntarily trans-
2 ferred or reassigned due to a reduction in
3 staff, or to the reduction or elimination of
4 programs or services, shall have the right to
5 indicate assignment preferences from a list of
6 vacancies. The District will attempt to avoid
7 making involuntary transfers or reassignments
8 to positions in more than two departments.
9 Involuntary transfer or reassignment recommen-
10 dations shall be based upon the criteria listed
11 in 7.2.

12 7.52 Except in cases of emergency, a unit member who
13 is to be involuntarily transferred shall be
14 given the reasons for such transfer, by
15 personal contact or by mail at the last known
16 address of the unit member.

17 7.6 Transfers relating to the closing of a school.

18 7.61 In the event of the closing of a District
19 school, unit members from the school being
20 closed shall have the right of first preference
21 and first refusal over other District employees
22 for existing or projected vacancies during the
23 school year prior to the closing. Said vacan-
24 cies may exist or be created by:

25 a) New positions at other schools due to
26 increases in enrollment, or:

27 b) Other unit members leaving the District.

28 In addition all probationary and temporary

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teachers shall remain unassigned until permanent teachers from the school being closed have been placed.

7.62 If two or more permanent teachers from the school being closed state a preference for the same vacancy, and if qualifications under 7.2 are equal, the unit member with greatest District seniority shall be transferred to the vacancy.

7.63 The administration of each remaining high school shall open the position of department head within two years after the closing of a school.

1 Article 8: Safety Conditions

2 8.1 The District will seek to obtain categorical funding for
3 the purpose of purchasing or leasing an inter-
4 communication or alarm system. The District will present
5 information regarding such funding to the Association no
6 later than May 31, 1979.

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1 Article 9: Class Size

2 9.1 District management will establish class sizes as
3 determined by the instructional needs of the
4 District, the building facilities available and the
5 financial condition of the District, except as
6 specified below.

7 9.2 Class sizes in any program having statutory limits
8 shall conform to those limits.

9 9.3 The provisions of Article 9 shall not apply to
10 Lloyde High School.

11 9.4 The District-wide pupil-teacher ratio for 1978-79 is
12 29.5 students per regular classroom teacher. This
13 ratio is limited in its application to "regular"
14 classroom teachers. Positions excluded from the
15 designation of "regular" classroom teachers shall be
16 staffed as follows at each high school:

17 Librarian or Teacher/Librarian: 1

18 School Nurse: 1

19 Counselors (not to exceed 400:1)

20 Work Experience Coordinator: 1

21 Activities Director: 1

22 Special Education Teachers: as determined

23 by the number of students admitted to

24 such programs by an Evaluation and Placement

25 Committee

26 Teachers in categorically funded programs: as

27 determined by approved Federal and State

28 funding of District projects

1 Article 10: Evaluation Procedures

2 10.1 Evaluation of all unit members shall be on a
3 continuing basis and scheduled as follows:

4 Adult Education - annual evaluation desirable,
5 not required

6 Probationary - each school year

7 Temporary - each school year, if employed for
8 entire school year; temporary employees hired
9 for less than a school year, but for at least
10 one semester, shall be evaluated in writing.

11 Permanent - at least every other school year.

12 If the unit member is to be evaluated during a
13 particular year, but is granted a leave of absence
14 for one semester or longer, such evaluation shall
15 take place during the first year of return to
16 duty.

17 10.2 Unit members scheduled for evaluation shall be
18 notified not later than the end of the second school
19 week of the school year in which they are to be
20 evaluated. The evaluatee shall present his/her
21 suggested objectives to the evaluator prior to
22 November 1 of the school year in which the
23 evaluation shall take place. Employees shall be
24 evaluated under the provisions of 10.31 (3) a, b, c.

25 10.3 Initial Conference

26 10.31 Except for temporary employees serving
27 less than a school year, the evaluator shall
28 have a conference with the evaluatee no later

1 than October 31 of each year for the purposes
2 of:

3 (1) reviewing District, school, departmental
4 and program goals and objectives,

5 (2) discussing evaluation forms to be used,
6 (see Appendix B), and

7 (3) discussing the appropriateness of the
8 evaluatee's objectives as they relate to:

9 a) the progress of students toward the
10 established standards of expected
11 student achievement;

12 b) the performance of those non-
13 instructional duties and
14 responsibilities, including, but not
15 limited to, supervisory and
16 advisory, as may be prescribed by
17 District management;

18 c) the establishment and maintenance of
19 a suitable learning environment
20 within the scope of the evaluatee's
21 responsibility;

22 (4) In the event of a disagreement over the
23 appropriateness of objectives described
24 in 3a, b, or c, the evaluator and
25 evaluatee shall:

26 a) Make every possible attempt to
27 resolve the problem themselves;

28 b) If the disagreement persists, the

1 parties may invite a third party to
2 assist in its resolution. The third
3 party shall recommend alternatives
4 to the evaluator and the evaluatee;

5 c) If either party rejects the proposed
6 alternatives, each shall have an
7 opportunity to state his or her
8 position relative to the
9 objective(s) in dispute, and to have
10 a written statement attached to the
11 final evaluation form.

12 (5) Planning for observations, conferences
13 and establishing a final evaluation
14 conference date.

15 10.4 Periodic conferences may be scheduled by either the
16 evaluator or evaluatee during the evaluation period
17 to discuss observations, progress toward meeting
18 objectives, improvement and/or revision of
19 objectives.

20 10.5 If the evaluator becomes aware of serious
21 deficiencies in the unit member's performance of
22 duties, such deficiencies shall be noted in writing
23 as soon as is practicable. A conference shall be
24 held between the evaluator and evaluatee during
25 which the deficiencies shall be discussed. The
26 evaluator shall make recommendations as to areas of
27 needed improvement, and shall attempt to assist the
28 evaluatee in correcting the deficiencies.

1 10.6 If the evaluator becomes aware of a complaint or
2 complaints concerning the evaluatee that are not of
3 a serious nature, the evaluator shall determine the
4 validity of such complaints, and shall notify the
5 evaluatee of such complaints if, at the discretion
6 of the evaluator, it is determined that such
7 notification will assist the evaluatee in the
8 performance of his/her duties.

9 If either the evaluator or the evaluatee decides
10 that an investigation into a complaint is in order,
11 the other party shall be advised prior to the begin-
12 ning of the evaluator's investigation. If such an
13 investigation by the evaluator substantiates the
14 allegations in the complaint(s) the evaluator shall
15 confer with the evaluatee and summarize the confer-
16 ence in writing. The evaluatee shall have the right
17 to respond to the conference in writing, and shall
18 have the opportunity to present evidence and/or wit-
19 ness(es) to the evaluator within ten days of receipt
20 of the written conference summary, and before any
21 record of the complaint(s) is entered into the file
22 of the evaluatee. If the complaint is without merit
23 it shall not be entered in the unit member's
24 personnel file.

25 10.7 Final Evaluation Conference

26 10.71 The evaluator will discuss each component of
27 the evaluation during a conference and provide
28 a written evaluation to the evaluatee no later

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than 60 days before the end of the school year.

10.72 The evaluatee shall have the option of writing a statement relative to the final evaluation. Such statement shall be attached to the evaluation form, and thus incorporated into the written evaluation.

10.8 Unit members shall not be required to evaluate other unit members, unless subpoenaed by a court or administrative office of appropriate jurisdiction.

1 Article 11: Grievance Procedure

2 11.1 Definitions

3 11.10 Grievance: A written statement by a unit
4 member in which the person alleges that a specific
5 section of this Agreement has been violated. The
6 statement shall contain a request for a specific
7 remedy to the alleged violation.

8 11.11 Grievant: A unit member filing a grievance.

9 11.12 Days: A grievant's working days, or, by mutual con-
10 sent, days when the District office is open for
11 business.

12 11.13 Informal Step: A required discussion of the
13 allegation between the grievant and the appropriate
14 administrator, in an attempt to resolve the
15 grievance.

16 11.2 General Principles

17 11.20 A unit member who believes that this Agreement has
18 been violated may file a grievance. The unit member
19 must utilize the Informal Step, 11.13 above, before
20 filing a grievance at Step 1.

21 11.21 Either party has the right to the assistance of a
22 conferee or legal counsel at any step in the
23 procedure.

24 11.22 If the same grievance, or substantially the same
25 grievance, is filed by more than one unit member,
26 only one unit member on behalf of himself and the
27 other grievants may process this grievance through
28 this procedure. The names of all aggrieved parties

1 shall appear on any documents submitted by the
2 grievant.

3 11.23 Once a grievance has been filed, it shall not be
4 amended. If substantive information was omitted
5 from the original written allegation, the grievant
6 must re-file the amended grievance with the
7 appropriate supervisor at Step 1 of this procedure.
8 Such amendment shall not invalidate the timeliness
9 of a previously valid filing of the original
10 grievance.

11 11.24 The Association may pursue an alleged violation of
12 this Agreement.

13 11.25 A grievance must be filed within thirty (30) days of
14 the alleged violation, or within thirty (30) days of
15 the time that the grievant should reasonably have
16 known of the alleged violation.

17 11.3 Steps in the Grievance Procedure

18 11.31 Step 1

19 The written grievance shall be filed with the
20 grievant's immediate supervisor and the Assistant
21 Superintendent, Employee Services. The immediate
22 supervisor shall confer with the grievant and any
23 witnesses requested, and, within ten (10) days of
24 receipt, render a decision. Copies of the decision
25 shall be sent to the grievant and to the Association
26 within two (2) days.

27 11.32 Step 2

28 The grievant may appeal the decision from

1 Step 1 to the Assistant Superintendent, Employee
2 Services with ten (10) days after receipt of the
3 Step 1 decision. This appeal shall be presented in
4 writing with all documents and printed material
5 submitted at Step 1. The Association shall be
6 notified of the request for appeal.

7 The Assistant Superintendent, Employee Services,
8 shall confer with the grievant within ten (10) days
9 after receipt of the appeal, and shall render a
10 written decision within five (5) days after the
11 conference. Copies of the decision shall be sent to
12 the grievant and to the Association within two (2)
13 days.

14 11.33 Step 3

15 The grievant may appeal the decision from Step 2 to
16 the Superintendent within ten (10) days after
17 receipt of the Step 2 decision. The appeal shall be
18 in writing, and the grievant shall send copies
19 simultaneously to the Association and to the admin-
20 istrators who were involved at Steps 1 and 2.

21 The Superintendent shall confer with the grievant
22 within ten (10) days after receipt of the appeal,
23 and shall render a decision in writing within five
24 (5) days after the conference. Copies of the
25 decision shall be sent to the grievant and to the
26 Association with two (2) days.

27 11.34 Step 4

28 A grievant who is not satisfied with the decision at

1 Step 3 may request the Association to submit the
2 grievance to arbitration. If the Association
3 concurs with the grievant's request for arbitration,
4 the Association shall, within ten (10) days after
5 receipt of the Superintendent's decision, submit a
6 request in writing to the Superintendent for
7 arbitration of the dispute, and the District shall
8 join in the request. Failure to meet the time limit
9 shall constitute an ultimate withdrawal of the
10 grievance.

11 11.34.1 The Association and the District shall
12 attempt to agree upon an arbitrator. If no
13 agreement can be reached, the parties shall
14 request the American Arbitration Association
15 to supply a panel of five (5) names of
16 qualified arbitrators. The District and the
17 Association shall alternately strike names
18 from the list, with the order of striking being
19 determined by lot. The person whose name
20 remains after the striking procedure shall be
21 the arbitrator.

22 11.4 Authority of the Arbitrator

23 11.40 The District and the Association agree that the
24 jurisdiction and authority of the arbitrator,
25 and the opinion or award expressed by the
26 arbitrator, shall be confined exclusively to
27 the interpretation of the express provisions of
28 this Agreement, nor shall the arbitrator have

1 any authority to impose any limitations or
2 obligations not specifically provided for
3 under the terms of this Agreement.

4 11.42 The arbitrator shall be without power or
5 authority to make any decision that requires
6 the District or its administration to do an act
7 prohibited by law, or in violation of this
8 Agreement. The District retains the right to
9 act at its discretion, and the arbitrator
10 cannot rule against such acts unless they are
11 in violation of this Agreement.

12 11.43 The arbitrator shall have no power to render an
13 award on any grievance initiated before or
14 after the term of this Agreement.

15 11.44 If either party raises the issue of arbitra-
16 bility, such party raising the issue may
17 request, by written notice to the other party
18 at least forty-eight (48) hours in advance of
19 the hearing, a separate hearing on the issue of
20 arbitrability. Such decision may, upon
21 agreement of the parties, consist of a decision
22 without written opinion. No hearing on the
23 merits of the case will be conducted until the
24 issue of arbitrability has been decided.

25 11.45 The decision of the arbitrator shall be, within
26 the limits herein prescribed, final and binding
27 upon the parties in the dispute.

28 11.5 Arbitration Procedures

1 11.50 Issues

2 The arbitrator shall hear evidence on the issue
3 or issues that were submitted to arbitration.
4 If the parties do not agree on a submission
5 agreement, the arbitrator shall frame the
6 issues by referring to the grievance records at
7 Steps 1, 2, and 3.

8 11.51 Award

9 The arbitrator shall submit a written award,
10 with supporting findings, to each party within
11 thirty (30) calendar days after submission.

12 11.52 Representation

13 A grievant may represent himself at all stages
14 of this procedure or, at the grievant's option,
15 and with Association concurrence, be
16 represented by the Association. If the
17 grievant is not represented by the Association
18 or its representative, the Association shall
19 have a right to submit written responses at
20 each step of the procedure.

21 11.53 Costs of Arbitration

22 The fees and expenses of the Arbitrator shall
23 be borne equally by the District and the
24 Association. All other expenses shall be borne
25 by the party incurring them. Unless the
26 parties agree to share the expenses, the cost
27 of the services and expenses of a court
28 reporter shall be paid by the party requesting

1 same.

2 11.54 Election of Remedies

3 By filing a grievance and processing it beyond
4 Step 3, the grievant expressly waives any right
5 to statutory remedies or to the exercise of any
6 legal process other than as provided by Article
7 11. The processing of a grievance beyond Step
8 3 shall constitute an express election on the
9 part of the grievant that the arbitration
10 procedure is the chosen forum for resolving the
11 issues contained in the grievance, and that the
12 grievant will not resort to any other forum or
13 procedure for resolution or review of the
14 issues. The parties do not intend by the
15 provisions of 11.54 to preclude the enforcement
16 of an arbitration award in any court of
17 competent jurisdiction.

1 Article 12: District Rights

2 12.1 It is understood and agreed that the District
3 retains all of its powers and authority to direct,
4 manage and control to the full extent of the law.
5 Included in, but not limited to, those duties and
6 powers are the right to:

7 Determine its organization;

8 Direct the work of its employees;

9 Determine the times and hours of operation;

10 Determine the kinds and levels of services to
11 be provided, and the methods and means of pro-
12 viding them;

13 Establish its educational policies, goals and
14 objectives;

15 Insure the rights and educational opportun-
16 ities of students;

17 Determine staffing patterns;

18 Determine the number and kinds of personnel
19 required;

20 Maintain the efficiency of District
21 operations;

22 Determine the curriculum;

23 Build, move or modify facilities;

24 Establish budget procedures and determine bud-
25 getary allocation;

26 Determine the methods of raising revenue;

27 Take action in the event of an emergency -
28 examples:

1 Act of God, natural disaster, act of war,
2 declaration of martial law, strike, in-
3 surrection, revolution, flood, earth-
4 quake, fire, epidemic, plague, power
5 failure, or energy crisis;

6 .Hire, classify, assign, transfer, reassign,
7 evaluate, promote, terminate and discipline
8 unit members.

9 12.2 The exercise of the foregoing powers, rights,
10 authority, duties and responsibilities by the
11 District, the adoption of policies, rules, regula-
12 tions and practices in furtherance thereof, shall be
13 limited only by the specific and express terms of
14 this Agreement, and then only to the extent such
15 specific and express terms and policies are in
16 conformance with the law.

1 Article 13: Association Rights

2 13.1 Right to Represent:

3 The Association shall have the right to represent
4 members of the unit in employment relations with the
5 District.

6 13.2 Right to Associate:

7 The District and Association recognize the right of
8 employees to form, join, and participate in the
9 activities of the Association and the equal alter-
10 native right of employees to refuse to form, join,
11 or participate in employee organization activities.

12 13.3 Rights of Access, Communication, and Use of
13 Facilities:

14 The Association shall have the right of access at
15 reasonable times to areas in which employees work,
16 the right to use bulletins boards, mail boxes, and
17 other means of communication, and the right to use
18 District facilities at reasonable times for the pur-
19 pose of meetings concerned with the rights guar-
20 anteed in the Public Employment Relations Act.

21 a. Access - Persons not members of the school
22 staff who wish to come on the school site for
23 Association matters during the school day shall
24 notify the site administrator for his/her per-
25 mission. Such permission shall be given unless
26 the visit would cause interruption in the edu-
27 cational process.

28 b. Communication - The Association shall be

1 entitled to post notices of Association concern
2 on a staff bulletin board in an area frequented
3 by teachers in each school complex. The
4 Association shall be entitled to the use of
5 regular inter-school delivery services and
6 mailboxes for communication to employees
7 regarding matters which involve the Associa-
8 tion, and they shall be identified as to their
9 origin. An Association representative shall be
10 responsible for intra-school distribution of
11 said communications, and no cost shall be
12 imposed on the District for such
13 communications. A copy of general distribution
14 Association material shall be sent to the prin-
15 cipal or designee at time of posting or
16 delivery.

17 c. Use of Facilities - The Association may use
18 school facilities for meetings when involved
19 unit members are not on duty, subject to
20 approval of the principal. Such approval shall
21 be granted unless such meetings conflict with
22 previously scheduled use of such facilities or
23 the buildings are otherwise unavailable for
24 use. Such meetings shall not interfere with
25 the service of the employee or the school pro-
26 gram.

27 13.4 Employee Names

28 The Employer shall provide the Association with

1 names and addresses of all bargaining unit personnel
2 no later than October 15 of each school year and of
3 all bargaining unit personnel employed after Septem-
4 ber 30 of each year within thirty (30) days of
5 employment.

6 13.5 The District shall allow the Association to install
7 a phone at the work site of the Association President.
8 The District shall not be obligated for any expense
9 for such a phone. The actual location of the phone
10 shall be determined by the principal and the president.
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1 Article 14: No Concerted Activities

2 14.1 It is agreed and understood that there will be no
3 strike, work stoppage, slow-down or picketing of the
4 District by the Association, its officers, agents
5 or unit members, including compliance with the
6 request of other organizations to engage in such
7 activity. This section shall apply during normal
8 work hours and/or at times of scheduled adjunct
9 duties.

10 14.2 The Association recognizes the duty and obligation
11 of its representatives to comply with the provisions
12 of this Agreement and to make every effort toward
13 inducing all unit members to do so. In the event
14 a strike, work stoppage, slow-down, or picketing
15 the District by its officers, agents, or unit
16 members, the Association agrees in good faith
17 to take all necessary steps to cause those employees
18 to cease such action.

19 14.3 It is understood that, in the event the Association
20 violates this Article, the District shall
21 be entitled to withdraw any rights, privileges,
22 services provided for in the Agreement from the
23 Association.

24 14.4 Neither the submission of this proposal, nor
25 a violation or expiration, shall prejudice
26 the District's legal position that the above activities
27 are or may be independent violations of the law,
28 illegal notwithstanding this Article.

1 Article 15: Support of Agreement

2 15.1 The District and the Association agree that it is to
3 their mutual benefit to encourage the resolution of
4 differences through the meet and negotiation
5 process. Therefore, it is agreed that the Associa-
6 tion will support this Agreement for its term and
7 will not appear before the Board of Trustees to seek
8 change or improvement in any matter subject to the
9 meet and negotiation process except by mutual agree-
10 ment of the District and the Association or except
11 under terms of the reopener provisions of Article 2
12 of this Agreement.

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1 Article 16: Effect of Agreement

2 16.1 It is understood and agreed that the specific
3 provisions contained in this Agreement shall prevail
4 over past District practices and procedures and over
5 State laws to the extent permitted by State law.
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1 Article 17: Completion of Meet and Negotiation

2 17.1 During the term of this Agreement, and except as
3 otherwise contained herein, the Association expres-
4 sly waives and relinquishes the right to meet and
5 negotiate with respect to any subject or matter
6 whether or not referred to or covered in this Agree-
7 ment, even through such subject or matter may not
8 have been within the knowledge or contemplation of
9 either or both the District or the Association at
10 the time they met and negotiated on and executed
11 this Agreement, and even though such subjects or
12 matters were proposed and later withdrawn.

1 Article 18: Savings

2 18.1 If any provision of this Agreement is held by a
3 court of appropriate jurisdiction to be contrary to
4 law then such provision or application will be
5 deemed to be invalid to the extent required by such
6 court decision, but all other provisions or
7 applications of this Agreement shall continue in
8 full force and effect.

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Agreed to this 19th day of October, 1978

Date: _____

Date: _____

CENTINELA VALLEY UNION
HIGH SCHOOL DISTRICT

CENTINELA VALLEY SECONDARY
TEACHERS ASSOCIATION

CENTINELA VALLEY UNION, LOCAL SCHOOL DISTRICT
 CERTIFICATED SALARY SCHEDULE
 for
 Employees Represented by the
 Centinela Valley Secondary Teachers Association

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	I Bachelor's Degree	II Bachelor's Degree +15 Salary Credits	III Bachelor's Degree +30 Salary Credits <i>Clear credits</i>	IV Bachelor's Degree +45 Salary Credits Or Master's	V Bachelor's Degree +60 Salary Credits or BA + 45 Inc. Master's	VI Bachelor's Degree +75 Salary Credits or BA + 60 Inc. Master's	VIIa Professional Growth Incentive <i>\$750</i>	VIIb <i>\$250</i>	VIIc <i>\$250</i>	VIIId <i>\$250</i>
1.	9804	10595	11265	11995	12730	13461				
2.	10308	11110	11850	12582	13315	14043				
3.	10976	11705	12435	13160	13900	14632				
4.	11559	12291	13021	13753	14484	15217				
5.	12145	12876	13608	14339	15071	15797				
6.		13461	14191	14924	15654	16386				
7.		14045	14770	15510	16239	16971				
8.		14632	15363	16097	16825	17556				
9.		15217	15948	16680	17410	18143				
10.			16534	17266	17997	18728	18970			
11.			17110	17849	18582	19312	19562			
12.			17703	18436	19166	19900	20150			
15.							20150	20400		
20.							20150	20400	20650	
25.							20150	20400	20650	20900

General Provisions

1. In determining initial salary placement, allowance for teaching experience will be for five years, two of which may be military experience in the United States Armed Forces.
2. A clear, valid secondary credential is required for placement in Class III. Possession of a clear, valid secondary credential will place an applicant in Class III without regard to the number of credits earned.
3. The following types of salary credits will apply after receipt of the bachelor's degree.
 - a. Upper division or graduate units. These units must be in an individual's major or minor field, or be meaningfully related to his present or possible future assignment. One salary credit shall be equal to one semester unit or one and one-half quarter units.
 - b. Inservice education credits and lower division units. A maximum of 16 salary credits may be earned through inservice education and lower division college units. Ten (10) of these salary credits may be earned through inservice activities and six (6) through lower division college work. Lower division units may be taken at a two-year college. Upon petition, an individual may exchange one or two credits from either type of activity.
 - c. Units earned prior to placement on Class IV in classes in school administration will not be acceptable for salary credit. A maximum of 10 units in classes in school administration earned by individuals on Class IV will be acceptable for salary credit. Another maximum of 10 units in classes in school administration earned by individuals on Class V will be acceptable for salary credit.
4. An increment of \$500 will be given all teachers who qualify for Step 20 of the salary schedule and who are in Class IV, V, or VI providing the evaluation of their experience in the District is satisfactory.
5. An increment of \$500 will be given all teachers who qualify for Step 25 of the salary schedule and who are in Class IV, V, or VI providing the evaluation of their experience in the District is satisfactory.
6. Extra period compensation will be paid at 1/6th of the employee's daily rate. Period substitutes will be paid at the maximum adult education hourly rate.

7. The rate of compensation for day high school summer session teachers shall be established by using the regular hourly rate of the employee. This rate shall be computed by determining placement on the basic salary schedule, excluding extra compensation previously earned by the recipient (but in no event shall the hourly rate be less than the minimum adult education hourly rate). The hourly rate shall be multiplied by the total hours of the assignment.
8. The hourly compensation for teachers of adult education shall be in accordance with the attached salary schedule. Column placement shall be as follows:

An Adult Education teacher shall be deemed to have completed 75% of a school year if he or she has been employed for 27 school weeks. The number of weeks shall be cumulative from year to year. The effective date of any change in salary will be in September following the school year in which they completed the 75% requirement.
9. Whenever proof is presented that a teacher is eligible for column advancement, the change will be made annually if such proof is submitted to the district office before September 1 of that school year.
10. Remuneration will be made from special schedules for:
 - a. Counselors
 - b. Department Heads
 - c. School Psychologists
 - d. Athletics
 - e. Performing Arts
 - f. Director, Student Activities
11. Remuneration for the holder of a doctor's degree: In addition to the regular base pay from the certificated salary schedule, each certificated employee paid under provisions of this schedule who is the holder of a doctor's degree from an accredited university or college shall receive \$500.
12. Regulations with respect to general and special credentials:

The holder of a special secondary credential or valid preliminary or partial fullfillment credential, may advance three steps from the step on which he was placed when initially employed, but no further than Step 5 in Class I or Step 7 in Class II.

13. Professional Growth Incentive Program

- a. A maximum of four professional growth incentives of \$250 each may be earned at the rate of one incentive per five year period by a teacher after placement in Class VI and upon reaching Step 10, providing the evaluation of his teaching experience is satisfactory, and upon presenting evidence of having satisfactorily completed six salary credits. Credits earned for placement on Column VI may not be counted again toward a professional growth incentive.
- b. A teacher may earn professional growth incentives at each of Steps 10, 15, 20, and 25 of Class VI upon earning a satisfactory rating of his teaching experience and providing evidence of having satisfactorily completed six salary credits within the preceding five years.

SALARY SCHEDULE

Adult Education Teachers

	A	B	C
1.	\$ 9.80	\$ 7.84.	\$ 5.88
2.	\$10.15	\$ 8.12	\$ 6.09
3.	\$10.50	\$ 8.40	\$ 6.30

1. Column placement in non-mandated Adult Education Classes is determined by:

Column A: Enrollment of a minimum of 20 students at the second class meeting.

Column B: Enrollment of 15 to 19 students by the second class meeting.

Column C: Enrollment of 10 to 14 students by the second class meeting.

2. Column placement in mandated Adult Education classes shall be Column A.

SALARY SCHEDULE FOR COUNSELORS
(1978-79 only)

1. The employee's position on the salary schedule for teachers shall be established as a base. Steps 20 and 25 shall not be included in calculating this base.
2. This base shall be multiplied by a factor.
3. The factor to be used is:

1 period of school day	2 periods of school day	3 periods of school day or more
1.08	1.09	1.10

SALARY SCHEDULE FOR DEPARTMENT HEADS
(1978-79 only)

1. The employee's position on the salary schedule for teachers shall be established as a base. Steps 20 and 25 shall not be included in calculating this base.
2. This base shall be multiplied by a factor.
3. The factor to be used for department heads of small departments is 1.03 (more than 6 but less than 21 teaching periods).
4. The factor to be used for department heads of large departments is 1.06 (more than 20 teaching periods).

SALARY SCHEDULE FOR SCHOOL PSYCHOLOGISTS
(1978-79 only)

1. The employee's position on the salary schedule for teachers shall be established as a base. Steps 20 and 25 shall not be included in calculating this base.
2. This base shall be multiplied by a factor.
3. The factor to be used is 1.10.

CENTINELA VALLEY UNION HIGH SCHOOL DISTRICT
EXTRA COMPENSATION SCHEDULE

Band	\$ 750 per year
Choral	750 " "
Dance	750 " "
Drill Team	750 " "
Pep Squad	750 " "

Director, Student Activities (1978-79 only)

1. The employee's position on the salary schedule for teachers shall be established as a base. Steps 20 and 25 shall not be included in calculating this base.
2. This base shall be multiplied by a factor.
3. The factor to be used is 1.10.

REGULATIONS GOVERNING PAYMENT FOR ADDITIONAL ASSIGNMENTS:

1. Any teacher receiving payment for additional assignments under this schedule will have assignments pursuant to the provisions of Article 4.
2. To qualify for the additional pay schedule:
 - a. The Band Director shall direct the band at athletic events, including performances on the field and shall lead the band in at least two parade competitions and such other school events as arranged with the principal.
 - b. The Choral Director must direct at least one performance the first semester and two performances the second semester outside of regular school hours and such other school events as arranged with the principal.
 - c. The Director of the Drill Team shall direct the Drill Team at athletic events, including performances on the field, shall direct in at least two parade competitions and such other school events as arranged with the principal.
 - d. The Sponsor of the Pep Squad shall supervise the squad at all athletic events where the band and drill team appear and such other events as arranged with the principal.
 - e. The Dance Director must direct at least one public performance outside of regular hours and such other school events as arranged with the principal.
3. Payment will be made at the end of each activity. If the activity covers the entire year, payment will be made at the end of each semester in equal amounts.

CENTINELA VALLEY UNION HIGH SCHOOL DISTRICT

EXTRA COMPENSATION SCHEDULE
ATHLETICS

Athletic Director*		\$761
Badminton	Head Coach (1)	\$761
Baseball	Head Coach (1)	\$761
	Assistants (2)	\$708
Softball	Head Coach (1)	\$761
	Assistants (1)	\$708
Basketball	Head Coach (2)	\$761
	Assistants (4)	\$708
Cross Country	Head Coach (1)	\$761
	Assistants (1)	\$708
Football	Head Coach (1)	\$761
	Assistants (5)	\$708
Golf	Head Coach (1)	\$761
Gymnastics	Head Coach (2)	\$761
	Assistants (2)	\$708
Soccer	Head Coach (2)	\$761
	Assistants (2)	\$708
Swimming	Head Coach (2)	\$761
	Assistants (2)	\$708
Tennis	Head Coach (2)	\$761
	Assistants (2)	\$708
Track	Head Coach (2)	\$761
	Assistants (2)	\$708
Water Polo	Head Coach (1)	\$761
	Assistants (1)	\$708
Volleyball	Head Coach (2)	\$761
	Assistants (2)	\$708
Wrestling	Head Coach (1)	\$761
	Assistants (2)	\$708

* Per Semester

Head Coaches who supervise three or more assistant coaches will receive \$85 additional for that sport.

NON-CIF ACTIVITIES

Fencing	1 assignment	\$708
Intramural (full year)	1 assignment	\$708

CENTINELA VALLEY UNION HIGH SCHOOL DISTRICT

EVALUATEE GOALS AND/OR OBJECTIVES*
(to be completed by November 1)

Evaluatee's name _____

Teaching major _____

Teaching minor _____

Subjects taught _____

Date _____

I. MODIFICATION or ACCEPTANCE (circle one) of appropriate or relevant district, school, departmental, or program goals and/or objectives. (Modification must be described.)

II. ADDITIONAL INDIVIDUAL GOALS AND/OR OBJECTIVES (optional: include professional development activities, if appropriate.)

* These may be modified by mutual agreement during the course of the year.

EVALUATIVE TECHNIQUES TO BE USED Choose 3 or more techniques. (Check those to be used)
(These may be modified by mutual agreement during the course of the year.)

Classes, areas and/or objectives to be evaluated

1. Self-Evaluation (recommended, but not required)

1. _____

Period _____

2. Observation by

2. _____

a. Principal

b. Assistant Principal

c. Department Chairperson

d. Other (specify)

3. Progress Measurement (ex.: tests, observations, etc.)

3. _____

a. _____

b. _____

c. _____

4. Surveys and/or Questionnaires

4. _____

a. Students

b. Parents

c. Other (specify)

5. Other Evaluation Techniques (specify, team, peer, self)

5. _____

a. _____

b. _____

Signatures:

Evaluatee

Date

OBSERVATION REPORT

Name of the Evaluatee Being Observed: _____

Name of the Observer: _____

School _____

Time of the Observation:
from _____ to _____ duration _____

Date of Observation _____

Subject (s) Being Taught _____

The Nature of the Activities Observed
(e.g., discussion, lecture, testing,
individual study, working on projects,
use of materials) :

The Students Observed:

Number Present _____

Grade Level _____

Ability Level _____
(if applicable)

- _____
- _____
- _____
- _____
- _____
- _____

COMMENTS

EVALUATEE'S COMMENTS (attach any additional comments)

Signatures:

Evaluatee

Date

Prime Evaluator

Date

Required by December 1 for probationary employees.
Optional for permanent employees; may be requested by
either the permanent employee or evaluator.

School _____

Evaluatee _____

Evaluator _____

Date _____

I. Evaluation (based on stated and agreed upon goals
and/or objectives, and professional activities, if
appropriate).

II. Evaluator's Proposals to Help the Evaluatee Attain These Goals
and/or Objectives:

III. Evaluatee's Comments:

88

Signatures:

Prime Evaluator Date

Principal (if not prime evaluator) Date

Evaluatee Date

(The Evaluatee's signature does not constitute endorsement of the
evaluation, but is an acknowledgment that discussion has taken

FINAL EVALUATION FORM

To be completed by April 15 for all employees.

School _____

Evaluatee _____

Evaluator _____

Date _____

I. Evaluation (based on stated and agreed upon goals and/or objectives, including professional development activities if appropriate).

II. Evaluator's Proposals to Help the Evaluatee Attain These Goals and/or Objectives:

III. Evaluatee's Comments:

IV. Evaluator's Comments:

Signatures:

Prime Evaluator Date

Principal (if not prime evaluator) Date

Evaluatee Date

(The Evaluatee's signature does not indicate endorsement of the evaluation but is an acknowledgment that discussion has taken

Definition of Terms

A. Goals

A goal is a statement of broad direction or intent that is general and timeless and is not concerned with a particular achievement within a specified time period.

B. Objectives

An objective is a desired accomplishment that can be measured or judged within a given time and under specific conditions. The attainment of the objective or progress toward attainment advances the system toward a corresponding goal.

C. Prime Evaluator

Probationary employees - Principal

Permanent employees - Principal or other mutually agreed upon administrator

D. Secondary Evaluator

Mutually agreed upon participant (s) other than prime evaluator involved in the evaluation procedure (e.g., teachers or department chairpersons).

CVSTA Contract Changes

The following changes represent the tentative agreement reached between CVSTA and the Board of Trustees:

1. a. Revise salary schedule to reflect a 6% increase.
b. Arrange the payment of a lump sum amount to CVSTA unit members for the period 9/1 to 12/1/79.
2. Revise Appendix A (page 58) to read:

#7 The rate of compensation for day high school summer session teachers and/or workshop participants shall be fifteen dollars (\$15.00) per hour.
3. Revise Adult Education salary schedule, Appendix A (page 60) as follows:

	A	B	C
1.	\$11.00	\$ 8.80	\$6.60
2.	12.00	9.60	7.20
3.	13.00	10.40	7.80

(Rest of the schedule remains unchanged).

4. Association Rights

Add:

Any unit member who is a member of the Association or who has applied for membership may sign and deliver to the District an assignment authorizing deduction of Association membership dues, fees and general assessments of the Association. The amount of such dues, fees and assessments shall be established by the Association. Such authorization shall continue in effect from year to year unless revoked in writing between June 1 and September 1 of any year. Pursuant to such authorization the District shall deduct one-tenth of such dues from the regular salary warrant of the unit member each month for ten consecutive months, from October 1. Deductions for unit members who sign such authorizations after the commencement of the school year shall be appropriately prorated to complete payments by the end of the school year.

Add:

With respect to all sums deducted by the District pursuant to Section 13.6, the District agrees to promptly remit such monies to the Association, accompanied by an alphabetical list of unit members for whom such deductions have been made, and indicating any changes in personnel from the list previously furnished. Any changes in dues deductions or deductions for Association-related

benefits shall be made only through the Association office by written authorization.

Add:

Upon appropriate written authorization from the unit member, the District shall deduct from the pay warrant of the unit member and make appropriate remittances for annuities, credit union, savings bonds, charitable donations, or any other plans or programs approved by the Association and the Board of Trustees.

5. Appendix A

- a. Page 57, #4: change \$500 to \$700
- b. Page 57, #5: change \$500 to \$700
- c. Page 59, #13a: change \$250 to \$350

The rest of 13a and 13b remains unchanged.

6. Add a section to Adult Education salary schedule, Appendix A, page 60 (or on another schedule, if preferred):

Driver Training

Teachers of driver training shall be compensated at the rate of \$9.50 per hour of instruction.

7. Appendix A, page 58: #10 delete "counselors" and "school psychologists".

Appendix A, page 61: Delete Salary Schedule for Counselors and Salary Schedule for School Psychologists. On Department Head Schedule, the following changes are made:

- a. Delete "1978-79 only"
- b. #3, revise parenthetical statement to read (6 or more, but less than 20 teaching periods in the department).
- c. #4, revise parenthetical statement to read (20 or more teaching periods in the department).

Appendix A, page 62: Delete "78-79 only" for Director of Student Activities.

8. Revise Extra Compensation Schedules, Appendix A, pages 62-63 to reflect 10% increase. Mr. Capelouto has schedule draft.

9. Insert this statement below regular salary schedule:

1. Effective September 1, 1979, counselors and school psychologists shall be placed on this schedule at the

individual's appropriate step and column as of June 1, 1979 plus a factor of 10%.

2. Counselors and school psychologists shall be employed for a period of ten (10) days in addition to the teacher's work year, and shall be compensated at the individual daily rate of pay for each day worked.
3. Upon written declaration to the District three (3) years prior to retirement, a counselor or school psychologist shall be employed for a period of eighteen (18) days in addition to the teachers' work year, and shall be compensated at the individual's daily rate of pay for each day worked.
4. Projects and/or duties performed during the additional work days in #2 and #3 above shall be approved by the District.

10. Article 5:

Insert revised premium rates and delete 5.14. Renumber remaining sections.

Or

Just revise premium rates.

line 6: change 78-79 to 79-80.

11. Article 4, page 6: Change Counselor and School Psychologist work year to 178.

12. Article 3: Compensation

3.1, line 4: change years to 1979-80 and 1980-81

3.2, delete and insert "Extra compensation shall be earned and paid according to the provisions of Appendix A.

3.4, line 2, delete "For the school year 1978-79", and retain rest of sentence. Delete remainder of 3.4.

CENTINELA VALLEY UNION
HIGH SCHOOL DISTRICT

CENTINELA VALLEY SECONDARY
TEACHERS ASSOCIATION

CENTINELA VALLEY UNION HIGH SCHOOL DISTRICT
 CERTIFICATED SALARY SCHEDULE
 for
 Employees Represented by the
 Centinela Valley Secondary Teachers Association
 September 1, 1979

	I Bachelor's Degree	II Bachelor's Degree +15 Salary Credits	III Bachelor's Degree +30 Salary Credits	IV Bachelor's Degree +45 Salary Credits or Master's	V Bachelor's Degree +60 Salary Credits or BA + 45 inc. Master's	VI Bachelor's Degree +75 Salary Credits or BA + 60 inc. Master's	VIIa Professional Growth Incentive	VIIb	VIIc	VIIId
1.	\$11639	\$12506	\$13374	\$14240	\$15113	\$15981				
2.	12333	13199	14068	14938	15808	16672				
3.	13031	13897	14763	15633	16502	17371				
4.	13723	14592	15459	16327	17195	18066				
5.	14418	15286	16155	17024	17893	18755				
6.		15981	16848	17718	18584	19453				
7.		16674	17554	18431	19279	20148				
8.		17371	18239	19111	19975	20843				
9.		18065	18934	19803	20669	21539				
10.			19629	20498	21366	22234	\$22584			
11.			20322	21190	22061	22927	23277			
12.			21017	21887	22754	23625	23975			
15.							23975	\$24325		
20.							23975	24325	\$24675	
25.							23975	24325	24675	\$25025

Adult Education

- 1. \$11.00
- 2. 12.00
- 3. 13.00

7. The rate of compensation for day high school summer session teachers and/or workshop participants shall be fifteen dollars (\$15.00) per hour.

8. The hourly compensation for teachers of adult education shall be in accordance with the attached salary schedule. Column placement shall be as follows:

An Adult Education teacher shall be deemed to have completed 75% of a school year if he or she has been employed for 27 school weeks. The number of weeks shall be cumulative from year to year. The effective date of any change in salary will be in September following the school year in which they completed the 75% requirement.

9. Whenever proof is presented that a teacher is eligible for column advancement, the change will be made annually if such proof is submitted to the district office before September 1 of that school year.

10. Remuneration will be made from special schedules for:
 - a. Department Heads
 - b. Athletics
 - c. Performing Arts
 - d. Director, Student Activities

11. Remuneration for the holder of a doctor's degree: In addition to the regular base pay from the certificated salary schedule, each certificated employee paid under provisions of this schedule who is the holder of a doctor's degree from an accredited university or college shall receive \$500.

12. Regulations with respect to general and special credentials:

The holder of a special secondary credential or valid preliminary or partial fulfillment credential, may advance three steps from the step on which he was placed when initially employed, but no further than Step 5 in Class I or Step 7 in Class II.

SALARY SCHEDULE

Adult Education Teachers

	A	B	C
1.	\$11.00	\$ 8.80	\$ 6.60
2.	12.00	9.60	7.20
3.	13.00	10.40	7.80

1. Column placement in non-mandated Adult Education Classes is determined by:

Column A: Enrollment of a minimum of 20 students at the second class meeting.

Column B: Enrollment of 15 to 19 students by the second class meeting.

Column C: Enrollment of 10 to 14 students by the second class meeting.

2. Column placement in mandated Adult Education classes shall be Column A.

Driver Training Teachers

Teachers of Driver Training shall be compensated at the rate of \$9.50 per hour of instruction.

General Provisions

1. In determining initial salary placement, allowance for teaching experience will be for five years, two of which may be military experience in the United States Armed Forces.
2. A clear, valid secondary credential is required for placement in Class III. Possession of a clear, valid secondary credential will place an applicant in Class III without regard to the number of credits earned.
3. The following types of salary credits will apply after receipt of the bachelor's degree.
 - a. Upper division or graduate units. These units must be in an individual's major or minor field, or be meaningfully related to his present or possible future assignment. One salary credit shall be equal to one semester unit or one and one-half quarter units.
 - b. Inservice education credits and lower division units. A maximum of 16 salary credits may be earned through inservice education and lower division college units. Ten (10) of these salary credits may be earned through inservice activities and six (6) through lower division college work. Lower division units may be taken at a two-year college. Upon petition, an individual may exchange one or two credits from either type of activity.
 - c. Units earned prior to placement on Class IV in classes in school administration will not be acceptable for salary credit. A maximum of 10 units in classes in school administration earned by individuals on Class IV will be acceptable for salary credit. Another maximum of 10 units in classes in school administration earned by individuals on Class V will be acceptable for salary credit.
4. An increment of \$700 will be given all teachers who qualify for Step 20 of the salary schedule and who are in Class IV, V, or VI providing the evaluation of their experience in the District is satisfactory.
5. An increment of \$700 will be given all teachers who qualify for Step 25 of the salary schedule and who are in Class IV, V, or VI providing the evaluation of their experience in the District is satisfactory.
6. Extra period compensation will be paid at 1/6th of the employee's daily base rate. Period substitutes will be paid at the maximum adult education hourly rate.

13. Professional Growth Incentive Program

- a. A maximum of four professional growth incentives of \$350 each may be earned at the rate of one incentive per five year period by a teacher after placement in Class VI and upon reaching Step 10, providing the evaluation of his teaching experience is satisfactory, and upon presenting evidence of having satisfactorily completed six salary credits. Credits earned for placement on Column VI may not be counted again toward a professional growth incentive.
- b. A teacher may earn professional growth incentives at each of Steps 10, 15, 20, and 25 of Class VI upon earning a satisfactory rating of his teaching experience and providing evidence of having satisfactorily completed six salary credits within the preceding five years.

14. Counselors and School Psychologists

- a. Effective September 1, 1979, counselors and school psychologists shall be placed on March 1, 1979 at the individual's appropriate step and column as of June 1, 1979, plus a factor of 10%.
- b. Counselors and school psychologists shall be employed for a period of ten (10) days in addition to the teacher's work year, and shall be compensated at the individual daily rate of pay for each day worked.
- c. Upon written declaration to the District three (3) years prior to retirement, a counselor or school psychologist shall be employed for a period of eighteen (18) days in addition to the teachers' work year, and shall be compensated at the individual's daily rate of pay for each day worked.
- d. Projects and/or duties performed during the additional work days in #2 and #3 above shall be approved by the District.

SALARY SCHEDULE FOR DEPARTMENT HEADS

1. The employee's position on the salary schedule for teachers shall be established as a base. Steps 20 and 25 shall not be included in calculating this base.
2. This base shall be multiplied by a factor.
3. The factor to be used for department heads of small departments is 1.03 (6 or more, but less than 20 teaching periods in the department).
4. The factor to be used for department heads of large departments is 1.06 (20 or more teaching periods in the department).

CENTINELA VALLEY UNION HIGH SCHOOL DISTRICT
EXTRA COMPENSATION SCHEDULE

Band	\$ 908 per year
Choral	908 " "
Dance	908 " "
Drill Team	908 " "
Pep Squad	908 " "

Director, Student Activities

1. The employee's position on the salary schedule for teachers shall be established as a base. Steps 20 and 25 shall not be included in calculating this base.
2. This base shall be multiplied by a factor.
3. The factor to be used is 1.10.

REGULATIONS GOVERNING PAYMENT FOR ADDITIONAL ASSIGNMENTS:

1. Any teacher receiving payment for additional assignments under this schedule will have assignments pursuant to the provisions of Article 4.
2. To qualify for the additional pay schedule:
 - a. The Band Director shall direct the band at athletic events, including performances on the field and shall lead the band in at least two parade competitions and such other school events as arranged with the principal.
 - b. The Choral Director must direct at least one performance the first semester and two performances the second semester outside of regular school hours and such other school events as arranged with the principal.
 - c. The Director of the Drill Team shall direct the Drill Team at athletic events, including performances on the field, shall direct in at least two parade competitions and such other school events as arranged with the principal.
 - d. The Sponsor of the Pep Squad shall supervise the squad at all athletic events where the band and drill team appear and such other events as arranged with the principal.
 - e. The Dance Director must direct at least one public performance outside of regular hours and such other school events as arranged with the principal.
3. Payment will be made at the end of each activity. If the activity covers the entire year, payment will be made at the end of each semester in equal amounts.

CENTINELA VALLEY UNION HIGH SCHOOL DISTRICT

EXTRA COMPENSATION SCHEDULE
ATHLETICS

Athletic Director*		\$925
Badminton	Head Coach (1)	925
Baseball	Head Coach (1)	925
	Assistants (2)	850
Softball	Head Coach (1)	925
	Assistants (1)	850
Basketball	Head Coach (2)	925
	Assistants (4)	850
Cross Country	Head Coach (1)	925
	Assistants (1)	850
Football	Head Coach (1)	925
	Assistants (5)	850
Golf	Head Coach (1)	925
Gymnastics	Head Coach (2)	925
	Assistants (2)	850
Soccer	Head Coach (2)	925
	Assistants (2)	850
Swimming	Head Coach (2)	925
	Assistants (2)	850
Tennis	Head Coach (2)	925
	Assistants (2)	850
Track	Head Coach (2)	925
	Assistants (2)	850
Water Polo	Head Coach (1)	925
	Assistants (1)	850
Volleyball	Head Coach (2)	925
	Assistants (2)	850
Wrestling	Head Coach (1)	925
	Assistants (2)	850

* Per Semester

Head Coaches who supervise three or more assistant coaches will receive \$95 additional for that sport.

NON-CIF ACTIVITIES

Fencing	1 assignment	\$850
Intramural (full year)	1 assignment	850

1 Article 5: Health and Welfare Benefits

2 5.1 Each eligible, full-time unit member shall be granted
3 the health and welfare benefits specified in 5.10
4 through 5.13 below. Premiums for these benefits
5 shall be paid by the District in the amounts stated
6 for 79-80.

7 5.10 A medical insurance plan (Blue Cross or Kaiser
8 Foundation Health Plan) for unit members and
9 their dependents at a cost not to exceed \$113.86
10 per month;

11 5.11 A dental plan (California Dental Service) for
12 unit members only at a cost not to exceed \$14.78
13 tenthly;

14 5.12 A life insurance plan (Great West Life) for unit
15 members only at a cost per eligible employee in
16 an amount of twenty-five cents (\$.25) per \$1,000
17 of insurance.

18 5.13 A drug prescription plan (Paid Prescription) for
19 unit members only at a cost not to exceed \$5.60
20 per month.

21
22
23
24
25 5.14 Unit members on unpaid leave shall not be en-
26 titled to health and welfare benefits pursuant
27 to 5.10, 5.11, 5.12, and 5.13, but may keep

force by paying necessary pre-

1	Other classroom teachers	178
2	Librarians	178
3	Nurses	178
4	Counselors	178
5	Psychologists	178
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1 Article 3: Compensation

2 3.1 All eligible unit members shall be compensated for
3 earned step, column, professional growth and anniver-
4 sary increments for the 1979-80 and 1980-81 school
5 years.

6 3.2 Extra compensation shall be earned and paid according
7 to the provisions of Appendix A.

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16 3.3 If an Adult Education teacher's regularly scheduled
17 classes fall on any of the holidays listed below, the
18 teacher shall be compensated as if the class had been
19 held:

20 Veterans Day

21 Thanksgiving Day

22 The day following Thanksgiving Day

23 Lincoln's Birthday

24 Washington's Birthday

25 Memorial Day

26 Independence Day

27 The specific dates of the holidays listed above shall
28 be determined by Federal and State laws or proclama-

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tions, and the approved District calendar.

3.4 Unit members shall be paid in accordance with the salary schedule attached and incorporated herein as Appendix A.

CENTINELA VALLEY UNION HIGH SCHOOL DISTRICT
CENTINELA VALLEY SECONDARY TEACHERS ASSOCIATION

Representatives of the parties, having met and negotiated in good faith, agree to the following modifications of the existing Master Contract, which contract expires June 30, 1981:

1. The existing salary schedule for unit members shall be increased by 7%, retroactive to September 1, 1980. Payment of a lump-sum amount due to unit members for the period September 1 to October 31, 1980, shall be made as soon as possible.
2. The extra-duty salary schedules (including athletics and performing arts) shall be increased by 7%, retroactive to September 1, 1980.
3. Whenever proof is presented that a teacher is eligible for column movement on the unit members' salary schedule, the change will be made annually if such proof is submitted to the District office before October 1 of that school year.
4. Unit members who sponsor the Yearbook or Newspaper publication(s) shall be placed on the performing arts extra pay schedule.
5. A vision care plan (VSP, Plan B with \$5 deductible) shall be implemented for employees only for 1980/81 at District expense.
6. The District shall pay the increased premiums for existing health and welfare benefit plans for 1980/81; however, the parties agree that if a "self-insurance and claims processing" plan is adopted by the District during the 1980/81 school year, any actual premium savings shall be shared on a "fair share, pro-rata" basis with CVSTA unit members.
7. Class size provisions (Article 9) of the existing Agreement shall remain unchanged in the existing Agreement except that the date in Section 9.4 shall be 1980/81. The parties maintain their respective positions regarding the lay-off of nurses and agree that the dispute in this matter shall be resolved by arbitration.
8. CVSTA agrees that the existing evaluation procedure (Article 10) related to permanent unit members allows an annual evaluation.
9. Drama teachers shall be assigned four (4) regular instructional periods, one (1) period of drama production/preparation and one (1) period of conference/preparation.
10. The parties agree to resume negotiations on the issues of:
A. Adult Education salaries
B. Driver Training salaries
as soon as possible. Accomplished on
November 3, 1980.
11. The District agrees to increase the amounts payable under the Early Retirement Incentive Plan (Board Policy #4156.1) by \$1000 per category, with no retroactivity.
12. The District agrees to publicize the terms and conditions of the Pre-Retirement, part-time employment law (Education Code Sections #22724 and #44922) to all unit members.

Tom Anderson 10/20/80

Ed Church, Jr. 10/20/80

CENTINELA VALLEY UNION HIGH SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE

for

Employees Represented by the
Centinela Valley Secondary Teachers Association
September 1, 1980

<u>Years</u>	<u>I</u> Bachelor's Degree	<u>II</u> Bachelor's Degree +15 Salary Credits	<u>III</u> Bachelor's Degree +30 Salary Credits	<u>IV</u> Bachelor's Degree +45 Salary Credits or Master's	<u>V</u> Bachelor's Degree +60 Salary Credits or BA + 45 inc. Master's	<u>VI</u> Bachelor's Degree +75 Salary Credits or BA + 60 inc. Master's	<u>VIIa</u> Professional	<u>VIIb</u> Growth	<u>VIIc</u> Incentive	<u>VIId</u> Incentive
1	12454	13381	14310	15237	16171	17100				
2	13196	14123	15053	15984	16915	17839				
3	13943	14870	15796	16727	17657	18587				
4	14684	15613	16541	17470	18399	19330				
5	15427	16356	17286	18216	19146	20068				
6		17100	18027	18958	19885	20815				
7		17841	18666	19721	20629	21558				
8		18587	19516	20449	21373	22302				
9		19331	20259	21189	22116	23047				
10			21003	21933	22862	23790	24140			
11			21745	22673	23605	24532	24882			
12			22488	23419	24347	25279	25629			
15							25629	25979		
20							25629	25979	26329	
25							25629	25979	26329	26679

ADULT EDUCATION

	<u>A</u>	<u>B</u>	<u>C</u>
1	11.20	8.96	6.72
2	12.20	9.76	7.32
3	13.20	10.56	7.92
4	14.20	11.36	8.52

Board November 4, 1980

11/22/80