

TENTATIVE AGREEMENT

May 4, 2016

Having met and negotiated in good faith, the Centinela Valley Union High School District ("District") and the Centinela Valley Secondary Teachers Association ("CVSTA") hereby enter into the following tentative agreement, which shall be subject to approval by the District's governing Board and ratification by CVSTA's members, in resolution of negotiations for Article 3 for the 2015/2016 school year:

ARTICLE 3: Compensation

- 3.1 All eligible unit members shall be compensated for earned step & column.
- 3.2 If an Adult Education teacher's regularly scheduled classes fall on any of the holidays listed below, the teacher shall be compensated as if the class had been held.

Martin Luther King Jr. Day
Veteran's Day
Thanksgiving Day
The day following Thanksgiving Day
Lincoln's Birthday
Washington's Birthday
Memorial Day
Independence Day
Cesar Chavez Day

Federal and State laws or proclamations, and the approved District calendar shall determine the specific dates of the holidays listed above.

- 3.3 Unit members shall be compensated in accordance with the appropriate salary schedules in Appendix A.
- 3.3.1 Unit members without a BA/BS degree shall be compensated in accordance with Salary Schedule B located in Appendix A.
- 3.3.2 Full time Adult Education instructors (20+ hours a week) shall be compensated in accordance with Salary Schedule C located in Appendix A.
- 3.3.3 Unit members assigned as DIS counselors, psychologists, Speech-Language Pathologists, teachers on special assignment (TOSA), project facilitators, program facilitators, special education program specialists, school-to-career coordinators, and Work Experience/SCROC Coordinators at Hawthorne and Leuzinger, shall be compensated in accordance with Salary Schedule D located in Appendix A. Salary Schedule D shall be 114.75% of Salary Schedule A.

3.3.3.1 Effective February 1, 2005, the District Nurse shall be compensated on Salary Schedule D located in Appendix A.

3.3.3.2 Effective July 1, 2015, unit members assigned as Activities Director and Athletic Director shall be compensated in accordance with Salary Schedule D located in Appendix A.

3.3.3 Effective July 1, 2013, Salary Schedules A, B C, and D shall be increased by one percent (1%); effective July 1, 2013, Salary Schedules A, B, C and D shall be increased by an additional four point one percent (4.1%)
Beginning July 1, 2014, Steps 15, 20, 25 and 30 on Salary Schedules "A" and "D" shall be changed to 13, 18, 23 and 28.

3.3.4.1 Effective July 1, 2014, all salary schedules shall be increased by five percent (5%).

3.3.4.2 Effective July 1, 2015 Salary Schedules A, B, C and D shall receive **three percent (3%)** increase.

3.5 Sixth period assignment compensation will be paid at 1/6th of the employee's daily rate ("per diem") for each day the unit member is assigned to that class including sick days but not including staff development days and student free days. Adult education period substitutes shall be paid at their regular hourly pay. In-service and workshop attendance shall be compensated at \$30.00 per hour. In-service, curriculum development (not lesson planning) and workshop preparation and presentation, outside of the workday, shall be compensated at \$38 per hour. Presenters shall be paid a maximum of two (2) hours preparation time for each hour of presentation, with proper verification. Counselors shall be compensated at their per diem for days worked beyond the 184-day work year.

3.6 Except as specified elsewhere in Article 3 or Appendix A, the rate of compensation for day high school summer session teachers shall be \$50.00 per hour, effective with the ~~2005~~ **2015** summer session. All other hourly extra duty work, including period substitution shall be \$38.00 per hour only. -The District may request and individual teachers may agree to provide period substitution coverage on a paid voluntary basis. No teacher may be required to substitute during his or her preparation period unless an emergency is declared in writing. Any teacher required to substitute more than 3 times per semester in such an emergency will be paid at their hourly rate or \$38.00 per hour, whichever is greater. **The District shall make a good faith effort to minimize both the number of IEPs impacting the preparation time of unit members and the number of IEPs extending beyond the normal work hours. Any teacher required to participate in an IEP during their preparation period or outside the normal work day more than 3 times per semester shall be paid at their hourly rate or \$38.00 per hour, whichever is greater.**

3.7 Counselors, Speech-Language Pathologist and School Psychologists:



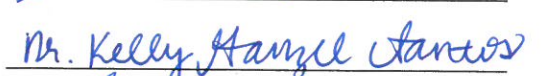
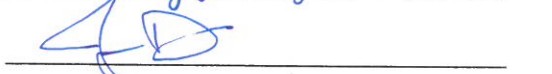




- 3.7.1 Counselors shall be employed for a period of twelve (12) days in addition to the teacher's work year, and shall be compensated at the individual's per diem of pay for each day worked. (See Article 3.5). DIS Counselors, Speech-Language Pathologists and School Psychologists shall be employed on an "as needed" basis (as determined by the District) for a period of up to ten (10) days in addition to the teacher's work year, and shall be compensated at the individual's per diem rate of pay for each day worked. Any additional days of work will be determined with the mutual consent of the employee and the District.
- 3.7.2 Upon written declaration to the District, one (1) year prior to retirement, a Counselor or School Psychologist shall be employed for a period of ~~eighteen (18)~~ three (3) days in addition to the teacher's counselor's work year (184 + 12, See Article 3.7.1 & Article 4.4), and shall be compensated at the individual's per diem rate of pay for each day worked.
- 3.7.3 Projects and/or duties performed during the additional workdays in 3.7.1 and 3.7.2 above shall be approved by the District.

3.9 Directors of Student Activities and Directors of Athletics


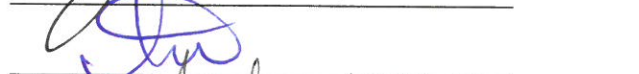
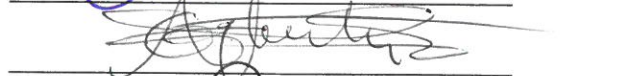
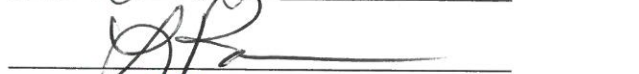




- 3.9.1 Directors of Student Activities and Directors of Athletics may work up to ~~ten~~ ten (10) additional days with the mutual consent of the Director and District administration and will be compensated at the individual's per diem rate of pay for each additional day worked.

Executed this 4th day of May, 2015, in Lawndale, California.

Centinela Valley UHSD



Mr. Kelly Hanzel Santos







CVSTA

TENTATIVE AGREEMENT

May 4, 2016

Having met and negotiated in good faith, the Centinela Valley Union High School District ("District") and the Centinela Valley Secondary Teachers Association ("CVSTA") hereby enter into the following tentative agreement, which shall be subject to approval by the District's governing Board and ratification by CVSTA's members, in resolution of negotiations for Article 4 for the 2015/2016 school year:

ARTICLE 4: Hours of Employment

- 4.1 The workday for full-time unit members, except those on Salary Schedule D or Salary Schedule C (Adult Education), shall be a maximum of 388 minutes, including a duty-free nutrition period and 10 (10) duty-free minutes before the pupil instructional day, and exclusive of no less than a 35-minute duty-free lunch period.

The work day shall begin with ten (10) duty-free minutes before the pupil instructional day and shall end at the end of the pupil instructional day. Unit members who are full time teachers shall be assigned five instructional periods and one period for preparation each day classes are in session. The preparation period shall be for the primary purpose of carrying out class preparation. Counselors, librarians, nurses, psychologists, speech-language pathologists, activities directors, and all other unit members shall be on campus to fulfill their professional responsibilities consistent with their job description.

- 4.1.2 The Work Experience Coordinators/SCROC Coordinators at Hawthorne and Leuzinger High Schools shall be paid based on Salary Schedule D of Appendix A, but shall have a 378 minutes workday without a preparation period. Full-time Work Experience Coordinators/SCROC Coordinators hired on or after July 1, 2006, shall be paid on Salary Schedule D of Appendix A, and shall have a workday of 420 minutes, exclusive of a duty-free lunch which shall be no less than 35minutes.
- 4.1.3 Supervised Suspension Room teachers shall be compensated in accordance with Salary Schedule A and shall have a 378 minutes duty day without a preparation period, exclusive of 35minutes for a duty-free lunch.
- 4.1.4 On exam and minimum days, a student lunch period shall be no more than 20 minutes during the instructional day and teachers will concurrently use the time as a duty-free break.
- 4.1.5 There will be a maximum one (1) hour per month for meetings beyond the contractual day such as staff, grade level, collaboration or department meetings (except for Department Chairs as they are subject to a special assignment stipend.) If mandatory meetings exceed one (1) hour per month beyond the


contractual day, affected unit members will be paid at the District's workshop rate for each additional hour worked.


- 4.4 Work days: The number of scheduled work days for unit members, except those in Adult Education and summer school, shall be:

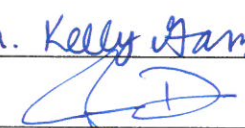
Regular classroom teachers	184
Other classroom teachers	184
Librarians	184
Counselors	184+ 12 (See Article 3.7.1)
DIS Counselors	184 (See Article 3.7.1)
Psychologists	184 (See Article 3.7.1)
<u>Speech-Language Pathologist</u>	<u>184 (See Article 3.7.1)</u>
District Nurse	184 + 18 per diem (See Article 3.8.1)
Activities Directors	184 (See Article 3.9.1)
<u>Athletic Directors</u>	<u>184 (See Article 3.9.1)</u>
Program Specialists	184
JROTC Instructors	218

Executed this 4th day of May, 2015, in Lawndale, California.

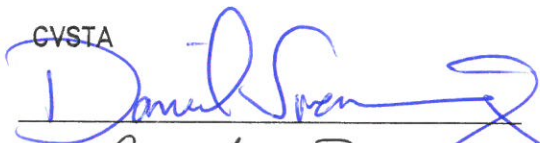
Centinela Valley UHSD




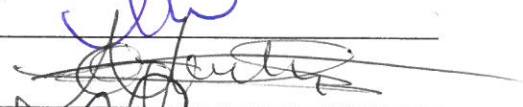



Dr. Kelly Gangel Santos



CVSTA



Jack Foreman








TENTATIVE AGREEMENT

May 4, 2016

Having met and negotiated in good faith, the Centinela Valley Union High School District ("District") and the Centinela Valley Secondary Teachers Association ("CVSTA") hereby enter into the following tentative agreement, which shall be subject to approval by the District's governing Board and ratification by CVSTA's members, in resolution of negotiations for Article 5 for the 2015/2016 school year:

ARTICLE 5: Health and Welfare Benefits

5.1 Beginning the 1993-94 insurance year, the District will contribute \$16.00 per month (\$192.00 per year) to eligible full-time unit members and eligible retirees for approved PERS health plan options. This amount shall be the District's employee-only medical benefits contribution. In addition, the District shall annually provide a supplemental reimbursement for full-time eligible unit members and eligible retirees as set forth in section 5.2 below. The supplemental reimbursement shall be used for additional health benefit coverage.

5.1.1 If the amount of the District's basic employee-only medical contribution that is required by state and federal law is increased, the amount of the supplemental reimbursement to be paid by the District under section 5.2 below shall be reduced in a like amount.

5.2 The District's combined basic medical contribution and supplemental reimbursement annual maximum for additional health benefit coverage shall not exceed the following annual maximums:

Active Full-Time Unit Members:	\$4500.00 (effective July 1, 2006)
	\$5000.00 (effective July 1, 2007)
	\$6000.00 (effective July 1, 2009)
	\$6450.00 (effective January 1, 2012)
	\$7050.00 (effective July 1, 2013)
	\$10,000.00 (effective January 1, 2014)
	\$11,000.00 (effective April 1, 2015)
	[PROPOSALS WITHDRAWN]

Retirees Hired Prior to July 1, 1993 and retiring before July 1, 2006	\$3808.00
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Retirees Hired Prior to July 1, 1993 and retiring between July 1, 2006 and June 30, 2007	\$4308.00
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Retirees Hired Prior to July 1, 1993

and retiring between June 30, 2007 and
June 30, 2009 \$4808.00

Retirees Hired Prior to July 1, 1993
and retiring between
July 1, 2009 and June 30, 2011 \$5808.00

Retirees Hired Prior to July 1, 1993
and retiring between July 1, 2011
and June 30, 2013 \$6258.00

Retirees Hired Prior to July 1, 1993
and retiring between June 30, 2013
and December 31, 2013 \$6858.00

Retirees Hired Prior to July 1, 1993
and retiring between January 1, 2014
and March 31, 2015 \$9808.00

Retirees Hired Prior to July 1, 1993
and retiring on or after
April 1, 2015 \$10,808.00


[PROPOSALS WITHDRAWN]


Retirees Qualifying for Medicare Reimbursement equal to supplemental
Medicare coverage.

****Both parties agree to withdraw proposals at this time. Article 5 remains unchanged.****

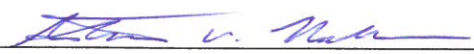
Executed this 4th day of May, 2015, in Lawndale, California.

Centinela Valley UHSD




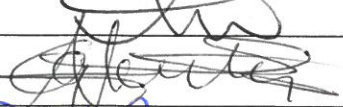


Mr. Kelly Hangel Santos





CVSTA





Daniel Swann





TENTATIVE AGREEMENT

May 4, 2016

Having met and negotiated in good faith, the Centinela Valley Union High School District ("District") and the Centinela Valley Secondary Teachers Association ("CVSTA") hereby enter into the following tentative agreement, which shall be subject to approval by the District's governing Board and ratification by CVSTA's members, in resolution of negotiations for Article 8 for the 2015/2016 school year:

ARTICLE 8: Class Size

~~8.3 The provisions of Article 8 shall not apply to Lloyd High School; however, enrollment for each class shall not exceed 1 ½ times the district wide pupil-teacher ratio provided in section 8.4 below. (Omitted)~~

8.4.1 No class within the ratio shall exceed a student enrollment of 36 later than the end of the fourth week of each semester, without the written permission of the teacher. Such permission shall be obtained on the form contained in Appendix D. No teacher in his or her first year of teaching shall be allowed to have a regular class that exceeds the class size cap of 36 students.

8.4.2 The District will use its best efforts to balance "traditional large group classes" as soon as possible after the commencement of each semester. Such classes shall be balanced no later than the end of the fourth week of each semester.

8.4.3 The District shall limit size of Physical Education classes to a maximum of 50 students. No class within the ratio shall exceed a student enrollment of 50 later than the end of the fourth week of each semester without the written permission of the teacher. Such permission shall be obtained on the form contained in Appendix D.

8.5 District-wide-pupil-teacher ratio shall be verified at the end of the Fourth week of each semester. Positions excluded from the designation of "regular" classroom teachers shall be staffed as follows:

8.5.1 Counselors' assigned case load shall not exceed 500:1, but not less than one (1) counselor per school.

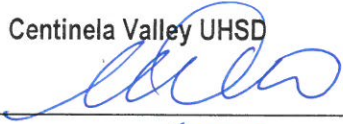
8.5.2 One (1) Work Experience Coordinator per school


8.7 Class size for all special education (all designations including Speech-Language Pathologists) classes shall not exceed SELPA best practice. DIS Counselors, Speech Language Pathologists and Special Education case managers case loads shall be set in accordance with

applicable law. The District shall use its best efforts to have any special education students' case ~~carrier~~ managers be one of the students' teachers.


Executed this 4th day of May, 2015, in Lawndale, California.

Centinela Valley UHSD







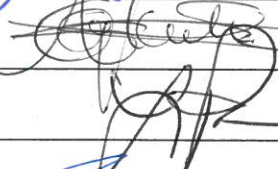
Dr. Kelly Hanzel Santos




CVSTA









TENTATIVE AGREEMENT

May 4, 2016

Having met and negotiated in good faith, the Centinela Valley Union High School District ("District") and the Centinela Valley Secondary Teachers Association ("CVSTA") hereby enter into the following tentative agreement, which shall be subject to approval by the District's governing Board and ratification by CVSTA's members, in resolution of negotiations for Appendix A as it relates to Article 3 & 4 for the 2015/2016 school year:

APPENDIX A

CENTINELA VALLEY UNION HIGH SCHOOL DISTRICT EXTRA COMPENSATION SCHEDULE 2014-2017

Position	Work Day	Compensation
Athletic Director	Regular Teaching Assignment: Teach <u>1</u> 3 Periods	Schedule D <u>and</u> 8.3 % of Step 5 –Column II annually
Head Coach Football	Regular Teaching Assignment: Teach 5 Periods	8.3 % of Step 5 –Column II annually
Head Coach All Others	Regular Teaching Assignment: Teach 5 Periods	7.3 % of Step 5 –Column II annually
All Asst. Coaches	Regular Teaching Assignment: Teach 5 Periods	6.3 % of Step 5 –Column II annually
<u>Athletic Trainer</u>	<u>Regular Teaching Assignment: Teach 5 Periods</u>	<u>8.3 % of Step 5 –Column II annually</u>
Intramural	Regular Teaching Assignment: Teach 5 Periods plus Lunch-time sports program	\$1,124.00 per semester.

Head Coaches who supervise three or more assistant coaches will receive \$225.00 additional for that sport.

Head Coaches in CIF Play-offs will receive an additional \$170.00 per week. Assistant Coaches in CIF Play-offs will receive an additional \$135.00 per week.

Position	Work Day	Compensation
Activities Director	Regular Teaching Assignment: <u>1</u> 3 periods of Student Council	Schedule D <u>and</u> 8.3 % of Step 5 –Column II annually
Band Director	Regular Teaching Assignment: Teach 5 Periods Including at least 1 period of Band	7.0 % of Step 5 –Column II annually
Drama Production	Regular Teaching Assignment: Teach 5 Periods Including at least 1 period of Drama Two major drama productions annually	6.3 % of Step 5 –Column II annually

Choral Director	Regular Teaching Assignment: Teach 5 Periods Including at least 1 period of Choral	6.3 % of Step 5 –Column II annually
Dance	Regular Teaching Assignment: Teach 5 Periods Including at least 1 period of Dance	6.3 % of Step 5 –Column II annually
Journalism	Regular Teaching Assignment: Teach 5 Periods Including at least 1 period of Journalism	6.3 % of Step 5 –Column II annually
Yearbook	Regular Teaching Assignment: Teach 5 Periods Including at least 1 period of Yearbook	6.3 % of Step 5 –Column II annually
Head Coach <u>Speech and Debate</u> <u>Robotics</u> <u>Culinary</u>	<u>Regular Teaching Assignment: Teach 5 Periods</u>	<u>7.3 % of Step 5 –Column II per semester annually</u>
Assistant Coach <u>Speech and Debate</u> <u>Robotics</u> <u>Culinary</u>	<u>Regular Teaching Assignment: Teach 5 Periods</u>	<u>6.3 % of Step 5 –Column II per semester annually</u>
Drill Team	Regular Teaching Assignment: Teach 5 Periods	7.3 % of Step 5 –Column II annually

REGULATIONS GOVERNING PAYMENT FOR ADDITIONAL ASSIGNMENTS:

1. Unit members shall be given preference in filling athletic activities assignments in accordance with Education Code 44919, provided the unit member first applied for the position and is otherwise qualified under the applicable criteria established by the District for the position.
2. The district will advertise all coaching and extra duty assignments internally for five (5) workdays, and accept applications up to the start of the interview process. The Association and District agree to work together to waive this regulation in emergency situations.
3. 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.
4. 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.

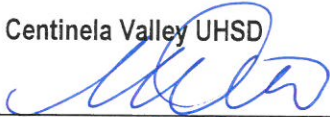


Position	Work Day	Compensation
Department Chairs 6 to 20 Sections	Regular Teaching Assignment: Teach 5 Periods	4% of Regular Salary
Department Chairs 21 to 39 sections	Regular Teaching Assignment: Teach 5 Periods	7% of Regular Salary
Department Chairs with 40 or more sections	Teach 4 Periods – 1 Period for Dept. Management	7% of Regular Salary
Bilingual Resource Chairperson	Teach 3 periods 2 periods for Dept. Management	6% of Regular Salary
Work Experience/ROP Coordinator	Work Experience – 1 Period ROP Coordinator / Teacher of Record	Hired pre-July 1, 2006: 378 Minute Day on Salary Schedule D Hired on or after July 1, 2006: 420 Minute Day on Salary Schedule D
ELD Coordinator Fewer than 200 students	Regular Teaching Assignment: Teach 4 Periods; 1 period of release time for coordinator duties; 1 prep period	8% of Regular Salary
ELD Coordinator 200 or more students	Regular Teaching Assignment: Teach 4 Periods; 1 period of release time for coordinator duties; 1 prep period	10% of Regular Salary
Academy Coordinator	Regular Teaching Assignment: Teach 4 Periods; 1 period of release time for coordinator duties; 1 prep period	8% of Regular Salary
Academy Leadership Team	Regular Teaching Assignment: Teach 5 Periods; 1 prep period	4% of Regular Salary
AVID Coordinator	Regular Teaching Assignment: Teach 4 Periods; 2 prep period	8% of Regular Salary
Career Academies Coordinator	Subject to Grant Provisions (Not in violation of Contract)	Subject to Grant Provisions
Title I Computer Lab Coordinator	6 Period in the Computer Lab/ Management/Resource	378 Minute Day on Salary Schedule D
Teacher on Assignment	See Section 4.1.1	Salary Schedule D
Site Categorical	See Section 4.1.1	Salary Schedule D
Project Facilitator	See Section 4.1.1	Salary Schedule D
Psychologist	See Section 4.1.1	Salary Schedule D
DIS Counselor	See Section 4.1.1	Salary Schedule D
<u>Speech-Language Pathologist</u>	<u>See Section 4.1.1</u>	<u>Salary Schedule D</u>

Special Ed Program Specialist	See Section 4.1.1	Salary Schedule D
Program Facilitator	See Section 4.1.1	Salary Schedule D
Counselors	See Section 4.1.1	Salary Schedule D
District Nurse	See Section 4.1.1	Salary Schedule D


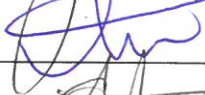

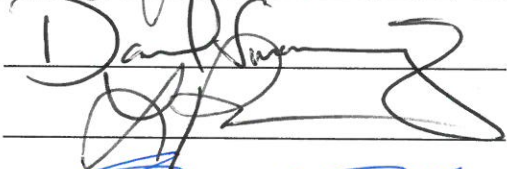

Section 4.1.1 Duty day for unit members on salary schedule D of Appendix A, unless otherwise noted, shall be 420 minutes (excluding a 35-minute duty free lunch).

Executed this 4th day of May, 2015, in Lawndale, California.

Centinela Valley UHSD



Dr. Kelly Hangel Santos


CVSTA








Article 1 - Recognition
MEMORANDUM OF UNDERSTANDING
Between
The Centinela Valley Secondary Teachers Association
and
The Centinela Valley Union High School District

The Centinela Valley Union High School District ("CVUHSD") and The Centinela Valley Secondary Teachers Association ("CVSTA") have completed negotiations over their successor agreement for the school years 2014 through 2017 and entered into a corresponding agreement.

In addition to the terms negotiated therein, the parties desire to enter into the following Memorandum of Understanding as it pertains to Article 1: Recognition, as follows:


1. CVSTA shall remain the exclusive bargaining representative of CVHUSD employees delivering and supporting instruction.
2. Beginning with the 2016-17 school year, the parties agree to enter into a Memorandum of Understanding with the El Camino Community College District to provide Environmental Technology college courses at Leuzinger High School in collaboration with the Environmental Careers Academy, as follows:
 - 2.1 CVUHSD shall advertise opportunities for employment for such El Camino Community College courses within the CVSTA bargaining unit first;
 - 2.2 In the event that no CVSTA unit members is qualified to solely deliver El Camino Community College instruction, an available CVSTA unit member shall be sought and assigned to co-teach the El Camino Community College course with an El Camino Community college instructor;
 - 2.3 The El Camino Community College courses may not exceed 2 high school course sections and/or 6 college credit units;
 - 2.4 The college course offered must be offered within the Leuzinger High School instructional day;
 - 2.5 CVSTA unit members teaching and/or co-teaching the El Camino College courses shall be compensated as part of their regular full time teaching assignment or as a 6th period assignment, according to the members' placement on the contractual salary scale outline in the 2014-2017 CBA.



Michael Ono
Assistant Superintendent
Centinela Valley Union High School District

5/4/2016

Date



Jack Foreman
President
Centinela Valley Secondary Teachers Association

May 4, 2016

Date

Article 4 - Hours of Employment
MEMORANDUM OF UNDERSTANDING

Between
The Centinela Valley Secondary Teachers Association
and
The Centinela Valley Union High School District

The Centinela Valley Union High School District ("CVUHSD") and The Centinela Valley Secondary Teachers Association ("CVSTA") have completed negotiations over their successor agreement for the school years 2014 through 2017 and entered into a corresponding agreement.

In addition to the terms negotiated therein, the parties desire to enter into the following Memorandum of Understanding as it pertains to Article 4: Hours of Employment, as follows:

1. Beginning with the 2015-16 school year, and each year thereafter, the parties agree that Hawthorne High School, Leuzinger High School, and Lawndale High School will offer, at a minimum, 64,800 minutes of instruction each fiscal year pursuant to Section 46207 of The California Education Code;
2. Beginning with the 2016-17 school year, the parties agree to enter into an instructional minute program, ending July 1, 2017, related to professional development, as follows:
 - 2.1 On **151 regular school days, the pupil instructional day** at Hawthorne High School, Leuzinger High School, and Lawndale High School will begin at 8 am, end at 2:58 pm, include a 35-minute lunch, and a 10-minute nutrition, totaling 373 instructional minutes per day (56,323/year);
 - 2.2 On **151 regular school days, the workday for full-time unit members** assigned to Hawthorne High School, Leuzinger High School, and Lawndale High School, except those on Salary Schedule D or Salary Schedule C (Adult Education) will begin no later than 7:55 am, end at 2:58 pm, exclusive of a 35-minute duty-free lunch, and a 10-minute duty-free nutrition (totaling 388 minutes), pursuant to Article 4: Hours of Employment of the current agreement: The workday for fulltime unit members, except those on Salary Schedule D or Salary Schedule C (Adult Education), shall be a maximum of 388 minutes, including a duty-free nutrition period and 10 (10) duty-free minutes before the pupil instructional day, and exclusive of no less than a 35-minute duty-free lunch period.
 - 2.3 On **22 Late Start Days, the pupil instructional day** at Hawthorne High School, Leuzinger High School, and Lawndale High School will begin at 9:35 am, end at 2:58 pm, and include a 35-minute lunch, totaling 288 instructional minutes per day (6,336/year);
 - 2.4 On **22 Late Start Days, the workday for full-time unit members** assigned to Hawthorne High School, Leuzinger High School, and Lawndale High School, except those on Salary Schedule D or Salary Schedule C (Adult Education) will begin no later than 7:55 am, end at 2:58 pm, and include a 35-minute lunch;
 - 2.5 On **7 minimum school days, the pupil instructional day** at Hawthorne High School, Leuzinger High School, and Lawndale High School will begin at 8 am, end at 1:30 pm, and include a 20-minute lunch, totaling 310 instructional minutes (2,170/year);

2.6 On 7 minimum school days, the workday for full-time unit members assigned to Hawthorne High School, Leuzinger High School, and Lawndale High School will begin no later than 7:55 am, end at 1:30 pm, and include a 20-minute duty-free lunch;

3. On 22 Late Start Days, teachers assigned to Hawthorne High School, Leuzinger High School, and Lawndale High School will attend a 60-minute collaboration session with Teachers-led Data Team members utilizing Data Protocol (sample attached) to analyze student achievement data;
4. On 22 Late Start Days, teachers assigned to Hawthorne High School, Leuzinger High School, and Lawndale High School will attend a 30-minute meeting determined by the Site Leadership Team;
5. The 22 Late Starts Days will occur during the months of August thru April;
6. The number of scheduled workdays for unit members, except those in Adult Education and summer school, shall be reduced by 2 days; and no mandatory monthly meetings will be held beyond the contractual day, except in the month of May, site administration will schedule 1 mandatory 30-minute staff meeting to be held afterschool;
7. Full-time unit members will be offered an opportunity to attend 2 professional development days at the member's per diem rate. The 2 professional development day opportunities will be scheduled outside of the 182-day calendar;
8. Meetings beyond the contractual day (except for members subject to a special assignment stipend) will be paid at the District's workshop rate for each hour worked beyond the contractual day;
9. The District will make an effort to not schedule or invite unit members to meetings beyond the contractual day.



Michael Ono
Assistant Superintendent
Centinela Valley Union High School District

5/6/2016

Date



Jack Foreman
President
Centinela Valley Secondary Teachers Association

May 6, 2016

Date