TENTATIVE AGREEMENT

September 26, 2018

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 2 for 2018-19 school year:

Article 2: Term of Agreement

2.1 The term of this agreement shall be three years from July 1, 2017 through June 30, 2020. For 2018-19, Article 5 is an automatic reopener; each party may also reopen 9 mutually agreed upon items. For 2019-20, Articles 3 and 5 are automatic reopener and each party may also reopen 2 additional items.

Executed this 26th day of September, 2018 in Torrance, California.

Centinela Valley UHSD

[Signature]

CVSTA

[Signature]
TENTATIVE AGREEMENT
September 26\textsuperscript{th}, 2018

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 2017-2018 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.

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

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

3.3 Salary Schedules

Unit members shall be compensated in accordance with the appropriate salary schedules in Appendix A.

3.3.1 JROTC instructors and CTE teachers without a BA/BS degree shall be compensated in accordance with the JROTC Salary Schedule B and the Career Technical Education Salary Schedule located in Appendix A.

3.3.2 Full time Adult Education instructors (20+ hours a week) shall be compensated in accordance with the Adult Education Salary Schedule C. located in Appendix A.
3.3.3 Unit members Assignments receiving Salary Schedule D shall be listed as such assigned as Counselors, Psychologists, Language Pathologists, Teachers On Special Assignment (TOSA), Project Facilitators, Program Facilitators,Special Education Program Specialists, District Nurse, Activities Director, Athletic Director and Work Experience/SCROC Coordinators 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.

3.3.4 Unit members shall receive a one percent (1.0%) off-salary schedule payment for school year 2016-2017. The 1% one-time off-salary schedule payment will be based on the unit member’s base salary placement on schedules A, B, C, or D. Unit members are only eligible for the 1% one-time off-salary schedule payment if unit members were in active status, including paid and unpaid status, as of June 1, 2017. Unit members that were hired after June 30, 2017, are not eligible for the 1% one-time off-salary schedule payment. Effective July 1, 2018, all salary schedules shall receive a two-and-one-half percent (2.5%) (0.5%-1%-1.5%-3.0%) on-schedule salary schedule increase, with a one percent (1.0%) off-schedule salary payment that will be calculated based upon the unit members’ base salaries as of July 1, 2018. Unit members are only eligible for the 1.0% one-time off-schedule salary payment if the members were on active status, including paid and unpaid status, as of July 1, 2018. The parties agree that Article 3 (Wages) will not be subject to annual/automatic opener before July 1, 2019.

Or

Effective July 1, 2018, all salary schedules shall receive a five percent (5.0%) one and one-half percent (1.5%) three one-half one percent (0.5% 3.0% 3.0% 1%) salary schedule increase. The parties agree that Article 3 (Wages) will not be subject to annual/automatic opener before July 1, 2019.
In the event that the District’s total student enrollment is at least 6,411 on CBEDS Information Day for the 2017-2018 school year (10/04/2017), unit members shall receive a one percent (1.0%) salary schedule increase retroactive to July 1, 2017.

3.3.4.1 On September 1 of each year, Adult Education unit members shall receive an off-schedule bonus of 1% if the school achieves 90% of its previous year’s ADA cap; of 2% if the school achieves 95% of its previous year’s ADA cap; or of 5% if the school achieves 100% of its previous year’s ADA cap. This article is inapplicable in cases where the previous year’s cap falls below 1500.

3.3.5 Unit members who: (a) were located in Column I Steps five (5) through twelve (12) on the salary schedule during the 1998-1999 school year, and (b) do not have a clear credential shall be placed on Column II Steps six (6) through twelve (12) as appropriate for a maximum of four (4) years beginning with the 1999-2000 year. Such unit members must obtain a clear credential within four (4) years in order to remain in Column II. The District shall provide written notification of the effect of this provision to each affected unit member.

3.3.6 5 An annual Perfect Attendance Incentive for unit members that have perfect attendance, payable within thirty (30) days from the end of the school year, shall be awarded as follows:

| Unit members missing 0-1 days | $500.00 |
| Unit members missing 2 days | $300.00 |
| Unit members missing 3 days | $200.00 |

3.4 Placement on Salary Schedule

3.4.1 Credit for Prior Experience In determining initial salary placement for unit members with a credential hired beginning the 1999-2000 school year, the District will grant allowance for all WASC (or its equivalent) accredited teaching experience in which the unit member was fully credentialed. The District shall also grant up to two (2) years of experience for active military teaching experience in the United States Armed Forces. This clause shall not have any retroactive effect.

3.4.1.1 The District will grant allowance for all full-time teaching experience at a WASC regionally-accredited (or its
equivalent) high-school secondary school, where the unit member taught coursework in a traditional classroom (excluding homeschooling online schools, independent study schools, and home and hospital schools), and taught coursework for which they were fully-credentialed. The District shall grant allowance for all WASC accredited (or its equivalent) teaching experience for National Board Certified teachers. All unit members hired after July 1, 2019 shall also be granted allowance for all full-time teaching experience at a WASC-accredited (or its equivalent) middle school, where the unit member taught coursework in a traditional classroom (excluding homeschooling) and taught coursework for which they were fully-credentialed.

3.4.1.2 The District will grant up to eight (8) years of experience for full-time teaching experience in all other schools or settings, where the unit member taught coursework in which they were fully-credentialed, with the exclusion of homeschooling teachers.

3.4.1.3 The District will grant up to two (2) years of experience for full-time instructor status in the United States Armed Forces, if the assignment was within five (5) years of the District hire date.

3.4.1.4 The District will grant allowance for all full-time professional experience in traditional at all WASC-accredited (or its equivalent) schools for counselors, school psychologists, school social workers, speech language pathologists, and school nurses.

3.4.1.5 The District will grant up to eight (8) years of experience for full-time professional experience in non-traditional school or non-school settings for counselors, school psychologists, school social workers, speech language pathologists, and nurses.

3.4.2 An Intern, Preliminary, or a Clear, valid secondary credential is required for placement in Column II. Possession of a preliminary or clear, valid secondary credential with less than 45 salary credits earned will place an applicant in Column II. Unit members possessing a valid Intern credential will be placed on Column I. Column II.
3.4.2.4 Unit members possessing a valid Intern credential will be placed on Column I.

3.4.3 The following types of salary credit will apply after receipt of the bachelor's degree: Upper division or graduate units. These units must be in an individual’s major or minor field, credential area, or be meaningfully related to his the unit member’s present or possible future assignment as determined by the District. One salary credit shall be equal to one semester unit or one and one-half quarter units.

3.4.4 In-service education credits and lower division units. A maximum of 16 salary credits may be earned through in-service education and lower division college units (in a teacher’s unit member’s credential area). Ten (10) of these salary credits may be earned through in-service 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.

3.4.5 Units earned prior to placement on Column II in classes in school administration will not be acceptable for salary credit. A maximum of ten (10) units in classes in school administration earned by individuals on Column II will be acceptable for salary credit. Another maximum of ten (10) units in classes in school administration earned by individuals on Column III will be acceptable for salary credit. Unit members may advance on Salary Schedule Columns, with prior written approval, by providing appropriate evidence to the District no later than November 1, to be effective September 1, or no later than April 1, to be effective February 1. The holder of a special credential or valid preliminary or partial fulfillment credential may advance no further than Step 5 in Column I.

3.4.6 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.

3.5 **Sixth Period Assignments**

3.5.1 Unit members assigned to a 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. In the event that a sixth period assignment is rescinded due to enrollment or scheduling changes, the unit member shall only be compensated for the days worked.

3.6 Adult education period substitutes shall be paid at their regular hourly pay.

Professional Development, In-service, Curriculum Development, and Workshop Attendance

3.6.1 Professional Development In-service, curriculum development (not lesson planning) and workshop attendance for all unit members shall be compensated at $35.00 per hour. Professional Development and workshop preparation and presentation, outside of the workday, shall be compensated at $40 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 on days worked beyond the 184-day work year.

3.6.7 Summer Session

3.7.1 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 2015-summer session.

3.7.2 For Summer school eligibility, unit members and teachers with clear credentials in a given subject area will receive preference for teaching in that area and eligibility will be based on alternate years of summer school service unless no other member volunteers. Should online courses (for example: Edgenuity) be utilized for summer school, all credentialed teachers in the rotation shall be eligible for summer school assignment to teach courses not requiring a specific credential.

3.7.3 Extended School Year (Special Education) Summer School Classes shall be staffed with unit members possessing the appropriate Special Education credential.

3.8 Period Substitution and Other Hourly Work

3.8.1 All other hourly extra duty work, including period substitution shall be $40.00 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 $40.00 per hour, whichever is greater. Adult education period substitutes shall be paid at their regular hourly pay.

3.9 Special Education

3.9.1 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 workday more than 3 times per semester shall be paid at their hourly rate or $40.00 per hour, whichever is greater.

3.9.2 Special Education Classroom Teachers with a caseload of at least one (1) student but no more than (10) twelve (12) students shall receive a stipend of $600 $1,000 $800 per year as compensation for preparing and presenting IEPs, attending IEPs and writing IEPs during their preparation period.

3.9.3 Special Education Classroom Teachers with a caseload of more than twelve (12) students shall receive ten (10) on-campus release days per year to prepare IEPs, write reports, collect data, meet with teachers regarding student performance, and other related IEP duties. Release days shall be approved by the Principal in advance, where the approval is at the discretion of the Principal. Release days shall not be taken consecutively, nor on a Monday, Friday, or immediately preceding or following a holiday. an additional preparation period for IEPs and shall receive a stipend of $3,000 per year as compensation for attending IEPs and writing IEPs during their preparation period. Special Education Classroom Teachers with a caseload of more than (12) students shall receive a $1600 stipend and an additional preparation period for preparing and presenting IEPs.

or

3.9.4 Special Education Classroom Teachers who teach a
Structured Learning Experience for students with moderate to severe disabilities during their 35-minute duty-free lunch period shall be compensated at an amount proportional to ("pro-rata") that of their per diem hourly rate. Such events may occur up to four five (5) times per month, with advance approval from the site principal.

Adult education period substitutes shall be paid at their regular hourly pay.

3.6.1 For Summer school eligibility, unit members and teachers with clear credentials in a given subject area will receive preference for teaching in that area and eligibility will be based on alternate years of Summer school service unless no other member volunteers. Should online courses (for example: Edgenuity) be utilized for summer school, all credentialed teachers shall be eligible for summer school assignment.

3.6.2 Unit members assigned to campus supervision during their 35-minute duty-free lunch shall receive $20 per lunch period.

3.10 Lunch Supervision

3.10.1 General campus supervision assigned to unit members (by mutual consent) assigned to campus supervision during their 35-minute duty-free lunch shall receive be compensated at the rate of $20 per lunch period.

3.10.2 Adult Transition and Functional Life Skills teachers who utilize their 35-minute duty-free lunch for approved community-based instruction shall receive $20 per lunch period.

3.7 11 Employees on Salary Schedule D: Counselors, School Psychologists, Speech-Language Pathologists, Social Workers, and District Nurse:

3.7 11.1 Counselors and School Psychologists shall be employed for a period of twelve (12) workdays in addition to the teacher's 184-day work year, and shall be compensated at the individual’s per diem of pay for each day worked. (See Article 3.5). School Psychologists shall be employed for a period of ten (10) non-summer school work days in addition to the teacher's 184-day work year, and shall be compensated at the individual’s per diem rate of pay for each day worked.

3.11.2 Speech-Language Pathologists and Social Workers shall be
employed on an "as needed" basis (as determined by the District) for a period of up to ten (10) workdays in addition to the teacher's 184-day 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.

3.11.3 The District Nurse shall be employed for a period of eighteen (18) workdays in addition to the teacher's 184-day work year. and shall be compensated at the individual's per diem rate of pay for each day worked.

3.11.4 Directors of Student Activities and Directors of Athletics shall may work up to twelve (12) ten (10) additional workdays in addition to the teacher's 184-day work year with the mutual consent of the Director and the District. and will shall be compensated at the individual's per diem rate of pay for each additional day worked.

3.7.2 11.5 Projects and/or duties performed during the additional workdays in 3.7.1 and 3.7.2 above 3.11.1 through 3.11.4 above shall be approved by the District in advance, and the unit members shall be compensated at the individual's per diem rate of pay for each workday worked.

3.11.6 Counselors shall be compensated at their per diem for on days worked beyond the 184-day work year. Unit members listed in 3.11.1 through 3.11.4 who upon mutual consent of the unit member and the District work additional workdays beyond those listed in 3.11.1 through 3.11.4 shall be compensated at the individual's hourly/daily per diem rate of pay for each hour/day worked when performing their regularly-assigned responsibilities. All other hourly extra duty work shall be compensated in accordance with 3.8.1 above. All professional development in-service training and workshop attendance shall be compensated in accordance with 3.6.1 above.

3.11.7 Any unit member assigned to Salary Schedule D may work beyond the 184-day work year and/or seven (7) hour workday upon mutual consent of the District and the unit member at their per diem/hourly rate. Notices of change in assignment for the following year shall be made by May 1st of the prior school year.

3.8—District Nurse
3.8.1 The district nurse shall be employed for a period of eighteen (18) 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.

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 (10) additional days with the mutual consent of the Director and District administration, and will shall be compensated at the individual’s per-diem rate of pay for each additional day worked.

3.4012 Department Chairpersons

3.4012.1 The employee’s position on Salary Schedule A Salary Schedule A, Step 5, Column II Step 10, Column II shall be established as a base.

3.4012.2 The stipend shall be a percentage of the established base salary.

3.4012.3 The stipend for Department Chairpersons of small departments with (6-20 teaching periods) is four percent (4.0%) shall be five percent (5.0%) annually.

3.4012.4 The stipend for Department Chairpersons of large departments with (21-39 teaching periods) is seven percent (7.0%) shall be eight percent (8.0%) annually.

3.4012.5 The stipend for Department Chairpersons of departments with 40 or more teaching periods shall receive a seven percent (7.0%) and be eight percent (8.0%) annually stipend and one period of release time for department management.

3.12.6 A Department Chairperson may not be assigned to departments with fewer than two (2) teachers.

3.4012.6.7 Department Chairperson Selection Process

3.4012.6.7.1 Department Chairpersons shall be elected for three (3) year terms, subject to yearly review by the lead site Principal. Should the Department Chairperson be determined to be ineffective by the site Principal, the site Principal may request a new election. The outgoing Department Chair may vote in the new election, but may not be elected as the replacement Department Chair.
3.12.7.2 For the purposes of this article, a unit member must be a full-time employee, assigned to teach in a department for fifty percent (50%) or more of his/her contracted assignment to be considered a member of that department and to be eligible to serve as Chairperson.

3.12.7.3 Department Chairpersons shall be elected by a formal majority vote of department members. Elections shall be organized and conducted by the department members. Unit members must be assigned to teach in a department fifty percent (50%) or more of their contracted assignment to be considered a member of that department and to be eligible to vote, and may only vote in one department’s election. If no formal majority has been established by a vote (a tie), then a second election will be held. In the event that the second election does not break the tie, seniority will be the initial determining factor, followed by the preference to the teacher who most recently has not held the title. In the event that the above procedure does not determine the Department Chair, the position shall be determined by lot. Voting for Department Chairpersons shall be conducted exclusively by the teachers. Members may only vote in a department chair election if they teach within the department at least 50% of their assignment (including their preparation period). The results will be delivered to the site Principal and the election shall take place no later than May 31st of each year. Should the results not be conveyed to the site Principal by May 31st, the site Principal may appoint a Department Chair conduct an election.

3.12.7.4 Positions shall be advertised to district certificated employees at large by the District no later than May 1st.

The election rotation shall be as follows:

- Starting 2011-2012: World Languages, PE & Special Education
- Starting 2012-2013: Math and Science
- Starting 2013-2014: English, Visual & Performing Arts, & Social Studies

The following criteria shall be used as a basis for selection:
1. Breadth of actual training in discipline;
2. Ability to communicate with colleagues and administration;
3. Demonstrated ability to relate the learning process to the academic discipline.

3.12.6 7.2 5 In the event an elected or appointed Department Chairperson is unable to complete his/her term due to a leave from the District, or resignation, or his/her their employment is otherwise terminated, a mid-year or mid-term (whichever is applicable) election shall be conducted in accordance with section 3.12.6 7.4 3 above at the request of the site administrator Principal. The newly elected Department Chairperson shall complete the remaining term of the individual he/she is replacing so as to avoid interrupting the above-election rotation.

3.12.6 7.3 6 Elected Department Heads will not be subject to involuntary transfers during their term of office.

3.13 Reimbursement for Travel

3.13.1 Unit members assigned to two (2) or more school sites during the regular school day shall be reimbursed for their mileage between sites at the current IRS US Government General Services Administration mileage rate.

3.12—Any unit member assigned to Salary Schedule D may work beyond the 184-day work-year and/or seven (7) hour workday upon mutual consent of the District and the unit member at their per diem/hourly rate. Notices of change in assignment for the following year shall be made by May 1st of the prior school year.

3.14 Doctoral Degree Stipend

3.14.1 In addition to the regular base pay from the certificated salary schedule, each certificated employee paid under the provisions of this schedule who is the holder of a doctor’s degree from an accredited university or college shall receive $100 per month.

3.14 15 National Board Certification

3.15.1 A unit member who receives National Board Certification shall be entitled to receive the following additional compensation: in addition to the unit member’s regular base salary schedule pay, in accordance with the schedule set forth in this Article 3.15.1
• In the first school year of National Board Certification: $2,000
• In the second school year of National Board Certification: $3,000
• In the third school year of National Board Certification: $4,000
• In the fourth school year of National Board Certification: $5,000
• In the fifth school year of National Board Certification: $6,000

3.15.2 In order to be entitled to receive such compensation for any school year, the unit member must have maintained continuous full-time employment with the District for the entire year. Payment will be made by June 30.

3.15.3 In addition, the unit member who receives a requests the National Board Certification stipend on or after July 1, 2008 must provide twenty (20) hours per year of professional development, workshops and/or mentoring for other unit members, as determined by the District to be eligible for compensation under this article.

3.15.4 New hires who have obtained National Board Certification prior to being hired by the District shall be entitled to receive additional compensation under this Article 3.14 15.1, commencing in the first year following their first day of service at the District, and continuing through the fifth year following their first year of service, provided they remain continuously employed by the District as set forth herein.

3.15.5 Unit members shall notify the District of their intent to complete the requirements for the compensation listed in 3.15.1 above to the District no later than November 1st of the school year in which they are requesting payment. Evidence of completing the requirements listed in 3.15.3 shall be provided to the District no later than May 1st of the school year in which they are requesting payment. Payments are not retroactive.

3.15.6 Other Extra Duty Assignments Stipend for ELD Coordinator

3.15.6.1 For Extra Duty Assignments receiving an annual stipend, Salary Schedule A, Step 5, Column II shall be established as a base.

3.16.1 The employee’s position on Salary Schedule A, Step 10, Column II shall be established as a base for Extra Duty
Assignments listed in Appendix A.

3.1402.16.2 The stipend shall be a percentage of the established base salary.

3.15.16.43 The stipend for an ELD Coordinator assigned a caseload fewer than of 1-200 students shall receive is eight percent (8%) annually stipend, plus one period of release time.

3.1516.1.24 An ELD Coordinator assigned a caseload of 200 or more students shall be compensated on Salary Schedule D, and teach one period of ELD or equivalent—receive a ten percent (10%) annual stipend, plus with one (1) period three (3) periods of release time. be placed on Salary Schedule D.

3.1516.3.5 Stipend for an Academy Coordinator shall receive an eight percent (8%) annual stipend, plus one period of release time.

3.1516.3.46 Stipend for an Academy Leadership Team member shall receive a four percent (4%) annual stipend (limit of five (5) members per team).

3.1516.45.7 Stipend for an AVID Coordinator shall receive an eight percent (8%) annual stipend.

3.1516.56.8 The WASC Facilitator shall be responsible for supporting administration with self-study preparation, and preparing for WASC team visits. Stipend for WASC Facilitator shall be as follows, according to the Six-Year Accreditation Cycle:

- Year 1: Five (5) extra-duty hours annually
- Year 2: Five (5) extra-duty hours annually
- Year 3: Mid-Cycle Progress Report: Twenty-five (25) extra-duty hours annually
- Year 3: Mid-Cycle Progress Report and Visit: Thirty (30) extra-duty hours annually
- Year 4: Five (5) extra-duty hours annually
- Year 5: One hundred (100) extra-duty hours annually to prepare for the Self-Study
- Year 6: One hundred (100) extra-duty hours annually and one (1) release period to prepare for the Self-Study and for team visit. The period of release time provided under section 3.16.68 shall be in addition to the preparation period provided under Article 4, section 4.1.
Executed this 26th day of September, 2018, in Lawndale, California.

CVUHSD

CVSTA

2017-2018 CVUHSD and CVSTA Negotiations: Article 3
TENTATIVE AGREEMENT
May 21, 2018

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 2017-2018 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 ten (10) duty-free minutes before the pupil instructional day, and exclusive of no less than a 35-minute duty-free lunch period. All unit members, except those in Adult Education or summer school, shall be entitled to a duty-free lunch period of at least thirty-five (35) minutes.

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 in a six (6) period day and one period for preparation each day classes are in session. Unit members who teach fewer than five (5) instructional periods shall not receive a preparation period. Unit members who teach fewer than five (5) instructional periods are entitled to preparation time proportionate to the amount a full time unit member would receive, e.g., their pro-rata share of a full preparation period, in accordance with the number of instructional periods they teach. The preparation period shall be for the primary purpose of carrying out class preparation professional responsibilities. Counselors, librarians, nurses, psychologists, speech language pathologists, activities/athletic directors, teachers on special assignments and all other. All unit members shall be on campus to fulfill their professional responsibilities consistent with their job description. For safety reasons, unit members shall notify site administration/designee prior to leaving campus as needed during the preparation period.

4.1.1 The workday for unit members on Salary Schedule D of Appendix A shall be 420 minutes, exclusive of 35 minutes for a duty-free lunch.

4.1.2 The Work Experience Coordinators/SCROC Coordinators at Hawthorne, Lawndale and Leuzinger High Schools 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 35 minutes.
4.1.2 On exam and minimum days, a student lunch period shall be no less than 20 minutes during the instructional day and teachers will concurrently use the time as a duty-free break. There shall be a total of seven (7) minimum days per calendar year: one in recognition of the Day of the Teacher, two in exchange for Open House and Back to School Night, and two each at the conclusion of each semester to be designated as Final Exam Days.

4.1.3 Each site shall hold a Back to School Night and Open House (or their equivalent) within the first four weeks of each semester for (90 minutes). Teachers, counselors, and other site-based unit members shall participate in both. Unit members assigned to multiple sites, with the exception of the district nurse, shall decide either to alternate attendance by site per semester, or attend the events at the site to which the member is assigned the majority of the time.

4.1.4 There will be a maximum of 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.

4.1.5 Designated pupil-free teacher Work Days (W) shall be utilized for the primary purpose of classroom preparation. And be free from required scheduled meetings. No more than one (1) hour may be used for a staff meeting.

4.2 Adult Education unit members shall be in their assigned work locations, and responsible for instructional and other assigned duties for a minimum of twenty (20) hours per week.

4.3 Work days: The number of scheduled work days for all unit members, except those in Adult Education and summer school, shall be 184 days, with the following exceptions:

<table>
<thead>
<tr>
<th>Adult education teachers</th>
<th>Up to 210, as scheduled</th>
<th>At least 205 days, as scheduled</th>
</tr>
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<tbody>
<tr>
<td>Summer school teachers</td>
<td>As scheduled</td>
<td></td>
</tr>
<tr>
<td>Activities Directors</td>
<td>184+10 as needed (See Article 3.9.1)</td>
<td>194</td>
</tr>
<tr>
<td>Athletics Directors</td>
<td>184+10 as needed (See Article 3.9.1)</td>
<td>196</td>
</tr>
<tr>
<td>Counselors</td>
<td>194 + 3 as needed (See Article 3.7.1)</td>
<td>196</td>
</tr>
<tr>
<td>Psychologists</td>
<td>194 + 3 as needed (See Article 3.7.1)</td>
<td>194</td>
</tr>
</tbody>
</table>

2017-2018 CVUHSD and CVSTA Negotiations: Article 4
| Social Workers          | 194 + 3 as needed (See Article 3.7.1)  
|                       | 184+10 as needed                     |
| Speech-Language Pathologists | 194 + 3 as needed (See Article 3.7.1)  
|                             | 184+10 as needed                     |
| District Nurse          | 194 + 8 as needed (See Article 3.8.1) 202 |
| JROTC Instructors       | 218                                  |

Regular classroom teachers 184
Other classroom teachers 184
Librarians 184
Counselors 184 + 12 (See Article 3.7.1)
Social Worker 184 (See Article 3.7.1)
Psychologists 184 + 10 (See Article 3.7.1)
Speech-Language Pathologist 184 (See Article 3.7.1)
District Nurse 184 + 18 per diem (See Article 3.8.1)
Activities Directors 184 (See Article 3.9.1)
Athletic Directors 184 (See Article 3.9.1)
Program Specialists 184
JROTC Instructors 218

4.4 The Calendar for unit members, excluding JROTC Instructors, shall be as set forth in Appendix C, for the current year and the next two years.

Executed this 23rd day of May, 2018, in Lawndale, California.

CVUHSD

CVSTA

2017-2018 CVUHSD and CVSTA Negotiations: Article 4
Tentative Agreement

September 26, 2018

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 Health and Welfare Benefits for the 2017/2018 school year.

ARTICLE 5: Health and Welfare Benefits

ARTICLE 5-HEALTH AND WELFARE BENEFITS

5.1 Beginning in the 1993-94 insurance year, the District will contribute no less than $16.00 per month ($192.00 per year) to eligible full-time unit members and eligible retirees for approved PERS health plan options. Unit members must work fourfifths or more hours per day to be eligible to receive this benefit. This amount shall be part of the District’s employee-only medical benefits contribution. In addition, the District shall annually provide a supplemental reimbursement contribution for full-time eligible unit members and eligible retirees as set forth in section 5.2 below. The supplemental reimbursement contribution shall be used for additional health benefit coverage.

Beginning in the 2018-2019 school year, the District will contribute to approved PERS health plans and insurance plans for eligible unit members as set forth in section 5.2. The District’s contribution will go toward any combination of District-approved medical insurance plans, dental insurance plans, vision insurance plans, and life insurance plans. The District also will pay for the cost of long-term disability plans and short-term disability plans for all unit members.

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.

The District’s

5.1.2 Beginning in the 2018-2019 school year, the District will contribute to approved health and insurance plans for eligible retirees as set forth in section 5.2. The District’s contribution will go toward any combination of District-approved medical insurance plans, dental insurance plans, vision insurance plans, exclusive of long-term disability, short-term disability and life insurance plans.

5.2 The District’s contribution toward health and insurance plans, as defined in section 5.1 for active employees, and as defined in 5.1.2 for retirees’ combined basic medical contribution and supplemental reimbursement annual maximum for additional...
health benefit coverage shall not exceed the following annual maximums, referred to subsequently as the applicable health benefits cap:

Active Full-Time Unit Members:____

$4,500.00 (effective July 1, 2006)

$5,000.00 (effective July 1, 2007)

$6,000.00 (effective July 1, 2009)

$6,450.00 (effective January 1, 2012)

$7,050.00 (effective July 1, 2013)

$10,000.00 (effective July 1, 2014)

$11,000.00 (effective April 1, 2015)

$11,500.00 (effective January 1, 2018)

$14,500.00 (effective July 1, 2018)

Retirees Hired Prior to July 1, 1993

and retiring before July 1, 2006____ $3,808.00

Retirees Hired Prior to July 1, 1993

and retiring between

July 1, 2006 and

June 30, 2007 $4,308.00

Retirees Hired Prior to July 1, 1993

and retiring between

July 1, 2007 and

June 30, 2009 $4,808.00

Retirees Hired Prior to July 1, 1993

and retiring between

July 1, 2009 and

June 30, 2011 $5,808.00

Retirees Hired Prior to July 1, 1993 and

and retiring between

July 1, 2011 and

June 30, 2013 $6,258.00

Retirees Hired Prior to July 1, 1993

and retiring between

July 1, 1993 and
July 1, 2013 $6,858.00

and December 31, 2013 $6,858.00

Retirees Hired Prior to July 1, 1993

and retiring between

January 1, 2014

and March 31, 2015 $9,808.00

Retirees Hired Prior to July 1, 1993

and retiring between

April 1, 2015 and

December 31, 2017 $10,808.00

Retirees Hired Prior to July 1, 1993

and retiring on or after between

December 31, 2017 and June 30, 2018 $11,308.00

Retirees qualifying for Medicare Reimbursement equal to supplemental Medicare coverage

June 30, 2018 $14,308.00

Retirees qualifying for Medicare Reimbursement equal to supplemental Medicare coverage

Retirees are specifically excluded from the increase of the supplemental reimbursement annual maximums for additional health benefit coverage gained after their retirement.

To be eligible for the employee-only medical benefit contribution in section 5.1 above and the Supplemental reimbursement in section 5.2 above, the retiree must have been employed full-time by the District for at least 10 continuous years and be receiving retiree benefits from the State Teachers Retirement System (STRS).

5.3 Any premium costs in excess of the above District employee-only medical benefit contribution and supplemental reimbursement in sections 5.1 and 5.2 above, shall be borne by the unit member through payroll deduction, and paid by the retiree through the STRS payroll system deduction.

5.4 It is agreed that all of the provisions of section 5.1 and 5.3 are subject to the approval of the Public Employees Retirement System which will review these provision to determine if they are in compliance with the law in regard to the PERS health plan.
5.5 In the event the legality of the above provisions or similar provisions existing in other school districts are challenged or are found to be invalid by a court of law, CVSTA and the District agree to reopen negotiations on District health benefits.

5.6 Waiver of Health Benefit
Effective July 1, 2014-2018, the District will pay a $1,000 stipend that equals 15% of the current health benefits cap once a year, no earlier than the close of the open enrollment period, and no later than 30 days after the close of the open enrollment period, to bargaining unit members who choose to waive their District-provided medical benefits. In order to qualify for this waiver, the bargaining unit member does not have to waive single coverage, as defined in Section 5.7, of dental, or vision, plans, or long-term disability, short-term disability or life insurance coverage.

5.6.1 In order to be eligible to receive the stipend, the employee must provide evidence of dependent coverage on a medical insurance plan.

5.6.2 For an employee who qualified for the stipend at the time of open enrollment, who then opts for medical coverage later in the plan year due to a life event, the District will pro-rate the stipend based on the number of months remaining in the plan year, and will adjust the employee’s contributions accordingly.

5.6.3 For an employee who did not qualify for the stipend at the time of open enrollment, who then waives medical coverage later in the plan year due to a life event, the District will pro-rate the stipend based on the number of months remaining in the plan year.

5.6.4 For an employee who is hired during the plan year, and who waives medical coverage, the District will pro-rate the stipend based on the number of months remaining in the plan year.

5.7 Single Medical Coverage
Effective January 1, 2019, for an employee who enrolls in a medical plan that provides coverage only to the employee, defined as single coverage, the District will not limit its contributions to dental or vision plans to single coverage, and will contribute to the plans as set forth in Section 5.2, except as limited in Section 5.7.1.

5.7.1 Single Coverage Health Benefits Stipend
Effective July 1, 2018, the District will pay a stipend that equals 7.5% of the current health benefits cap once a year, no earlier than the close of the open enrollment period, and no later than 30 days after the close of the open enrollment period, to bargaining unit members who have single coverage medical plans. Employees who opt for this stipend are eligible for no more than single coverage for dental and vision plans.
A Health Benefits Committee, consisting of members selected by the District, CSEA and CVSTA unit members shall research health provider options that offer more competitive rates to all District employees while maintaining at least the same or similar level of benefits and options. Recommendations shall be provided to the committee members' respective bargaining team members.

Executed this 26th day of September, 2018, in Torrance, California.
TENTATIVE AGREEMENT
September 18, 2018

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 6 for the 2017-2018 school year.


6.1 The benefits which are expressly provided by this Article are the sole benefits which are part of this Agreement. Other statutory or regulatory leave benefits are neither incorporated, directly or impliedly, into this Agreement nor are such benefits waived by the Association.

6.2 Personal Illness and Injury Leave

6.2.1 Full-time unit members, except those in Adult Education and summer school, shall be entitled to ten (10) days leave with full pay for each school year for reasons of personal illness or injury. Unit members who are scheduled to work less than full-time shall be entitled to that portion of the ten (10) days leave as the number of hours per week of scheduled duty relates to the number of hours for full-time member in a comparable position:

Beginning with the 2018-2019 school year, every member of the bargaining unit, except those in Adult Education or Summer School, employed five (5) days per week shall be entitled to the following leave for the purposes of personal illness and injury:

10 Days: All full-time, regularly assigned members with a calendar of 180-189 work days.

11 Days: All full-time, regularly assigned members with a calendar of 190-199 work days.

12 Days: All full-time, regularly assigned members with a calendar of 200-209 work days.

13 Days: All full-time, regularly assigned members with a calendar of 210-above work days

Note: Work days do not include optional professional development days, extra-duty days, summer school days, or any other days.
worked that are not identified as work days on the employee's calendar.

6.2.2 A bargaining unit member who completes a full school year of service working less than full-time each week, as defined in Article 4.1, is entitled to injury or illness leave in an amount proportional to ("pro-rata") that of a full-time employee in that assignment.

6.2.3 Credit for leave need not be earned prior to taking such leave by the member and such leave may be taken at any time during the school year, with respect to the limitations set forth in this Article. If a unit member does not render service for an entire year, but has used all personal illness and injury leave earned during that year, the amount of compensation received for the leave taken but unearned shall be repaid to the District and the District shall have the right to make any necessary adjustment on the last payroll warrant.

6.2.4 Adult Education and summer school unit members shall be entitled to 0.05 hours of paid leave for every hour worked. Summer school sick leave shall accumulate and may be utilized during the summer school. No unit member may utilize more than a maximum of 3 summer school leave days per summer. The district shall notify unit members of summer school leave quarterly. Summer school sick leave earned only for summer school.

6.2.5 If a unit member does not utilize the full amount of leave as authorized in 6.2.1 above in any school year, the amount not utilized shall be accumulated from year to year.

6.2.6 After all accumulated leave as set forth in 6.2.1 above is exhausted, additional non-accumulated leave shall be available for a period of time not to exceed five (5) school months, provided that the provisions of 6.2.7 below are met. The amount received while on leave shall not be less than one-half (1/2) or 50% of the employee's salary. Leave accumulated during the regular school year shall not be utilized during summer employment.

6.2.7 Where reasonable doubt exists as to the legitimacy of leave under this Article, or if the member is absent for more than three (3) consecutive days, the District may require a verification of the illness, accident or disability by the unit member's physician. However, if the District requires additional independent verification of the extent of illness, accident or disability, the cost of such examination shall be borne by the District. Upon request by the District, a unit member shall be required to present a physician's verification of fitness to return to duty.
6.2.8 A unit member must see that **shall notify** the District **via the designated absence reporting system or process** Office is contacted as soon as the need to be absent is known. **Should the need for an absence arise after 6:30 A.M. on the morning of the absence, the unit member shall notify the Principal or their designee as soon as possible.** Failure to provide adequate notice may be grounds for denial of leave with pay.

6.2.9 A full-time unit member who is absent under provisions of this leave **or otherwise** for less than a full day shall have accumulated leave reduced in increments of one (1) hour **thirty (30) minutes**, with any portion of an hour **thirty (30) minutes** counting as one (1)-hour **thirty (30) minutes**.

1.1.6 Unit members shall notify the District at the earliest reasonable time of their intent to return to work, but at least one hour prior to the unit member's first required duty, and in no event later than 7:00 a.m. on the day of return from leave.

1.1.7 Within thirty (30) days after the end of each quarter, unit members will be provided with a quarterly statement of available sick leave.

1.2.8 All unit members who accrue sick leave may take ½ of sick leave accrued annually in accordance with the Kin Care Act to care for a close family member with an illness such as the common cold or flu as well as serious health conditions covered by the FMLA/CFRA.

1.2.9 All unit members may take 12 weeks of job-protected, unpaid leave to bond with a newborn or newly adopted child (or child of a spouse or domestic partner), care for himself or herself, or care for a close family member with a serious health condition in accordance with the California Family Rights Act (CFRA) and the Family and Medical Leave Act (FMLA).

Note: If an employee uses Kin Care to care for a family member with a serious health condition, the absence may be counted as Kin Care and FMLA/CFRA.

6.3 Personal Necessity Leave

6.3.1 Leave which is credited under 6.2.4.4 of this Article may be used at the unit member's election for purposes of personal necessity, provided that the use of such personal necessity leave does not exceed seven (7) **ten (10)** days in any school year. Leave under this section shall **not** be accumulative from year to year.

6.3.2 For purposes of this provision, personal necessity shall be limited to:

2017-2018 CVSTA and CVUHSD Tentative Agreement Article 6
(a) Death or serious illness of a member of the unit member’s immediate family;
(b) A serious accident involving the unit member and/ or his/her immediate family or property;
(c) In addition to those set forth in the provisions of Section 6.11, appearance in any court or before an administrative tribunal as a litigant, party, or witness under subpoena, or any order of a court with proper jurisdiction;
(c) Three days per year at the discretion of the employee;
(d) Visiting his/her child’s school in accordance with Labor Code Section 230.8; and
(e) Other personal necessities which are allowed at the discretion of the Superintendent or designee.

6.3.3 2.2.4 Under no circumstances shall leave be available for work stoppages, slow-downs, extending holidays or vacations, income producing activities, or attending to matters which could reasonably be scheduled outside of work hours. **No more than five percent (5.0%) of unit members at a worksite may utilize Personal Necessity Leave on the same day.**

6.3.4 Unit members electing to use Personal Necessity Leave shall submit the appropriate District form to their supervisor at least three (3) work days in advance of the requested leave date, or in an unforeseen emergency, immediately upon return from leave. No specific description of the personal need shall be requested unless the District has reason to believe abuse has occurred.

**No specific description of the personal need shall be requested. Such leave shall not be used merely for an extension of holidays, vacation, or for purely personal convenience, or for withholding services, and it shall be deducted from the employee’s accumulated sick leave.**

6.3.5 2.34 For purposes of this provision, an immediate family member shall be limited to: mother, father, former legal guardian, grandmother, grandfather, or grandchild of the unit member or of the spouse of the unit member, the spouse, domestic partner as defined by law, son, son-in-law, daughter, daughter-in-law, brother or sister of the unit member, any relative living in the immediate household of the unit member.

6.4 **Maternity and Paternity Parental Leave**

2017-2018 CVSTA and CVUHSD Tentative Agreement Article 6
6.4.1 For purposes of this section, "parental leave" means leave for reason of bonding with the unit member’s newborn child or with a newly placed child in the unit member’s household for adoption or foster care. Parental leave shall be separate and distinct from pregnancy disability leave. Effective upon approval of this Agreement, in concert with a leave available under section 6.6, a unit member may request parental leave under this section. An employee may request a leave of absence for reason of the birth of a child of the employee, or the placement of a child with the employee in connection with the adoption or foster care of the child by the employee ("maternity/paternity leave"), as follows:

6.4.2 When the employee has exhausted all available sick leave under section 6.2, and is absent from his or her duties on account of maternity/paternity parental leave, and is eligible for maternity/paternity parental leave pursuant to the California Family Rights Act ("CFRA," Government Code Section 12945.2), the employee may receive up to 12 school weeks of paid leave at differential pay compensated at no less than fifty (50) percent of the unit member’s regular salary, minus the sum actually paid to a substitute employee employed to fill his or her position during the leave, or, if no substitute employee was employed, the amount that would have been paid to the substitute had he or she been employed. Such leave will be available once in a school year and shall equate to no less than half the employee’s regular salary. There shall be no minimum number of hours worked during the school year for a bargaining unit member to qualify for parental leave, pursuant to Education Code section 44977.5(d).

6.4.3 If an employee seeks to take maternity/paternity parental leave, as specified above, but has not exhausted all available sick leave, the employee may use sick leave provided under section 6.2 for maternity/paternity parental leave purposes. However, the up to 12-weeks of paid maternity/paternity parental leave period shall only be available to employees who exhaust all sick leave before or during the up to 12-week period and shall be reduced by any such period of sick leave taken during the 12-week period of maternity/paternity parental leave. Nothing in this section shall be interpreted to prohibit an employee who does not wish to exhaust his or her sick leave from requesting and receiving up to 12 school weeks of unpaid leave for child bonding purposes under the CFRA, so long as the employee qualifies for such leave.

6.4.4 The foregoing provisions are intended to comply with Education Code section 44977.5. Should the Legislature revise the applicable statutory requirements, or should a state agency issue guidance on the applicable statutory requirements, to the extent that the revisions and/or guidance are in conflict with the foregoing provisions, the parties shall promptly meet and negotiate for the purpose of addressing those conflicts.

6.4.5 If an employee has exhausted the up to 12-week period of maternity/paternity parental leave paid at no less than one-half (1/2) or 50% of the employee’s salary (the employee’s sub differential rate), as set forth above in section 6.4.2, and seeks to continue leave for the
purpose of caring for his/her natural or adopted child, the employee may request to receive an additional unpaid leave of absence if in accordance with section 6.11-Other Leaves Without Pay.

6.4.6 Employees seeking to take leave under this section shall, if the need for such leave is foreseeable, notify the District that the employee intends to take such leave at least thirty (30) days prior to the anticipated date on which the leave is to commence. If the need for leave is not foreseeable, the employee shall notify the District as soon as practicable.

6.4.7 An employee shall notify the District no later than sixty (60) days prior to the ending date of the leave of his/her intent to return to service.

6.5.4 Leave for Pregnancy Disability Leave

6.5.4.1 Unit members are entitled to use sick leave as set forth in this Agreement for disabilities caused or contributed to by pregnancy, miscarriage, childbirth, and recovery therefrom on the same terms and conditions governing leaves of absence from other illness or medical disability. Such leave shall not be used for child rearing, or child care, but shall be limited to those disabilities as set forth above. Qualifying leave taken under this section shall run concurrently with leave available under the California Pregnancy Disability Leave Law and the Family and Medical Leave Act as appropriate.

6.5.4.2 Following exhaustion of all available sick leave, including differential leave, unit members are entitled to leave without pay or other benefits for disabilities because of pregnancy, miscarriage, childbirth or recovery therefrom.

6.5.4.3 Unit members on leave pursuant to 6.5.4.1 and/or 6.5.4.2 shall request such leave in writing. The unit member’s physician shall recommend the duration of such leave, and upon release the physician’s written statement shall include a recommendation as to the ability of the unit member to perform her duties. However, if the District requires additional, independent verification of the extent of disability through a physical examination of the unit member by a physician, the cost of such an examination shall be borne by the District.

6.6.10 Family Care and Medical Leave/California Family Rights Act ("FMLA/CFRA")

6.6.10.1 Eligibility - Any employee who has served the District for more than 12 months and who has at least 1,250 hours of service with the District during the 12-month period, shall be eligible to take unpaid family care or medical leave under these provisions.
(a) Because of the birth of the employee’s child, and in order to care for the child.

(b) Because of the placement of a child with the employee for foster care or in connection with the employee’s adoption of the child.

(c) To care for the employee’s child, parent or spouse with a serious health condition.

(d) Because of the employee’s own serious health condition that makes the employee unable to perform the functions of his/her position.

6.640.2 Definitions - For the purpose of this Article, “Child” means a biological, adopted or foster son or daughter, a stepson or stepdaughter, a legal ward or a child of a person standing in loco parentis as long as the child is under 18 years of age or an adult dependent child.

6.640.2.1 A “serious health condition” includes an illness, injury impairment or mental condition that involves:

(a) Any period of incapacity or treatment in connection with a hospital, hospice or residential medical care facility.

(b) Any period of incapacity requiring absence from work, of more than three (3) calendar days that also involves continuing treatment by (or under the supervision of) a health care provider; or

(c) Continuing treatment of a health care provider for a chronic or long-term health condition that is incurable or so serious that, if not treated, would likely result in a period of incapacity of more than three (3) calendar days or for prenatal care.

6.640.2.2 “Continuing treatments” include:

(a) Two or more visits to a health care provider;

(b) Two or more treatments by a health care practitioner (e.g., physical therapist) on referral from, or under the direction of a health care provider; or
(c) A single visit to a health care provider that results in a regimen of continuing treatment under the supervision of the health care provider.

6.640.3 Duration of Leave

6.640.3.1 Except as provided otherwise under section 6.24.11, family care and medical leave shall not exceed 12 work weeks during any 12 month period. The 12-month period for calculating leave entitlement shall commence on the date the employee's first family care or medical leave begins. The 12 weeks of family care and medical leave to which an employee is entitled under the state law shall run concurrently with the 12 week of family care and medical leave to which an employee is entitled under federal law, except for any leave taken under federal law for disability on account of pregnancy, childbirth, or related medical conditions.

6.640.3.2 The right to take a family care and medical leave is separate and distinct from the right to take a pregnancy disability leave under state law.

6.640.3.3 Leave taken for a birth, or placement for adoption or foster care, must be concluded within one year of the birth or placement.

6.640.4 Terms of Leave

6.640.4.1 During the period of family care or medical leave, the employee shall use his/her accrued vacation leave, or other accrued time off, or any other paid or unpaid time off negotiated with the District.

6.640.4.2 If an employee takes a leave because of the employee's own serious health condition, the employee shall substitute accrued sick leave and/or differential leave during the period of the leave taken pursuant to this Administrative Regulation.

6.640.5 Maintenance of Benefits

6.640.5.1 During the period of family care or medical leave, the employee shall continue to be entitled to participate in the District's health plan and the District shall continue to pay health care premiums under such plan on the same terms as if the employee had continued to work during the period of the leave. Any premium payments required to be made by
the employee must be paid at the same time as they would have been due by payroll deduction.

6.640.5.2 The District may recover health insurance premiums paid on behalf of the employee during the period of the family care or medical leave, if both of the following conditions occur: The employee fails to return from leave after the period of leave to which the employee is entitled has expired and the employee’s failure to return from leave is for a reason other than the continuation, recurrence, or onset of a serious health condition that entitles the employee to leave under state or federal law or other circumstances beyond the control of the employee.

6.640.6 Advance Notice of Leave/Intent to Return

6.640.6.1 If an employee learns of the need for family care or medical leave more than 30 days before the leave is to begin, he/she shall give the District at least 30 days advance notice. If the employee learns of the need for family care or medical leave fewer than 30 days in advance, he/she shall provide such notice as soon as practicable.

6.640.6.2 If leave is needed for a planned medical treatment or supervision, the employee shall make a reasonable effort to schedule the treatment or supervision to avoid disruption of District operations. If leave is taken intermittently or on a reduced leave schedule, the District may temporarily transfer the employee as permitted by law.

6.640.6.3 On or before the first day of an employee’s family care or medical leave, the employee shall notify the District of his or her anticipated date of return to work. The District may require periodic updates on the employee’s intent to return to work. If, because of changed circumstances, an employee requires more or less leave than originally anticipated, such employee shall give the District at least two business days notice of his or her intent to return to work.

6.640.7 Certifications

6.640.7.1 An employee’s request for leave because of a serious health condition of the employee or to care for a child, spouse or parent who has a serious health condition or for service-member family leave shall be supported by a certification from the health care provider of the person requiring care. This certification shall include:
(a) The date, if known, on which the serious health condition began; and

(b) The probable duration of the condition.

6.640.7.2 In addition, if the request for leave is to care for a family member, the certification shall include an estimate of the amount of time the employee needs to care for the person requiring care and a statement that the serious health condition warrants the participation of a family member to provide care during the period of the leave. If the request for leave is based on the employee’s own serious health condition, the certification shall include a statement that, due to the serious health condition, the employee is unable to perform the functions of his/her position.

6.640.7.3 If the employee is requesting leave for intermittent treatment or leave on a reduced leave schedule for planned medical treatment, the certification must also state the medical necessity for the leave, the dates on which treatment is expected to be given, the duration of the treatment and the expected duration of the leave.

6.640.7.4 In any case in which the District has reason to doubt the validity of any certification provided to support an employee’s request to take leave because of the employee’s own serious health condition, the District may require the opinion of a second and third health care provider consistent with state and federal law.

6.640.8 Reinstatement/Non-Discrimination

6.640.9 Notifications

6.640.10 Due to the birth or adoption of a child, a parent shall be granted a leave of absence with pay not to exceed five (5) days during any one school year. Such paid leave shall be taken within sixty (60)
days of the birth or adoption of the child and shall run concurrently with FMLA/CFRA leave.

6.640.11 Service-Member Family Leave.

a. Eligibility. A bargaining unit member who is eligible under for FMLA/CFRA and who is the spouse, son, daughter, parent, or next of kin of a covered service-member shall be entitled to a total of 26 workweeks of leave during a 12-month period to care for the service-member. The leave described in this paragraph shall only be available during a single 12-month period. "Next of kin," used with respect to an individual, means the nearest blood relative of that individual. "Covered Service-member" means a member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness.

b. Coordination with FMLA. As an augmentation of FMLA, Service-member Family Leave, during the single 12-month period described in this Service-member Leave section, an eligible unit member shall be entitled to no more than a combined total of 26 workweeks of leave under FMLA.

6.79 Leaves of Absence for Critical Illness (Life-Threatening) or Injury in the Immediate Family

6.79.1. Leaves of absence with full pay not to exceed five (5) days per school year shall be granted to bargaining unit members upon furnishing of acceptable proof of critical illness or injury in the immediate family. For purposes of this provision, "immediate family" shall be defined as members listed under section 6.32.4 of this Article.

6.79.2 Proof of illness or injury shall be presented to the Superintendent or his designee, if so requested, upon return to duty and shall consist of a signed statement from a licensed physician, surgeon, chiropractor or osteopath, certifying that the absence was caused by illness or injury. Nothing in this section shall discriminate against evidence of treatment and the need therefore by the practice of the religion of any well recognized church or denomination.

6.87 Industrial Accident and Illness Leave

6.87.1. Unit members will be entitled to industrial accident or illness leave for personal injury which has qualified for Worker's Compensation under the provisions of the insurance regulations in effect at the time of the industrial accident or illness.
6.87.2 Such leave shall not exceed sixty (60) work days during which the schools of the District are required to be in session or when the unit member would otherwise have been performing work for the District in any one fiscal year for the same industrial accident.

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

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

6.87.5 If the unit member fails to endorse to the District any wage loss benefit check received on account of the industrial accident or illness as provided above, the District shall deduct from the unit member’s salary warrant the amount of such disability indemnity actually paid to and retained by the unit member.

6.94.1 Creation

6.94.1.1 The Association and the District agree to create a Catastrophic Leave Bank effective September 1, 1997.

6.94.1.2 For the purpose of this section, a “day” shall be any day a unit member is expected to be on duty as determined by the terms of this agreement.

6.94.1.3 Days shall be contributed to the bank and withdrawn from the bank without regard to the daily rate of pay of the participant.

6.94.2 Eligibility & Contributions

6.94.2.1 All unit members on active duty with the district are eligible to contribute to Catastrophic Leave Bank.
6.944.2.2 Participation is voluntary, but requires contribution to the Bank. Only contributors will be permitted to withdraw from the bank.

6.944.2.3 The contribution, solicited by the District to the unit members, using the appropriate district form, shall be authorized by the unit member.

6.944.2.4 Donations to the Bank are irrevocable.

6.944.2.5 Contributions shall be made between September 1st and October 1st of each school year.

6.944.2.6 The annual rate of contribution by each participating unit member shall be a maximum of two (2) five (5) days of sick leave. If the number of days in the bank on October 1st is less than 250 days, unit members must contribute at least one (1) day of sick leave each year in order to be eligible to withdraw from the bank.

6.9.2.6.1 In the event the number of sick days available is insufficient to accommodate an approved request, the Association may request a special drive for sick days by site or throughout the District. This drive may take place at any time during the school year. In no event shall the 5-day limit on donations be exceeded in a single school year.

6.944.2.7 If the number of days in the Bank on October 1st exceeds 250 days, no contribution shall be required of returning unit members. Those unit members joining the Catastrophic Leave Bank for the first time and those returning from leave shall be required to contribute to the Bank (See 6.944.2.6)

6.944.3 Withdrawal from the Bank

6.944.3.1 Catastrophic Leave Bank participants whose sick leave is exhausted may withdraw from the Bank for catastrophic illness or injury. Catastrophic illness or injury shall be defined as an illness or injury (based on competent medical evidence) that incapacitates a unit member for over twenty (20) consecutive days within one school year, or is reasonably certain to result in such incapacity for twenty consecutive days within one school year. The employee who receives leave from the bank shall furnish all requested medical information deemed necessary by the District to
determine the employee's eligibility to receive donated leave under this section. Upon request by the District, the employee shall execute an authorization for the release of medical information. The District shall be entitled to obtain an independent medical evaluation to determine an employee's right to receive leave from the leave bank.

6.944.3.2 Unit members must use all accrued sick leave, but not differential leave, available to them before they become eligible to withdrawal from the bank.

6.944.3.3 A unit member who exhausted full paid sick leave, but still has differential leave, is eligible for a partial supplement from the Bank. The District shall pay the unit member full pay and the Bank shall be charged the one-half sick leave day. This shall not exceed the amounts allowed as maximum below.

6.944.3.4 Unit members who are eligible to withdraw from the Bank will receive no more than thirty (30) sick days per request. If necessary, unit members may reapply for an additional (thirty) 30 sick days. The maximum number of days withdrawn from the bank by any one unit member, per school year shall not exceed sixty (60) days. Leave from the Bank may not be used from one year to the next. Unit member must reapply at the beginning of a new school year. Catastrophic Leave shall be used as transition to STRS Disability or some other income protection plan.

6.944.3.5 If the Bank does not have sufficient days to fund a withdrawal request, the District is under no obligation to provide additional days.

6.944.3.6 Leave from the bank may not be used for work related illnesses or injuries which qualify the unit member for worker compensation benefits unless the unit member has exhausted all workers compensation leave.

6.944.4 Process for Settling Disputes

6.9.4.1 The District and the Association agree to establish a Catastrophic Leave Review Committee. The committee shall be comprised of five members, two appointed by the District and three appointed by CVSTA. Any unit member dissatisfied with any action taken or decision made by the District, concerning the Catastrophic Leave plan herein provided, may appeal that action or decision to the review panel within ten (10) working days. Unit member(s) dissatisfied with any action taken by the Catastrophic Leave Review Committee may appeal that decision to the Board of
Trustees within ten (10) working days. The decision of the Board shall be final.

6.944.4.25 Any denial of catastrophic leave by the District, the Catastrophic Leave Review Committee, and/or the Board of Trustees shall not be subject to the grievance procedure contained in this Agreement.

6.10 Bereavement Leave

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

6.10.2 For purposes of this provision, an immediate family member shall be limited to: mother, father, former legal guardian, grandmother, grandfather, or grandchild of the unit member or of the spouse of the unit member, the spouse, domestic partner as defined by law, mother-in-law, father-in-law, son, son-in-law, daughter, daughter-in-law, brother or sister of the unit member, any relative living in the immediate household of the unit member.

6.10.3 When appropriate, bereavement leave shall be taken prior to the use of other paid or unpaid leave

6.115 Other Leaves without Pay

6.115.1 Leave without compensation, vertical step increment, or tenure credit, may be granted for one school year for the following purposes, which include, but are not limited to: Peace Corps, care for a member of the immediate family who is ill, long term illness of a unit member (other than that provided in Article 6.944), adoption and/or care of a child, service in an elected public office, or professional study or research. **Except as otherwise expressly stated under this Article, leaves granted under this Article shall not be used to pursue employment outside of the District without prior approval from the District.** Leaves granted under this Article may be extended for a maximum of one year at the discretion of the District.

6.115.2 Unit members on unpaid leave shall not be entitled to health and welfare benefits pursuant to Article 5, except as otherwise required by law, but may keep such benefits in force by paying necessary premiums in advance. Unit members on leave for less than thirty (30) calendar days shall continue to receive such benefits at District expense.
6.115.3 The application for such leaves of absence shall be in writing. In addition, a unit member on such leave shall notify the District Personnel Office no later than sixty (60) days before the end of the leave regarding an intent to return to employment in the District.

6.115.4 The unit member on leave without pay shall be entitled return to his/her assignment, if available, or, if not available, to a comparable position, but not necessarily at the location where the unit member served prior to such leave.

6.126 Judicial Leave

6.126.1 Unit members will be provided paid leave for regularly called jury duty up to a maximum of ten (10) working days. The Superintendent, or designee, may extend this leave under extenuating circumstances, including, but not limited to, the completion of a trial to which the employee was assigned prior to the tenth day of service.

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

6.126.3 Unit members required to be present as witnesses in court will be provided leave in cases where (a) the unit member is under subpoena to be present and testify, (b) the unit member is a respondent with the District, or (c) the unit member is a respondent to charges applying to duties performed within the scope of District employment, but not including charges brought about through the connivance or misconduct of the unit member.

6.126.4 Any fees, honorariums or costs, other than mileage, paid to the unit member must be reimbursed to the District.

6.126.5 The Association shall encourage unit members to serve jury duty outside the regular school year.

6.13 Military Leave

6.13.1 Members of the bargaining unit who are attached to the military services and apply for a temporary military leave shall make every effort endeavor to prevent their military obligation from conflicting with school duties.

Temporary military leave pursuant to Military and Veterans Code Section 395 shall be granted to members of the bargaining unit called into temporary active duty of any unit of the United States Reserves or
the National Guard, without loss of pay or accumulated sick leave, provided such obligation cannot be fulfilled on days when school is not in session and provided further that the period of ordered duty does not exceed one hundred eighty (180) calendar days, including time involved in going to and returning from, such duty. A member of the bargaining unit on temporary military leave of absence who has been in the service of the Centinela Valley Union High School District for a period of not less than one (1) year immediately prior to the day on which the absence begins, shall be entitled to receive salary or compensation as an employee of the District for the first thirty (30) days of any such absence. Pay for such absence shall not exceed thirty (30) days in any one (1) fiscal year.

6.13.2 Any member of the bargaining unit who enters the active military service of the United States of America or the State of California during any period of national emergency declared by the President of the United States of America; the Governor of the State of California; or during any war in which the United States of America is engaged shall be entitled to military leave to the extent such leave is required to serve. Within six (6) months after such member honorably leaves such service or has been placed on inactive duty, the member shall be entitled to return to the position held by the member at the time of the member's entrance into such service at the salary to which the member would have been entitled had the member not been absent from the service of the School District under the provisions of this subsection 16.13.2.

6.13.3 Pursuant to Education Code section 44800, such absence shall not affect in any way the classification of such employee. In the case of a member of the bargaining unit who is a probationary employee, the period of any military leave of absence shall not count as part of service required as a condition precedent to the classification of that member as a permanent employee of the District. A member of the bargaining unit who is a probationary employee shall not be subjected to non-re-election while on a military of absence.

6.13.4 A bargaining unit member who is on military leave for more than 60 instructional days and is in the process of evaluation as provided in Article 9, shall have her/his evaluation tolled until the school year immediately following her/his return from active duty. All Article 9 timelines shall then be applicable. The fact of military leave of absence shall not negatively impact the bargaining unit member's evaluation.

6.13.5 A bargaining member requesting requiring military leave shall submit a leave request form to the District accompanied by written orders from their commanding officer indicating the required service dates for
the leave. The request and supporting documentation shall be provided prior to the leave.

6.148 Sabbatical Leave

6.148.1 A unit member who has satisfactorily completed at least seven (7) full years of service in the District shall be eligible for sabbatical leave once in each eight (8) years. Application may be made during the unit member’s seventh consecutive year in the District. A full year of service shall consist of seventy-five percent (75%) of the regular school year, without absence for illness or other cause. A maximum of two percent (2%) of the certificated personnel on the District’s payroll as of September 30th shall be eligible for a sabbatical leave during the following school year.

6.148.2 Criteria for Selection

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

(a) The relative value to the District of the proposed program as submitted by an eligible applicant.

(b) The relationship of sabbatical leave activities to the present assignment of the unit member.

(c) Whether or not the applicant had previously been granted a sabbatical leave.

(d) If other criteria are equal, the seniority of the unit member shall prevail.

6.148.3 Conditions of Leave

Sabbatical leave may be granted for not less than one full semester, nor for more than one academic year. To be eligible for sabbatical leave during the second semester of a school year, a unit member must have completed a minimum of seventy-five percent (75%) service of all work days scheduled during the first semester.

Unit members who are selected for one semester sabbatical leave must take such leave during the second semester, except by mutual consent of the District and the unit member.
Unit members granted sabbatical leave shall render a period of service with the District following his/her return from sabbatical leave which is equal to twice the period of his/her sabbatical leave.

6.148.4 Selection Procedure

Candidates for sabbatical leave shall:

(a) Make application to the Assistant Superintendent, Human Resources during the last two weeks of October but in no event later than November 1st. Applications may be obtained from the Personnel Office.

(b) Applications may be considered only for the school year immediately following that during which the application is received. If an applicant is not granted a leave, the person must apply again in a future year in order to be considered.

(c) Applicants shall present as part of their application evidence of satisfactory service as required in this Article, reasons for desiring the leave, proposed length of the leave (with inclusive dates), and any other relevant data to assist the District in making its decision regarding sabbatical leave. The District may conduct interviews, or request additional information for clarification of the proposal.

(d) An applicant whose request for sabbatical leave is approved by the Board of Trustees shall be notified within one week of such approval.

(e) The approval of sabbatical leaves shall be discretionary with the Board of Trustees, and nothing in this Article shall be construed as requiring the Board to approve requests for such leaves.

6.148.5 Compensation While on Leave

(a) The recipient of a sabbatical leave (yearlong or semester) shall receive the difference between his/her base salary and the salary of the replacement teacher/substitute. Base salary is defined as the appropriate step and column placement, including career increments and professional growth.
incentives, but does not include any form of extra compensation previously earned by the recipient.

(b) At least thirty (30) days prior to the beginning of such leave, the unit member shall furnish the District with a suitable bond indemnifying the District against loss in the event that the unit member fails to render the appropriate period of service as provided in 6.149.3 above for the District following his/her return from sabbatical leave. Such bond shall be exonerated in the event the failure of such unit member to return and render the required service is caused by the death of the unit member or by a physical or mental disability rendering the person incapable of returning to service.

(c) The unit member shall make arrangements with the District Business Office for the disposition of salary warrants. Such disposition shall be either:

1. Written appointment of a bank to receive the salary warrant, or

2. Disposition according to an appropriate and fully executed power of attorney.

6.148.6 Sick Leave Benefits

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

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

(a) Notify the Superintendent of the accident or onset of serious illness within ten (10) days, by registered letter.

(b) Upon recovery, be available for immediate return to service. The amount of compensation due under the provision of 6.149.6 shall not be affected if the unit member has complied with 6.149.6 above.

6.148.7 Effect of Sabbatical Leave upon Retirement
Sabbatical leave shall count toward retirement, and the retirement and annuity contributions shall be deducted from unit member's compensation while on such leave.

6.148.8 At the expiration of a sabbatical leave, the unit member who has been granted such leave shall be reinstated, unless the person agrees otherwise, in the position held at the time the leave was granted, provided that conditions have not arisen which would have changed conditions, the unit member returning from leave shall be reinstated and be assigned work appropriate to the field of training, with the appropriate salary status including any increments allowed.

6.148.9 Required Reports

Each unit member who has been on sabbatical leave for a full year, or during the previous Spring semester, shall file with the Superintendent's office a written report no later than October 15. A unit member who has been on such leave during the Fall semester only shall file the report no later than the following March 15th. Such report shall contain detailed data as to the activities of the unit member, together with the unit member's appraisal of the professional value of the experience gained while on leave, the manner in which such experience or knowledge gained may be used for the benefit of the students or the school in which the unit member is located, and any other data necessary for a satisfactory report. The Superintendent shall determine that all conditions of the sabbatical leave have been fulfilled. The report shall then be filed with the Assistant Superintendent, Human Resources.

6.15 Notification of Return to Work

6.15.1 Unless otherwise specified in this Agreement, a member on any leave of absence shall notify the appropriate management person of the approximate date the member intends to return to service and verify the exact date as soon as it is known, but in no case later than 1:30 P.M. of the work day prior to the member's return to service.

6.15.2 If the member fails to so notify the appropriate management person in accordance with the provisions of the preceding paragraph and a substitute reports for service, the unit member shall remain and complete the work day.

Executed this 14th day of June, 2018, in Lawndale, California.
TENTATIVE AGREEMENT
September 26th, 2018

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 7 for the 2017-2018 school year.

ARTICLE 7: TRANSFERS AND REASSIGNMENTS

7.1 Definitions

7.1.1 Transfer: A relocation of a probationary, temporary, or permanent unit member from one school or other work location site to another, excluding moves within the same school or work site.

7.1.1.a1 Voluntary Transfer: A transfer requested by a unit member.

7.1.1.b2 Involuntary Transfer: A transfer caused by the District.

7.1.2 Reassignment: The relocation change in assignment of a probationary, temporary or permanent unit member from one department or classification to another department or classification at the same work site, also, the relocation of a person from one department in a school to another in accordance with the criteria set forward in 7.2.

7.1.3 Vacancy: A position in-the-unit to which no unit member has been assigned.

7.1.4 Emergency Transfer or Reassignment: A transfer or reassignment made to a vacancy due to immediate scheduling needs, when insufficient time is available to meet the required timeline in Section 7.2.1, when the District could not reasonably have known in time to notify all unit members. Notice shall be transmitted to those unit members who meet the criteria listed in Section 7.2 of this Article and who have previously filed written requests for transfer and/or reassignment.

7.1.6 Request for transfer or reassignment: A form submitted to the District by a unit member indicating a desire to transfer. Requests for transfer shall be filed during the month of February, and a
master list shall be valid for one school year. Unit members may also file requests for transfer after having been notified of specific individual vacancies. An Administrator may request the transfer of a unit member after first notifying the person.

7.1.7 The school administration shall notify unit members of partial vacancies and seek volunteers for those vacancies.

7.1.8 No unit member shall be transferred or reassigned for arbitrary reasons.

7.2 Notices of Vacancies

7.2.1 Notices of vacancies for the ensuing school year shall be posted during the Spring semester. Notice of vacancies during the school year shall be posted for a minimum of ten (10) calendar days before the interview process begins.

7.2.2 Notices of vacancies shall be posted on the District website, throughout the District, and transmitted to unit members via District email, who have previously filed written requests for transfer or reassignment. Unit members to be notified during the summer recess shall submit their names, with five (5) stamped, self-addressed envelopes, to the District Personnel Office prior to June 15. All notices of vacancies shall be posted at appropriate site locations throughout the District. Extra duty assignment vacancies shall only be posted emailed to unit members at the site of the vacancy unless such extra duty could reasonably be performed by a unit member employed at another District site.

7.2.3 All notices of vacancies shall contain the following information:

(a) Location;

(b) Job description;

(c) Duration of job;

(d) Minimum and/or desirable essential qualifications. A statement of specific criteria desired for the filling of the vacancy, and shall indicate which of the criteria listed in Article 7.2 (if any) are more important than others.
7.2.4 This notification provision Notification provisions shall be waived in the event of an emergency as defined in Section 7.1.4, except as provided herein.

7.3 Considerations for Transfers and Reassignments

7.3.1 7.2 The following criteria are to be utilized in making transfers and reassignments: (listed in alphabetical order)

(a) Ability to perform adjunct and other related duties

(b) Credential(s)

(c) Evaluations (written)

(d) Major and/or minor fields of study

(e) Seniority (when all the other criteria listed in Article 7.2.1 are equal, district seniority shall be the controlling determining factor)

(f) Special training or ability

(g) Staffing balance as a result of program and/or enrollment changes.

7.3.2 Request for volunteer transfer/reassignment shall be valid for the duration of the current school year and shall be honored should vacancies arise.

7.4 Involuntary Transfers or and Reassignments

7.4.1 Involuntary transfers/reassignments may be made for any of the following reasons:

(a) Declining Enrollment: When a decrease in the number of students which enrollment is decreases in a school, worksite, program, or course requires requiring a decrease in the number of unit members. at the worksite or

(b) Elimination of a Program or Course: When a program or course is eliminated, requiring a decrease in the number of unit members, elimination of programs(s) and/or funding, worksite closings, or
(c) **Relocation of a School or Worksite:** When a school or worksite is relocated, requiring the movement of unit members.

(d) **Administrative:** upon determination **When it is determined** by the Superintendent and/or designee that an involuntary transfer/reassignment is in the best interest of the District. The Superintendent and/or designee shall not subject unit members to an involuntary transfer for punitive, retaliatory, arbitrary, discriminatory or capricious reasons.

7.4.2 The District shall seek volunteers prior to making any involuntary transfer/reassignment.

7.4.3 The unit member shall be notified of the impending transfer or reassignment at the earliest reasonable date the District is aware that a transfer or reassignment will take place. In the event that there must be a transfer or reassignment during the school year because of declining enrollment or enrollment shifts, such a transfer may take effect immediately. A unit member shall be provided 48 hours notification prior to start of new assignment when practical.

7.4.4 A personal conference with the appropriate administrator shall be granted to any unit member upon request who is involuntarily transferred and/or reassigned. The conference shall be held within five (5) working days of request. During the conference, the unit member shall be advised of the reason(s) for the transfer and/or reassignment. Upon request and within five (5) working days after the conference, the reason(s) shall be sent to the unit member in writing. The unit member shall be notified of the impending transfer or reassignment at the earliest reasonable date the District is aware that a transfer or reassignment will take place. In the event that there must be a transfer or reassignment during the school year because of declining enrollment or enrollment shifts, such a transfer may take effect immediately.

7.4.5 In the event of an involuntary transfer or reassignment, the unit member being transferred or reassigned shall be provided one (1) paid working day to prepare and organize his/her classroom environment and materials. The District shall provide assistance in moving a unit member's material to wherever a unit member is being transferred or reassigned.

7.4.5 If the decision to involuntarily transfer a unit member is due to changes in student enrollment or elimination of program(s) and/or funding, the District shall seek volunteers prior to making any
involuntary transfer/reassignment. In the event no qualified and credentialed bargaining unit member volunteers for the vacancy, the unit member with the least district seniority and the appropriate credential shall be involuntarily transferred or reassigned.

7.4.6 Unit members shall not be subject to an involuntary transfer for punitive, retaliatory, arbitrary or capricious reasons.

7.4.6 A bargaining Unit members who are involuntarily transferred and/or reassigned pursuant to Section 7.4 of this article shall not be subject to another involuntary transfer for at least three years from the date of the transfer, unless by mutual agreement with the unit member. Involuntary transfers or reassignments shall not be made outside the unit member’s credential(s) unless by mutual consent.

7.4.6.1 This provision does not prohibit the involuntary transfer of the protected unit member:

(a) When a school, worksite, or program is relocating, and all unit members at the school, worksite, or program are required to move;

(b) When the unit member is the only employee with the appropriate credential(s) to fill a vacancy;

(c) When all unit members at a school, worksite, or program are protected due to a prior transfer. In this instance, the least senior unit member at the affected worksite with the appropriate credential(s) shall be transferred.

7.5 Transfers Relating to the Closing of a School

7.5.1 In the event of the closing of a District school, unit members from the school being closed, in order of seniority shall have the right of first preference and first refusal over other District employees for existing or projected vacancies during the school year prior to the closing. Said vacancies may exist or be created by:

(a) New positions at other schools due to increases in enrollment; or
(b) Other unit members leaving the District.

In addition, all probationary and temporary teachers shall remain unassigned until permanent teachers from the school being closed have been placed.

7.5.2 If two or more permanent teachers from the school being closed stated a preference for the same vacancy, and if qualifications under 7.3.2 are equal, the unit member with greatest District seniority shall be transferred to the vacancy.

7.5.3 The Administration of each remaining high schools shall open the position of department head within two years after the closing of a school. **In the event of a school closure, Department Chairperson at the closing site, shall be released from the Department Chairperson position at the end of the school year in which the school is closing.**

(a) **Notification of availability of Department Chairperson positions shall be made to all unit members no later than the first day of school in the ensuing school year.**

(b) **New elections shall be conducted for the positions of Department Chairperson at all schools in the District within ten (10) school days following the first day of school.**

(c) **The principal of the school shall be notified of the election results within twelve (12) school days following the first day of school. Should no notification occur, the principal may appoint a Department Chairperson.**

(d) **The new Department Chairperson shall complete the remaining term identified in Section 3.10.6.1 so as to avoid the interruption of the election rotation.**

7.6 Transfers Related to Re-Opening Schools

7.6.1 Apply current contract language for filling vacancies.

7.6.2 Voluntary requests for transfers shall occur prior to District initiated transfers

7.6.3 A unit member who applies for a vacancy and has a clear credential in the subject area which the vacancy exists, shall have
the right to fill that vacancy over a unit member with an emergency credential.

7.7 **Unit members shall not be involuntarily transferred/reassigned outside of the unit member's credential(s), unless by mutual agreement.** Involuntary transfers or reassignments shall not be made outside the unit member's credential(s) unless by mutual consent.

7.8 **Unit members shall not be transferred or reassigned for punitive, retaliatory, arbitrary, discriminatory, or capricious reasons.**

7.9 7 Committee on Assignments

The Superintendent or designee shall establish a Committee on Assignments which may grant approval for the assignment of full-time teachers to teach courses outside their credential authorization as permitted by law in an area for which they have special skills or preparation.

The committee shall include an equal number of teachers, selected by teachers pursuant to procedures established by CVSTA, and school administrators selected by school administrators.

Executed this 26th day of September, 2018, in Lawndale, California.

CVUHSD

[Signature]

CVSTA

[Signature]
TENTATIVE AGREEMENT
September 26th, 2018

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 2017-2018 school year.

ARTICLE 8: Class Size

14.1 District management will establish class sizes as determined by the instructional needs of the District, the building facilities available and the financial conditions of the District, except as specified below.

14.2 Class size in any program having statutory limits, including special education, shall conform to state and federal mandates.

14.3 The district wide pupil-teacher ratio shall be 30.5 students per regular classroom teacher (FTE). This ratio is limited in its application to "regular" classroom teachers and does not include traditional "large group instruction" (e.g., physical education, band, chorus, athletics, JROTC), nor does it include traditionally small classes such as class size reduction and Special Education. Class size reduction classes are exempt from the ratio only to the extent the District receives funding from the state or federal government for class size reduction classes. By way of example, if the funding received by the District pays for 80% of the class size reduction classes, then 80% of the class size reduction classes will be excluded from the class size ratio.

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

14.3.2 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.

8.3.32 The District shall limit the size of Physical Education traditional large group instruction classes to a maximum of 50 students. No traditional large group instruction class within the ratio shall exceed a student enrollment of 50 later than the end of the fourth third full week of each
semester, without the written permission of the teacher. Such permission shall be obtained on the form contained in Appendix D. **No probationary teacher in his or her first or second year of teaching shall be allowed to have a traditional large group instruction class that exceeds the class size cap of 50 students.**

14.4 The District shall make every effort to ensure class sizes do not exceed the agreed-upon maximums no later than the end of the third fourth full week of each semester, where a full week constitutes 5 days of instruction. The District-wide pupil-teacher ratio shall be verified at the end of the fourth third **full** week of each semester, where a full week constitutes 5 days of instruction. Positions excluded from the designation of “regular” classroom teachers shall be staffed as follows:

14.4.1 Counselors’ assigned caseloads shall not exceed 400:1 **500:1, 425:1** but not less than one (1) counselor per school.

14.4.2 One (1) Work Experience Coordinator per comprehensive school (Hawthorne, Lawndale, Leuzinger).

14.4.3 One (1) Activities Director per comprehensive school (Hawthorne, Lawndale, Leuzinger).

14.4.4 One (1) Athletic Director per comprehensive high school (Hawthorne, Lawndale, Leuzinger).

14.4.5 Speech and Language Pathologists’ caseloads shall not exceed 50:1 55:1, but not less than one (1) Speech and Language Pathologist per comprehensive school (Hawthorne, Lawndale, Leuzinger).

14.5 The district wide pupil-teacher ratio shall be at the end of the fourth (4th) week of each semester using the format developed by CVUHSD/CVSTA. District/school administrators will update this form on a periodic basis.

14.6 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’ caseloads shall be set in accordance with applicable law. The District shall use its best efforts to have any special education student’s case managers be one of the student’s teachers.

14.6 Class sizes for Special Education classes

14.6.1 Specialized Academic Instruction (SAI) special education (all designations, including Speech-Language Pathologists) classes shall not exceed 15 students. SELPA best-practice.
14.6.2 Class size for all Community-Based Instruction Functional Life Skills (FLS) classes shall not exceed 12 15 students.

14.6.3 Class size for all Autism classes shall not exceed 10 12 students.

14.6.4 Class size for severe health condition classes shall not exceed 10 12 students, or DIS Counselors.

14.6.5 Class size for Adult Transition classes shall not exceed 12 15 students.

14.7 Psychologists', Speech-Language Pathologists', and Special Education case managers' caseloads shall be set in accordance with applicable law. The District shall use its best efforts to have a special education student's case manager be one of the student's teachers remain consistent throughout a student's enrollment.

14.8 The District shall limit the number of administrators to bargaining unit members to the number the "Ryan Ratio" of 1 administrator for every 14 classroom teachers. The list of administrators and teachers shall be submitted to CVSTA by the end of the 6th full week of the fall semester, where a full week constitutes 5 days of instruction, and the end of the 2nd full week of the spring semester, where a full week constitutes 5 days of instruction.

Executed this 26th day of September, 2018, in Lawndale, California.

CVUHSD

CVSTA
TENTATIVE AGREEMENT
September 26th, 2018

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 10 for the 2017-2018 school year.

ARTICLE 10: Grievance Procedure

10.1 Definitions

10.1.1 Grievance: A written statement by a unit member and/or the Association in which an allegation is made that a specific section of the Agreement has been violated. (See Appendix E) The statement shall contain a request for a specific remedy or remedies to the alleged violation.

10.1.2 Grievant: A unit member or the Association filing a grievance.

10.1.3 Days: A grievant's working days, or, by mutual consent, days when the District office is open for business.

10.1.4 Informal Step: A required discussion of the allegation between the grievant and the appropriate administrator, in an attempt to resolve the grievance.

10.2 General Principles

10.2.1 A unit member who believes that this Agreement has been violated may file a grievance. The unit member must utilize the Informal Step, 10.1.4 above, before filing a grievance at Step 1.

10.2.2 Either party has the right to the assistance of a conferee or legal counsel at any step in the procedure.

10.2.3 If the same grievance, or substantially the same grievance, is filed by more than one unit member, only one unit member on behalf of himself or herself and the other grievants may process this grievance through this procedure. The names of all aggrieved parties shall appear on any documents submitted by the grievant.

10.2.4 If the same grievance, or substantially the same grievance, is filed at more than one work location, the grievances may be combined into one grievance by mutual agreement between the Association and the District.

10.2.5 Once a grievance has been filed, it shall not be amended. If substantive information was omitted from the original written allegation, the grievant must re-file the amended grievance with the appropriate supervisor at step 1 of this procedure. Such amendment shall not invalidate the timeliness of a previously valid filing of the original grievance.
10.2.5 **A grievance must be filed within thirty (30) days of the alleged violation, or within thirty (30) days of the time that the grievant should reasonably have known of the alleged violation.**

10.2.6 **The time limits contained herein are considered maximum time limits; however, time limits may be extended by mutual written agreement.**

10.3 **Steps in the Grievance Procedure**

10.3.1 **Informal Step**

Before filing a formal written grievance, the grievant shall attempt to resolve the grievance through an informal conference with the grievant's immediate supervisor as provided in 10.1.4 above. Such conference, as well as the actual formal filing of a written grievance in the event the conference does not resolve the problem, must take place within the applicable time limits as outlined in 10.2.5 above.

10.3.2 **Step 1**

The written grievance shall be filed with the grievant's immediate supervisor and the Assistant Superintendent, Human Resources. Within twelve (12) days of receipt of the grievance, the immediate supervisor shall confer with the grievant and any witnesses requested by the grievant and render a written decision to the grievant and to the Association.

10.3.3 **Step 2**

The grievant may appeal the decision from Step 1 to the Assistant Superintendent, Human Resources within fifteen (15) days after receipt of the Step 1 decision. This appeal shall be presented in writing with all documents and printed materials submitted at Step 1. The grievant shall notify the Association of the request for appeal. Within fifteen (15) days of receipt of the appeal, the Assistant Superintendent, Human Resources, shall confer with the grievant and shall render a written decision. Copies of the decision shall be sent to the grievant and to the Association.

10.3.4 **Step 3**

The grievant may appeal the decision from Step 2 to the Superintendent within fifteen (15) days after receipt of the Step 2 decision. The appeal shall be in writing, and the grievant shall send copies to the Association. Within fifteen (15) days of receipt of the appeal, the Superintendent shall confer with the grievant and shall render a written decision. Copies of the decision shall be sent to the grievant and to the Association.

10.3.5 **Step 4**

Mediation prior to arbitration shall be pursued if a grievant and/or Association is not satisfied with the disposition of the grievance at Step 3. A request for mediation must be submitted in writing to the District within eighteen (18) days after a written decision is rendered or should have been rendered at Step 3.
10.3.5.1 Within twenty (20) work days of requesting mediation, the Association shall request that a mediator from the California State Mediation Service, or from any other mutually agreeable dispute resolution center, be assigned to assist the parties in the resolution of the grievance.

10.3.5.2 The mediator shall meet with the grievant, the Association, and the District for the purpose of resolving the grievance. The timeline may be extended by mutual agreement of the parties.

10.3.5.3 If an agreement is reached, the agreement shall be reduced to writing and shall be signed and shall constitute a settlement of the grievance.

10.3.5.4 In the event that the grievant, the Association, and the Superintendent or his/her designee have not resolved the grievance with the assistance of the mediator within ten (10) workdays from the last meeting held by the mediator, the Association may terminate Step 4 and the grievance may proceed to arbitration.

10.3.6 Step 5
A grievant who is not satisfied with the decision at Step 4 may request the Association to submit the grievance to arbitration. If the Association concurs with the grievant’s request for arbitration, the Association shall, within ten (10) days after receipt of the Superintendent’s decision, submit a request in writing to the Superintendent for arbitration of the dispute, and the District shall join in the request. Failure to meet the time limit shall constitute an ultimate withdrawal of the grievance.

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

10.3.6.2 **Steps in the Grievance Procedure may be skipped by mutual agreement between the Association and the District.**

10.4 Authority of the Arbitrator

10.4.1 The District and the Association agree that the jurisdiction and authority of the arbitrator, and the opinion or award expressed by the arbitrator, shall be confined exclusively to the interpretation of the express provisions of this Agreement, nor shall the arbitrator have any authority to impose any limitations or obligations not specifically provided for under the terms of this Agreement.

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

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

10.4.4 If either party raises the issue of arbitrability, such party raising the issue may request, by written notice to the other party at least forty-eight (48) hours in advance of the hearing, a separate hearing on the issue of arbitrability. Such decision may, upon agreement of the parties, consist of a decision without written opinion. No hearing on the merits of the case will be conducted until the issue of arbitrability has been decided.

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

10.5 Arbitration Procedures

10.5.1 Issues

The arbitrator shall hear evidence on the issue or issues that were submitted to arbitration.

If the parties do not agree on a submission agreement, the arbitrator shall frame the issue(s) by referring to the grievance records at Steps 1, 2 and 3.

10.5.2 Award

The arbitrator shall submit a written award, with supporting findings, to each party as soon as practicable after submission.

10.5.3 Representation

A grievant may represent himself at all stages of this procedure or, at the grievant’s option, and with Association concurrence, be represented by the Association. If the grievant is not represented by the Association or its representative, the Association shall have a right to submit written responses at each step of the procedure.

10.5.4 Costs of Arbitration

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

10.5.5 Election of Remedies

By filing a grievance and processing it beyond Step 3, the grievant expressly waives any right to statutory remedies or to the exercise of any legal process other than as provided by Article 10. The processing of a grievance beyond Step 3 shall constitute an express election on the part of the grievant that the arbitration procedure is the chosen forum for resolving the issues contained in the grievance, and that the grievant will not resort to any other forum or procedure for resolution or review of the issues. The parties do not intend by the provision of 10.54 to preclude the
enforcement of an arbitration award in any court of competent jurisdiction.

Executed this 26th day of September, 2018, in Lawndale, California.

CVUHSD

[Signature]

CVSTA

[Signature]

[Date: 9/24/18]

[Date: 9/26/18]

2017-2018 CVUHSD and CVSTA Negotiations: Article 10
TENTATIVE AGREEMENT
September 26th, 2018

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 11 for the 2017-2018 school year.

(STATUS QUO)

ARTICLE 11: District Rights

11.1 It is understood and agreed that the District retains all of its powers and authority to direct, manage and control to the full extent of the law. All matters not covered under this Agreement or within the scope of consultation in Government Code 3543.2 are exclusively reserved to the District including, but not limited to, determination of the following: Included in, but not limited to, those duties and powers are the right to:

11.1.1 The legal, operational, geographical, and organizational structure of the District, including the division of authority, organizational divisions and sub-divisions, and external and internal boundaries of the District;

11.1.2 The financial structure of the District, including sources of income, taxes and debt, investment policies, fiscal and budget control policies and procedures, budgetary allocations, and expenditures apart from those expressly allocated to fund the wages, benefits or other obligations of this Agreement;

11.1.3 The number and location of any District-owned or controlled properties, buildings, facilities, equipment, and other improvements; the utilization of same, and the functions and services to be performed at each of same;

11.1.4 The dates, times and hours of operation of District facilities and activities;

11.1.5 The selection, classification, assignment, direction, transfer, reassignment, promotion, demotion, placement on leave, evaluation, discipline, and termination of all personnel of the District except as set forth in this Agreement;
11.1.6 The kinds and levels of services to be rendered by District personnel to students and to the public, and the support services to be provided to employees and other District personnel; and the numbers, kinds, and patterns of methods, personnel, and materials to be utilized in such services;

11.1.7 The educational policies, objectives, standards, and programs, including but not limited to those relating to curriculum, textbook selection, educational equipment and supplies, admissions, attendance, student assignments, grade level advancement, student guidance, student testing, student integration, student conduct and discipline, food services, student transportation, and the type of extracurricular and co-curricular activities;

11.1.8 The safety and security measures and rules for students, personnel, the public, properties, facilities, vehicles, materials, supplies, and equipment;

11.1.9 Action in the event of an emergency - examples: Act of God, natural disaster, act of war, declaration of martial law, strike, insurrection, revolution, flood, earthquake, fire, epidemic, plague, power failure, or energy crisis.

Determine its organization; Direct the work of its employees, Determine the times and hours of operation; Determine the kinds and levels of services to be provided, and the methods and means of providing them; Establish its educational policies, goals and objectives; Insure the rights and educational opportunities of students; Determine staffing patterns; Determine the number and kinds of personnel required; Maintain the efficiency of District operation; Determine the curriculum; Build, move or modify facilities; Establish budget procedures and determine budgetary allocation; Determine the methods of raising revenue; Take action in the event of an emergency - examples:

Act of God, natural disaster, act of war, declaration of martial law, strike, insurrection, revolution, flood, earthquake, fire, epidemic, plague, power failure, or energy crisis; and Hire, classify, assign, transfer, reassign, evaluate, promote, terminate and discipline unit members.

11.2 The District retains all the authority and rights conferred on it by law, or other legal source, except to the extent that such authority is explicitly governed by the express terms of the Agreement, or to the extent that the duty to bargain has not been clearly waived by the terms of this Agreement. The exercise of the foregoing powers, rights, authority, duties and responsibilities conferred on by the District, the adoption of policies, rules, regulations and practices in furtherance thereof, shall be limited only by the
specific and express terms of this Agreement, and then only to the extent such specific and express terms and policies are in conformance with the law.

11.3 The contractual rights of the Association and the employees are set forth in the other Articles of this Agreement, and this Article is not a source of such rights. Accordingly, any dispute arising out of or in any way connected with either the existence of or the exercise of any of the above-described rights of the District, or arising out of or in any way connected with the effects of the exercise of such rights, is not subject to the grievance provisions set forth in Article 10, unless the grievance in question is an allegation that the District has violated an express provision of some other Article of this Agreement.

Executed this 26th day of September, 2018, in Lawndale, California.

CVUHSD

CVSTA

2017-2018 CVUHSD and CVSTA Negotiations: Article 11
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 12 Association Rights for the 2017/2018 school year:

**Article 12 Association Rights**

12.1 Right to Represent

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

12.2 Right to Associate

The District and Association recognize the right of employees to form, join and participate in the activities of the Association and the equal alternative right of employees to refuse to form, join or participate in employee organization activities.

12.3 Rights of Access, Communication, and Use of Facilities

The Association shall have the right of access at reasonable times to areas in which employees work, the right to use bulletin boards, mail boxes, and other means of communication, and the right to use District facilities at reasonable times for the purpose of meetings concerned with the rights guaranteed in the Public Educational Employment Relations Act.

(a) Access

The District shall notify the Association of all new hires who are members of the bargaining unit within 10 workdays. The Association shall be granted access to bargaining unit members during all District orientations for new hires. Such access shall be no less than for one hour. The Association may opt to meet with new hires at times outside of District orientations, but within the work day by mutual agreement. Persons not members of the school staff who wish to come to the school site for Association matters during the school day shall notify the site administrator for his/her permission. Such permission shall be given unless the visit would cause interruption in the educational process.

(b) Communication

The Association shall be entitled to post notices of Association concern on a staff bulletin board in an area frequented by teachers in each school complex. The Association shall be entitled to the use of regular inter-school delivery services and mailboxes for communication to employees regarding matters which involve the Association, and they shall be identified as to their origin. An Association representative shall be responsible for intra-school distribution of said
communications, and no cost shall be imposed on the District for such communications. A copy of general distribution Association material shall be sent to the principal or designee at time of posting or delivery.

(c) Use of Facilities

The Association may use school facilities for meetings when involved unit members are not on duty, subject to approval of the principal. Such approval shall be granted unless such meetings conflict with previously scheduled use of such facilities or the buildings are otherwise unavailable for use. Such meetings shall not interfere with the service of the employee or the school program.

12.4 Employee-Names Information

The employer shall provide the Association with names and addresses of all bargaining unit personnel no later than October 15 September 1 the third full week of each school year and of all bargaining unit personnel employed after September 30 the third full week of each school year within thirty (30) ten (10) days of employment. After September 1 the third full week of the school year, the employer shall provide to the Association a complete list of all members of the bargaining unit upon request of the Association.

12.4.1 The employer shall notify the Association of any third-party requests for bargaining unit members’ contact information within two (2) District Office workdays.

12.4.2 The employer shall notify the Association of any third-party or California Public Records Act (CPRA) request for bargaining unit member disciplinary, evaluative, or other personnel-record information.

12.4.3 The employer shall provide the Association a reasonable opportunity to object to disclosure of the requested information and/or to raise potential concerns before the employer responds to the requester.

12.4.4 The employer shall provide the Association with the opportunity to object to disclosure of the requested information before the employer publicizes the information.

12.5 Association Dues and Fees

12.5.1 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 pursuant to the authorization agreement, 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 September 30. 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.
12.5.2 With respect to all sums deducted by the District pursuant to Section 12.6, 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.

12.5.3 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.

12.6 Association Business

The Association shall receive a total of twenty (20) days per year, in full day increments, at Association discretion, for Association business, subject to prior notice to the District and provided sick leave is not used in connection with concerted activities. The Association shall reimburse the District for the cost of substitutes.

12.7 Faculty Advisory Committees

Each school site may form a Faculty Advisory Committee made up of 3-6 CVSTA bargaining unit members and the Principal to discuss and make suggestions to the Principal on issues affecting unit members on campus. The CVSTA representatives will be elected by CVSTA members at that school site.

- The committee will schedule monthly meetings.
- All committee members may place items on the agenda.
- Written summaries from the committee will be distributed to the staff.
- The committee can recommend waiving provisions of the contract for up to one year. Written waiver requests and supporting rationale must be provided to CVSTA and the District in a timely fashion. CVSTA and the District reserve the right to approve/disapprove waiver requests.

12.8 Superintendent’s Advisory Committee

The Superintendent shall periodically meet with a Superintendent’s Advisory Committee to discuss issues affecting the District or school sites. CVSTA representatives will include the CVSTA President and one certificated staff person from each school site.

12.9 Employee Rights—Organizational Security

The District and the Association recognize the right of employees to form, join and participate in lawful activities of employee organizations and the equal alternative rights of employees to refuse to form, join, participate in employee organizations.
12.9.1 Accordingly, membership in the Association shall not be compulsory. A unit member has the right to choose, either: to become a member of the Association; or, to pay to the Association a fee for representation services; or, to refrain from either of the above courses of action upon the grounds set forth in Section 12.13, below.

12.10 Unit Members' Obligation to Exclusive Representation

A bargaining unit member who does not fall within one of the exempted categories as set forth in Section 12.16, below, and who has not voluntarily made application for membership in the Association within the sixtieth (60th) day following either the date upon which this Agreement is executed or the date upon which said employee has been formally hired by the District as a bargaining unit employee, whichever date is later, must pay annually to the Association a representation fee in accordance with Education Code 45061 in exchange for representation services necessarily performed by the Association in conformance with its legally imposed duty of fair representation on behalf of said unit member who is not a member of the Association.

12.11 Definition of Representation Fee

The Representation fee collected from non-Association unit members pursuant to Section 12.10 above shall not exceed an amount equal to the Association's (CVSTA/CTA/NEA) annual dues for representing such unit members.

12.12 Prorated Representation Fee

Bargaining unit members hired during the school year shall pay a prorated representation fee. Such pro-rata share shall be based upon the number of days of actual scheduled services for a school year as compared with the number of days available for full-time employment in the school year. Any fraction of a month shall be conducted as a full month. Part-time, non-exempt bargaining unit members shall pay a prorated representation fee on the basis of said employee's annual salary as compared with the same annual salary for a comparable full-time employee.

12.13 Employee Exempted From Obligation To Pay Association

No unit member shall be required to join the Association or to make an agency fee payment if the unit member is a member of a religious body whose traditional tenets or teachings include objections to joining or financially supporting employee organizations.

12.13.1 Such exempt unit member shall, as an alternative to payment of a representation fee to the Association, pay an amount equivalent to such representation fee to: (a) The United Way; or (b) The Children's Hospital; or (c) Any charity designated by the Association.

12.13.2 The Association, upon written request, may require such exempt unit member to submit a written affidavit to the Association verifying the existence and nature of the allowable objection to payment of a
representation fee. In addition, the Association may require such exempt unit member to submit proof of payment of an amount equivalent to such representation fee to one of the alternative funds or organization listed above.

12.14 Payment Method

Any unit Association members who are not exempt from payment under Section 12.13 above may pay the properly determined annually the properly-determined representation fee dues directly to the Association on an annual basis.

12.14.1 As an alternative to the direct payment method, a unit member may voluntarily sign and deliver to the District a written assignment authorizing deduction of the properly established representation fee dues as determined by the Association, in Section 12.13 above, subject to the conditions set forth elsewhere in this Agreement for payroll deductions. Upon voluntary authorization duly completed and executed, the District will deduct from the pay of unit members and pay to the Association the normal and regular monthly representation fee dues.

12.14.2 In the event that a unit member who is not exempted from payment under Section 12.13 does not voluntarily sign and deliver to the District an authorization pursuant to Section 12.13, or pay annually the representation fee directly to the Association pursuant to Section 12.10, the Association may request in writing that the District deduct from the pay of the unit member and pay to the Association the normal and regular monthly representation fee without the approval of the unit member pursuant to Education Code 45061. Prior to making a request for the District to involuntarily deduct the representation fee from any unit member’s pay, the Association shall notify the unit member of the request. The District shall be obligated to make such deductions as requested by the Association.

12.15 Layoffs and Leaves of Absences

The District is under no obligation to make payroll deductions for periods during which a unit member is either terminated from active employment or not on the District’s active payroll for any reasons, including, but not limited to, layoff and voluntary leave of absence for more than thirty (30) days. Upon the rehiring of any unit member, or upon the recalling of a unit member from layoff status, the District will resume or initiate dues or representation fee deductions for such member upon direction by the Association, only upon a valid dues/representation fee deduction authorization as defined herein.

12.16 Obligation of Parties

12.16.1 District’s Obligations

The District’s sole and exclusive obligations under this Article are to notify any unit member who has failed to comply with the provisions of this Section that, such unit member must either become an Association
member, pay a representation fee, either through voluntary or involuntary deductions, or establish an exempt status and make payment pursuant to provisions of Section 12.13.1 of this Agreement, and to make payroll deductions pursuant to Section 12.14.1 of this Agreement. It is the express intention of the parties to utilize the remedies provided for in Education Code Section 45061 for enforcing this Article.

12.16.2 Association Obligations

The Association shall be responsible for requiring unit members to fulfill obligations defined herein and to collect any representation fees dues which may be due and payable to the Association in consideration for its services as the exclusive representative of unit employees.

12.17 Hold-Harmless Provision

The Association and/or its parent organizations CTA and NEA agree to indemnify and hold harmless from any and all liability and pay all legal fees and legal costs incurred in defending against any court action and/or administrative action before the Public Employment Relations Board challenging the legality or constitutionality of the agency fee provisions of this agreement or their implementation; and shall have the exclusive right to decide representation and to determine whether any such action or proceeding referred to in the above paragraph shall or shall not be compromised, resisted, tried or appealed.

12.18 Political Activities Deductions

The District shall not deduct money specifically earmarked for ABC, PAC or other political activities unless such deduction is affirmatively, separately and specifically authorized in writing by the unit member.

12.19 President Release Time

The CVSTA President will be released from 40%80%40% of his/her assignment in order to participate in district/school meetings, educate/train staff, visit school sites, improve community relations, and perform other functions necessary for carrying out his/her duties.

12.20 Department Budgets

The District shall develop and deliver tentative budgets to department chairs by June 1 of the preceding school year.

12.21 Assignments

All bargaining unit members shall receive notice of the subjects and positions that they will be assigned to no later than the end of the semester preceding the semester of their assignment, or two weeks prior, whichever is earlier. The notification in the spring for the fall semester shall be tentative and may be changed by the District based on the District's needs.
However, any changes to a bargaining unit member's assignment made on the first day of the semester or after that involve a new prep shall be compensated for one day at their per diem rate or with one release day, at the bargaining unit member's discretion.

12.22 Identification of Students

Each classroom teacher shall be given written notification by October 15 for the end of the fourth full week of the fall semester and February 15 for the end of the fourth full week of the spring semester of any and all special programs or circumstances (including but not limited to RSP, English Language Learners, special education, health issues, any Education Code section 49079 issue, etc.) for each student enrolled in the teacher's class.

12.23 Committee Members

12.23.1 CVSTA may shall name appoint all teacher bargaining unit members of any committee created to jointly address bargaining subjects (e.g. benefits, safety, budget).

12.23.2 CVSTA shall appoint all bargaining unit members of any committee created to jointly address to all committees charged with creating, implementing and evaluating professional development activities for certificated employees.

12.24 District Directory

The District shall publish and post on the District's website a directory including the names, titles, telephone extensions, fax numbers, and e-mail addresses of all site staff. The District will use its best efforts to publish the directory before the end of October the eighth (8th) full week of the school year each year.

Executed this 26th day of September, 2018, in Torrance, California.

CVUHSD  

CVSTA
TENTATIVE AGREEMENT
September 26th, 2018

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 13 for the 2017-2018 school year.

(STATUS QUO)

ARTICLE 13: No Concerted Activities

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

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

13.3 It is understood that, in the event the Association violates this Article, the District shall be entitled to withdraw any rights, privileges, or services provided for in the Agreement from the Association.

13.4 Neither the submission of this proposal, nor its violation or expiration, shall prejudice the District's legal position that the above activities are or may be independent violations of the law and illegal notwithstanding this Article.

Executed this 26th day of September, 2018, in Lawndale, California.

CVUHSD

CVSTA

2017-2018 CVUHSD and CVSTA Negotiations: Article 13
TENTATIVE AGREEMENT
March 28th, 2018

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 14 for the 2017-2018 school year.

ARTICLE 14: Support of Agreement

14.1 The District and the Association agree that it is to their mutual benefit to encourage the resolution of differences through the meet and negotiation process. Therefore, it is agreed that the Association will support this Agreement for its term and will not appear before the Board of Trustees to seek change or improvement in any matter subject to the meet and negotiation process except by mutual agreement of the District and the Association or except under terms of the reopen provisions of Article 2 of this Agreement.

14.2 Individual school site may request waivers from this Agreement and/or Board Policies subject to the following guidelines:

14.2.1 A formal written proposal shall be presented to the active unit members at the affected site by one or more active unit members assigned to the affected site, including the duration of the proposed waiver.

14.2.2 Unit members at the site shall vote on the proposal in a secret ballot election, to be conducted and supervised by two members of the Association Executive Board. A vote of approval by at least two-thirds of the voting unit members assigned to the site shall be required for the process to continue to the next step.

14.2.3 The approved formal proposal shall be presented to and reviewed by the CVSTA Executive Board and the Superintendent. The CVSTA Executive Board and the Superintendent shall meet together to review the proposal.

14.2.4 If both parties approve the proposal, the CVSTA Executive Board must obtain formal approval from the CVSTA Representative Council.

14.2.5 If the waiver is approved by the CVSTA Representative Council and the Board of Education, it shall be implemented. If implemented, it shall be valid for one year unless otherwise stipulated in the initial proposal.

2017-2018 CVUHSD and CVSTA Negotiations: Article 14
Executed this 28th day of March, 2018, in Lawndale, California.

CVUHSD

CVSTA

2017-2018 CVUHSD and CVSTA Negotiations: Article 14
TENTATIVE AGREEMENT
March 28th, 2018

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 15 for the 2017-2018 school year.

(Status Quo)

ARTICLE 15: Effect of Agreement

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

Executed this 28th day of March, 2018, in Lawndale, California.

CVUHSD

CVSTA

2017-2018 CVUHSD and CVSTA Negotiations: Article 15
TENTATIVE AGREEMENT
September 26th, 2018

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 16 for the 2017-2018 school year.

ARTICLE 16: Completion of Meet and Negotiation

16.1 During the term of this Agreement and any agreed upon extension thereof, and except as otherwise contained herein, the Association expressly waives and relinquishes the right to meet and negotiate with respect to any subject or matter specifically referred to or covered in this Agreement or those subjects or matters discussed during the negotiations but not included in this Agreement. This provision is not intended to deny the Association any of its rights under the Education Employment Relations Act in the event that unilateral changes in working conditions are proposed or implemented, except in the event the District indicates that it will implement a unilateral change in a past practice to a matter within the scope of or a permissible subject of bargaining, the Association reserves the right to negotiate any such unilateral change per the Educational Employment Relations Act. Matters that were not within the knowledge or contemplation of either the District or the Association at the time they met, negotiated, and executed this Agreement shall be subject to the demand-to-bargain process.

Executed this 26th day of September, 2018, in Lawndale, California.

CVUHSD

[Signature]

[Signature]

CVSTA

[Signature]

[Signature]
TENTATIVE AGREEMENT
March 28th, 2018

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 15 for the 2017-2018 school year.

ARTICLE 17: Savings

17.1 If any provision of this Agreement is held by a court or tribunal of appropriate jurisdiction to be contrary to law, or becomes so by way of legislative or regulatory action, then such provision or application will be deemed to be invalid to the extent required by such court or tribunal decision, statute, or legislative or regulatory action, but all other provisions or applications of this Agreement shall continue in full force and effect.

17.2 CVSTA and the District shall meet on a case by case basis to discuss changes or additions to statutes or legislative acts that affect the Articles of this Agreement.

Executed this 28th day of March, 2018, in Lawndale, California.

CVUHSD

[Signatures]

CVSTA

[Signatures]

2017-2018 CVUHSD and CVSTA Negotiations: Article 17
TENTATIVE AGREEMENT
March 28th, 2018

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 18 for the 2017-2018 school year.

ARTICLE 18: Nondiscrimination

18.1 Neither the District nor the Association shall unlawfully discriminate against any unit member in applying the specific provisions contained in this Agreement on the basis of race, color, ancestry, ethnic group identification, sexual orientation, religion, marital or parental status, sex, national origin, age (as provided by State and Federal law), gender, gender identity, gender expression, and/or mental or physical disability, or the perception of one or more of these actual or perceived characteristics. The parties shall attempt to resolve any grievances filed under this section internally. However, in the absence of resolution, this provision shall not be subject to arbitration under the grievance procedure contained in this Agreement if an administrative remedy is available under state and/or federal law.

18.2 Neither the district nor the Association shall unlawfully discriminate against unit members on the basis of participation or non-participation in Association activities.

Executed this 28th day of March, 2018, in Lawndale, California.

CVUHSD

[Signatures]

CVSTA

[Signatures]

2017-2018 CVUHSD and CVSTA Negotiations: Article 18
TENTATIVE AGREEMENT
March 28th, 2018

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 18 for the 2017-2018 school year.

ARTICLE 19: Health and Safety Conditions

19.1 A joint CVUHSD/CVSTA committee shall be established to develop school site procedures that will address safety and working conditions on each campus to ensure all district facilities are in "good repair" as defined in Education Code Section 17002(d)(1). These procedures will be completed/reviewed by December 1st of each school year. That report should be sent to both the Superintendent and the CVSTA office for distribution. The report shall include an investigation of the following conditions at each campus:

- Gas Leaks
- HVAC Mechanical Systems
- Windows/Doors/Gates/Fences
- Interior Surfaces
- Hazardous Materials
- Structural Damages
- Fire Safety
- Electrical
- Pest/Vermin Infestation
- Drinking Fountains
- Sewer System
- Roofs
- Playgrounds/School Grounds
- Security
- Violence
- Health issues
- Indoor air pollution
- Derelict conditions of campus
- Disaster preparedness
- Mold inspections
- Working, sanitary and accessible restrooms

19.1.1 The Committee shall also establish policy and procedures to address safety and working conditions on each campus pursuant to Education Code Section 17002(d) and in accordance with Education Code Section 35186. These conditions include but are not limited to:
Gas Leaks
HVAC Mechanical Systems
Windows/Doors/Gates/Fences
Interior Surfaces
Hazardous Materials
Structural Damages
Fire Safety
Electrical
Pest/Vermin Infestation
Drinking Fountains
Sewer System
Roofs
Playgrounds/School Grounds
Security
Violence
Health issues
Indoor air pollution
Derelict conditions of campus
Disaster preparedness
Mold inspections
Working, sanitary and accessible restrooms

19.1.2 The Committee shall meet between August and June to review, update and/or modify established policies and procedures as well as to address and/or remedy any unsafe or hazardous working condition.

19.2 The principal and/or the designee of the district shall make all reasonable efforts to investigate any problem relating to unsafe or hazardous working conditions within his or her their authority. Upon written notification, the principal or the designee of the district shall address any unsafe or hazardous condition within 48 hours. The principal or designee of the district shall remedy a complaint within reasonable time period but not to exceed 30 working days from the date the complaint was received {Ed Code 35186.4(b)}.

19.2.1 CVSTA will be provided with a written plan of action to resolve the unsafe or hazardous condition.

19.3 The District shall pay unit members for days lost due to an emergency or natural disaster to the extent that the District receives additional funding for those days from the State of California.

19.4 Site administration shall provide class coverage for teachers in times of medical necessity, as required by law.

Executed this 28th day of March, 2018, in Lawndale, California.

2017-2018 CVUHSD and CVSTA Negotiations: Article 19
TENTATIVE AGREEMENT  
September 26th, 2018

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 Salary Schedule A for the 2017-2018 school year.

**SALARY SCHEDULE “A”**

Centinela Valley Union High School District  
Certificated Salary Schedule  
Effective July 1, 2018  

*DOES NOT YET REFLECT THE AGREED UPON 2.5% INCREASE*

<table>
<thead>
<tr>
<th>I</th>
<th>II</th>
<th>III</th>
<th>IV</th>
<th>V</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CTE CREDENTIAL WITHOUT BA/BS OR SHORT-TERM PERMIT WITH BA/BS</strong></td>
<td><strong>CTE OR INTERN OR PRELIMINARY OR CLEAR CREDENTIAL</strong></td>
<td><strong>BA/BS + 45 UNITS OR MA/MS</strong></td>
<td><strong>BA/BS + 60 UNITS OR BA/BS + 45 WITH MA/MS</strong></td>
<td><strong>BA/BS + 75 UNITS OR BA/BS + 60 WITH MA/MS</strong></td>
</tr>
<tr>
<td>1</td>
<td>$47,069</td>
<td>$54,292</td>
<td>$54,830</td>
<td>$55,331</td>
</tr>
<tr>
<td>2</td>
<td>$49,512</td>
<td>$54,875</td>
<td>$55,634</td>
<td>$57,782</td>
</tr>
<tr>
<td>3</td>
<td>$51,959</td>
<td>$55,460</td>
<td>$56,910</td>
<td>$60,312</td>
</tr>
<tr>
<td>4</td>
<td>$54,412</td>
<td>$56,044</td>
<td>$59,387</td>
<td>$62,848</td>
</tr>
<tr>
<td>5</td>
<td>$56,861</td>
<td>$58,479</td>
<td>$61,923</td>
<td>$65,397</td>
</tr>
<tr>
<td>6</td>
<td>$60,995</td>
<td>$64,449</td>
<td>$67,926</td>
<td>$71,437</td>
</tr>
<tr>
<td>7</td>
<td>$63,516</td>
<td>$67,045</td>
<td>$70,464</td>
<td>$73,985</td>
</tr>
<tr>
<td>8</td>
<td>$66,033</td>
<td>$69,513</td>
<td>$73,006</td>
<td>$76,535</td>
</tr>
<tr>
<td>9</td>
<td>$68,541</td>
<td>$72,043</td>
<td>$75,564</td>
<td>$79,098</td>
</tr>
<tr>
<td>10</td>
<td>$71,059</td>
<td>$74,563</td>
<td>$78,091</td>
<td>$81,645</td>
</tr>
<tr>
<td>11</td>
<td>$73,574</td>
<td>$77,082</td>
<td>$80,628</td>
<td>$84,197</td>
</tr>
<tr>
<td>12</td>
<td>$76,095</td>
<td>$79,618</td>
<td>$83,162</td>
<td>$86,764</td>
</tr>
<tr>
<td>13</td>
<td></td>
<td>$82,825</td>
<td>$85,990</td>
<td>$89,173</td>
</tr>
<tr>
<td>18</td>
<td></td>
<td>$85,126</td>
<td>$88,913</td>
<td>$92,762</td>
</tr>
<tr>
<td>23</td>
<td></td>
<td>$88,019</td>
<td>$91,936</td>
<td>$95,916</td>
</tr>
</tbody>
</table>

| 28 | | $91,011 | $95,062 | $99,179 | 

2017-2018 CVUHSD and CVSTA Negotiations: Article 3 Salary Schedule A
TENTATIVE AGREEMENT
September 26th, 2018

* Effective July 1, 2018, all newly-hired CTE teachers without a BA/BS shall be placed in Column I of Salary Schedule A. CTE teachers without a BA/BS hired prior to July 1, 2018 shall remain on Salary Schedule E.

Executed this 26th day of September, 2018, in Lawndale, California.

CVUHSD

[Signature]

CVSTA

[Signature]
TENTATIVE AGREEMENT
September 26th, 2018

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 Salary Schedule B for the 2017-2018 school year.

Salary Schedule B

Junior Reserve Officers Training Corps (JROTC) Instructor Pay

<table>
<thead>
<tr>
<th>School Year</th>
<th>Enlisted Instructor ID# WD8330462</th>
<th>Officer Instructor ID# OZ1976073</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005-2006</td>
<td>$45,519</td>
<td></td>
</tr>
<tr>
<td>2006-2007</td>
<td>$47,793</td>
<td></td>
</tr>
<tr>
<td>2007-2008</td>
<td>$50,179</td>
<td></td>
</tr>
<tr>
<td>2008-2009</td>
<td>$55,326</td>
<td></td>
</tr>
<tr>
<td>2009-2010</td>
<td>$58,092</td>
<td></td>
</tr>
<tr>
<td>2010-2011</td>
<td>$60,997</td>
<td></td>
</tr>
<tr>
<td>2011-2012</td>
<td>$64,046</td>
<td></td>
</tr>
<tr>
<td>2012-2013</td>
<td>$67,251</td>
<td></td>
</tr>
<tr>
<td>2013-2014</td>
<td>$70,611</td>
<td></td>
</tr>
<tr>
<td>2014-2015</td>
<td>$81,168</td>
<td>$118,851</td>
</tr>
<tr>
<td>2015-2016</td>
<td>$77,850</td>
<td>$119,342</td>
</tr>
<tr>
<td>2016-2017</td>
<td>$81,742</td>
<td>$130,149</td>
</tr>
<tr>
<td>2017-2018</td>
<td>$85,520</td>
<td>$130,149</td>
</tr>
<tr>
<td>2018-2019</td>
<td>$87,221</td>
<td></td>
</tr>
</tbody>
</table>

Base JROTC instructor pay is specific to an individual JROTC instructor and is determined by the US Department of Defense (DOD). As JROTC instructors work under contract between the DOD and the District, instructor pay shall be published on an annual basis when the District is notified by the DOD of salary changes. Should a JROTC Instructor qualify for CVUHSD Salary Schedule A, they shall be paid the higher of the two rates.

Instructor Pay Calculator (Per Navy JROTC website, September 2018):

- Minimum Salary. Personnel employed shall receive a salary at least equal to the difference between their retired pay and the active duty pay and allowances, excluding incentive pay, which they would receive if ordered to active duty. The institution is the employing agency and shall pay the full salary due to the individual employed. The amount
reimbursed to the school is one-half of the minimum salary for each instructor.

- Minimum Salary Changes. The minimum salary for instructors normally changes at least two times per year. The adjustments are based on changes in active duty pay and allowances, retired Consumer Price Index adjustments, and when the Basic Allowance Housing (BAH) for a geographic area is adjusted. In any case, NSTC will provide schools and individual instructors with written notification of changes as they occur.

- Instructor Pay Calculator (as calculated by DOD):

\[(A + B + C + D + E) - R = M\]

(A) Basic Pay
(B) Basic Allowance for Subsistence (BAS)
(C) Basic Allowance for Housing (BAH)
(D) Clothing Replacement Allowance (CRA)
(E) Cost of Living Allowance (COLA)
(R) Retirement Pay
(M) Minimum Instructor Pay

Executed this 26th day of September, 2018, in Lawndale, California.

CVUHSD

CVSTA

2017-2018 CVUHSD and CVSTA Negotiations: Article 3 Salary Schedule B
TENTATIVE AGREEMENT
September 26th, 2018

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 Salary Schedule E for the 2017-2018 school year.

Salary Schedule E

CTE Teachers Without BA/BS Hired Prior to July 1, 2018
Effective July 1, 2018

<table>
<thead>
<tr>
<th>Step</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$45,519</td>
</tr>
<tr>
<td>2</td>
<td>$47,793</td>
</tr>
<tr>
<td>3</td>
<td>$50,179</td>
</tr>
<tr>
<td>4</td>
<td>$55,326</td>
</tr>
<tr>
<td>5</td>
<td>$58,092</td>
</tr>
<tr>
<td>6</td>
<td>$60,997</td>
</tr>
<tr>
<td>7</td>
<td>$64,046</td>
</tr>
<tr>
<td>8</td>
<td>$67,251</td>
</tr>
<tr>
<td>9</td>
<td>$70,611</td>
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<tr>
<td>10</td>
<td>$81,168</td>
</tr>
<tr>
<td>11</td>
<td>$77,850</td>
</tr>
<tr>
<td>12</td>
<td>$81,742</td>
</tr>
<tr>
<td>13</td>
<td>$119,342</td>
</tr>
</tbody>
</table>

NOTE: This salary schedule only applies to Employee #UZ0121601 and Employee #VP8114758.

Executed this 26th day of September, 2018, in Lawndale, California.

CVUHSD

CVSTA

2017-2018 CVUHSD and CVSTA Negotiations: Article 3 Salary Schedule E
TENTATIVE AGREEMENT
September 26th, 2018

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 Appendix A for the 2017-2018 school year.

APPENDIX A
CENTINELA VALLEY UNION HIGH SCHOOL DISTRICT
EXTRA COMPENSATION SCHEDULE
Effective July 1, 2018

<table>
<thead>
<tr>
<th>Position</th>
<th>Work Day</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>*Academy Coordinator Advisor</td>
<td>Regular Teaching Assignment: Teach 4 Periods; 1 period of release time for coordinator duties; 1 prep period</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• 4 periods teaching, including at least 1 period of an academy course</td>
<td>8% of Regular Salary</td>
</tr>
<tr>
<td></td>
<td>• 1 period prep</td>
<td>8.0% annually</td>
</tr>
<tr>
<td></td>
<td>• 1 period of release time for Academy Coordinator business</td>
<td></td>
</tr>
<tr>
<td>*Academy Leadership Team Member</td>
<td>Regular Teaching Assignment: Teach 5 Periods; 1 period prep</td>
<td>4% of Regular Salary</td>
</tr>
<tr>
<td></td>
<td>• 5 periods teaching, including at least 1 period of an academy course</td>
<td>4.0% annually</td>
</tr>
<tr>
<td></td>
<td>• 1 period prep</td>
<td></td>
</tr>
<tr>
<td>Activities Director Advisor</td>
<td>Regular Teaching Assignment: Teach 1 Period-Student Council</td>
<td>Schedule D and 8.3% annually</td>
</tr>
<tr>
<td></td>
<td>• See Section 4.1.1</td>
<td>of Step 5—Column II</td>
</tr>
<tr>
<td></td>
<td>• 1 period teaching Student Council or equivalent</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• 5 periods of release time for Activities Director business</td>
<td></td>
</tr>
<tr>
<td>All Asst. Coaches Athletic</td>
<td>Regular Teaching Assignment: Teach 5 Periods</td>
<td>of Step 5—Column II</td>
</tr>
<tr>
<td>Assistant Coach, Athletics</td>
<td>• 5 periods teaching</td>
<td>6.3% annually</td>
</tr>
<tr>
<td></td>
<td>• 1 period prep</td>
<td>$135.00/week while in CIF playoffs</td>
</tr>
<tr>
<td>Athletics Director Advisor</td>
<td>Regular Teaching Assignment: Teach 1 period</td>
<td>Schedule D and 8.3% annually</td>
</tr>
<tr>
<td></td>
<td>• See Section 4.1.1</td>
<td>of Step 5—Column II</td>
</tr>
<tr>
<td>Position</td>
<td>Work Day (Based on a 6-period day)</td>
<td>Compensation (All percentages are based on Schedule A, Step 510—Column II)</td>
</tr>
<tr>
<td>----------------------------------</td>
<td>---------------------------------------------------------------------------------------------------</td>
<td>----------------------------------------------------------------------------</td>
</tr>
</tbody>
</table>
| Athletics Trainer                | • 1 period teaching of Athletics or equivalent  
  • 5 periods of release time for Athletic Director business  
  Regular Teaching Assignment: Teach-5 Periods  
  • 5 periods teaching, including at least one period of Athletics Training or equivalent  
  • 1 period prep | 8.3 % annually of Step 5—Column II |
| *AVID Coordinator Advisor        | Regular Teaching Assignment: Teach-4 Periods; 2-prep periods  
  • 4 periods teaching, including at least 1 period of AVID  
  • 1 period prep  
  • 1 periods of release time for AVID Coordinator business | 8% of Regular Salary  
  8.0 % annually |
| *AVID Leadership Team Member      | • 5 periods teaching, including at least 1 period of AVID  
  • 1 period prep | 4.0 % annually |
| Band Director Advisor            | Regular Teaching Assignment: Teach-5 Periods  
  • 5 periods teaching, including at least 1 period of Band or equivalent  
  • 1 period prep | 7.0% 8.0 % annually of Step 5—Column II |
| Bilingual Resource Chairperson   | Teach-3 periods  
  2 periods for Dept. Management | 6% of Regular Salary |
| Career Academy Coordinator       | Subject to Grant Provisions: (Not in violation of Contract) | Subject to Grant Provision |
| Choral Director Advisor          | Regular Teaching Assignment: Teach-5 Periods  
  • 5 periods teaching, including at least 1 period of Choir or equivalent  
  • 1 period prep | 6.3 % annually of Step 5—Column II |
| Competitive Culinary Assistant Advisor Director | Regular Teaching Assignment: Teach-5 Periods  
  • 5 periods teaching  
  • 1 period prep | 6.3 % annually of Step 5—Column II |
| Competitive Culinary Advisor Director | Regular Teaching Assignment: Teach-5 Periods  
  • 5 periods teaching, including at least 1 period of Culinary Arts or equivalent  
  • 1 period prep | 7.3 % annually of Step 5—Column II |
<table>
<thead>
<tr>
<th>Position</th>
<th>Work Day</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Competitive Robotics Assistant Advisor Director</strong></td>
<td>Regular Teaching Assignment: Teach 5 Periods</td>
<td>6.3% annually of Step 5—Column II</td>
</tr>
<tr>
<td></td>
<td>• 5 periods teaching</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• 1 period prep</td>
<td></td>
</tr>
<tr>
<td><strong>Competitive Robotics Advisor Director</strong></td>
<td>Regular Teaching Assignment: Teach 5 Periods</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• 5 periods teaching, including at least 1 period of Robotics or equivalent</td>
<td>7.3% annually of Step 5—Column II</td>
</tr>
<tr>
<td></td>
<td>• 1 period prep</td>
<td></td>
</tr>
<tr>
<td><strong>Competitive Speech and Debate Assistant Advisor Director</strong></td>
<td>Regular Teaching Assignment: Teach 5 Periods</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• 5 periods teaching</td>
<td>6.3% annually of Step 5—Column II</td>
</tr>
<tr>
<td></td>
<td>• 1 period prep</td>
<td></td>
</tr>
<tr>
<td><strong>Competitive Speech and Debate Advisor Director</strong></td>
<td>Regular Teaching Assignment: Teach 5 Periods</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• 5 periods teaching, including at least 1 period of Speech and Debate or equivalent</td>
<td>7.3% annually of Step 5—Column II</td>
</tr>
<tr>
<td></td>
<td>• 1 period prep</td>
<td></td>
</tr>
<tr>
<td>Counselor</td>
<td>See Section 4.1.1</td>
<td>Salary Schedule D</td>
</tr>
<tr>
<td>Dance Performance Advisor Director</td>
<td>Regular Teaching Assignment: Teach 5 Periods</td>
<td>6.3% annually of Step 5—Column II</td>
</tr>
<tr>
<td></td>
<td>• 5 periods teaching, including at least 1 period of Dance or equivalent</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• 1 period prep</td>
<td></td>
</tr>
<tr>
<td>*Department Chair 6-20 Sections</td>
<td>Regular Teaching Assignment: Teach 5 Periods</td>
<td>4% of Regular Salary</td>
</tr>
<tr>
<td></td>
<td>• 5 periods teaching, including at least 3 periods of which are in department (including includes 1 prep period)</td>
<td>5.0% annually</td>
</tr>
<tr>
<td></td>
<td>• 1 period prep</td>
<td></td>
</tr>
<tr>
<td>*Department Chair 21-39 Sections</td>
<td>Regular Teaching Assignment: Teach 5 Periods</td>
<td>7% of Regular Salary</td>
</tr>
<tr>
<td></td>
<td>• 5 periods teaching, including at least 3 periods of which are in department (including includes 1 prep period)</td>
<td>8.0% annually</td>
</tr>
<tr>
<td></td>
<td>• 1 period prep</td>
<td></td>
</tr>
<tr>
<td>*Department Chair 40 or more Sections</td>
<td>Teach 4 Periods — 1 Period for Dept. Management</td>
<td>7% of Regular Salary</td>
</tr>
<tr>
<td></td>
<td>• 4 periods teaching, including at least 3 periods of which are in department (including includes 1 prep period)</td>
<td>8.0% annually</td>
</tr>
<tr>
<td></td>
<td>• 1 period prep</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• 1 period of release time for Department Chair business</td>
<td></td>
</tr>
<tr>
<td>DIS-Counselor</td>
<td>See Section 4.1.1</td>
<td>Salary Schedule D</td>
</tr>
</tbody>
</table>


<table>
<thead>
<tr>
<th>Position</th>
<th>Work Day (Based on a 6-period day)</th>
<th>Compensation (All percentages are based on Schedule A, Step 610, Column II)</th>
</tr>
</thead>
<tbody>
<tr>
<td>District Nurse</td>
<td>See Section 4.1.1</td>
<td>Salary Schedule D</td>
</tr>
<tr>
<td>Drama Production Director Advisor</td>
<td>Regular Teaching Assignment: Teach 5 periods Two major drama productions annually • 5 teaching periods, including at least 1 period of Drama or equivalent • 1 period prep</td>
<td>6.3% annually of Step 5—Column II</td>
</tr>
<tr>
<td>Drill Team Advisor Director</td>
<td>Regular Teaching Assignment: Teach 5 periods • 5 periods teaching • 1 period prep</td>
<td>7.3% annually of Step 5—Column II</td>
</tr>
<tr>
<td>*ELD Coordinator Advisor 1-200 199 Students Fewer than 200 students</td>
<td>Regular Teaching Assignment: Teach 4 periods; 1 period of release time for coordinator duties; 1 prep period • 4 periods teaching, including at least 1 period of ELD or equivalent • 1 period prep • 1 period of release time for ELD Coordinator business • 4 2 periods teaching, including at least 1 periods of ELD or equivalent • 1 period prep • 1 3 periods of release time for ELD Coordinator business</td>
<td>8% of Regular Salary 8.0% annually</td>
</tr>
<tr>
<td>*ELD Coordinator Advisor 200 or more students</td>
<td>Regular Teaching Assignment: Teach 4 periods; 1 period of release time for coordinator duties; 1 prep period • See Section 4.1.1 • Full release • 1 period teaching of ELD or equivalent • 5 periods of release time for ELD Coordinator business • 4 2 periods teaching, including at least 1 periods of ELD or equivalent • 1 period prep • 1 3 periods of release time for ELD Coordinator business</td>
<td>10% of Regular Salary 10.0% annually Salary Schedule D</td>
</tr>
<tr>
<td>Head Coach, Football</td>
<td>Regular Teaching Assignment: Teach 5 periods • 5 periods teaching • 1 period prep</td>
<td>8.3% annually, and $225.00 annually, if supervising 3 or more Assistant Coaches, and $170/week while in CIF playoffs</td>
</tr>
<tr>
<td>Head Coach, Other Athletics</td>
<td>Regular Teaching Assignment: Teach 5 periods • 5 periods teaching • 1 period prep</td>
<td>7.3% annually, and $225.00 annually, if supervising 3 or more Assistant Coaches, and $170.00 per week while in CIF playoffs</td>
</tr>
<tr>
<td>Position</td>
<td>Work Day</td>
<td>Compensation</td>
</tr>
<tr>
<td>--------------------------------</td>
<td>-----------------------------------</td>
<td>------------------------------------------</td>
</tr>
<tr>
<td><strong>Instructional Coach</strong></td>
<td><strong>1 period teaching</strong>&lt;br&gt;<strong>5 periods of release time for Instructional Coach business</strong></td>
<td><strong>Salary Schedule D</strong></td>
</tr>
<tr>
<td>Intramural Sports</td>
<td>Regular Teaching Assignment: Teach 5 Periods plus lunch-time sports program</td>
<td><strong>$1,124.00</strong></td>
</tr>
<tr>
<td>Journalism Advisor Director</td>
<td>Regular Teaching Assignment: Teach 5 Periods&lt;br&gt;<strong>5 periods teaching, including at least 1 period of Journalism or equivalent</strong>&lt;br&gt;<strong>1 period prep</strong></td>
<td><strong>6.3% annually of Step 5—Column II</strong></td>
</tr>
<tr>
<td>Pep Squad Advisor Director</td>
<td>Regular Teaching Assignment: Teach 5 Periods&lt;br&gt;<strong>5 periods teaching</strong>&lt;br&gt;<strong>1 period prep</strong></td>
<td><strong>7.3% annually of Step 5—Column II</strong></td>
</tr>
<tr>
<td>Program Facilitator</td>
<td>See Section 4.1.1</td>
<td><strong>Salary Schedule D</strong></td>
</tr>
<tr>
<td>Project Facilitator</td>
<td>See Section 4.1.1</td>
<td><strong>Salary Schedule D</strong></td>
</tr>
<tr>
<td>Psychologist</td>
<td>See Section 4.1.1</td>
<td><strong>Salary Schedule D</strong></td>
</tr>
<tr>
<td>Site-Categorical</td>
<td>See Section 4.1.1</td>
<td><strong>Salary Schedule D</strong></td>
</tr>
<tr>
<td>Social Worker</td>
<td>See Section 4.1.1</td>
<td><strong>Salary Schedule D</strong></td>
</tr>
<tr>
<td>Special Ed Program Specialist</td>
<td>See Section 4.1.1</td>
<td><strong>Salary Schedule D</strong></td>
</tr>
<tr>
<td>Speech-Language Pathologist</td>
<td>See Section 4.1.1</td>
<td><strong>Salary Schedule D</strong></td>
</tr>
<tr>
<td>Teacher on Assignment</td>
<td>See Section 4.1.1</td>
<td><strong>Salary Schedule D</strong></td>
</tr>
<tr>
<td>Title I Computer Lab Coordinator</td>
<td>6-Period-in-the-Computer Lab/Management/Resource</td>
<td><strong>378 Minute Day-on-Salary Schedule D</strong></td>
</tr>
<tr>
<td>ROP Coordinator Advisor 1-35 Students</td>
<td>Work Experience—1 Period ROP Coordinator/Teacher-of-Record&lt;br&gt;<strong>See Section 4.1.1</strong>&lt;br&gt;<strong>3 periods teaching, including at least 1 period of Work Experience</strong>&lt;br&gt;<strong>3 periods of release time for Work Experience business</strong></td>
<td><strong>Hired pre-July 1, 2006: 378 Minute Day-on-Salary Schedule D</strong>&lt;br&gt;Hired on or after July 1, 2006: 420 Minute Day-on-Salary Schedule D**&lt;br&gt;<strong>Salary Schedule D</strong></td>
</tr>
<tr>
<td>ROP Coordinator Advisor 36-70 Students</td>
<td>Work Experience—1 Period ROP Coordinator/Teacher-of-Record&lt;br&gt;<strong>See Section 4.1.1</strong>&lt;br&gt;<strong>2 periods teaching, including at least 1 period of Work Experience</strong>&lt;br&gt;<strong>4 periods of release time for Work Experience business</strong></td>
<td><strong>Hired pre-July 1, 2006: 378 Minute Day-on-Salary Schedule D</strong>&lt;br&gt;Hired on or after July 1, 2006: 420 Minute Day-on-Salary Schedule D**&lt;br&gt;<strong>Salary Schedule D</strong></td>
</tr>
<tr>
<td>Position</td>
<td>Work Day</td>
<td>Compensation</td>
</tr>
<tr>
<td>----------------------------</td>
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<td>--------------------------------------------------</td>
</tr>
<tr>
<td>Work Experience ROP</td>
<td>Work Experience</td>
<td>Hired pre July 1, 2006: 378 Minute Day on Salary</td>
</tr>
<tr>
<td>Coordinator Advisor</td>
<td>1 Period ROP</td>
<td>Schedule D</td>
</tr>
<tr>
<td>70-105 Students</td>
<td>Coordinator + Teacher of Record</td>
<td>Hired on or after July 1, 2006: 420 Minute Day on Salary Schedule D</td>
</tr>
<tr>
<td></td>
<td>• See Section 4.1.1</td>
<td>Salary Schedule D</td>
</tr>
<tr>
<td></td>
<td>• 1 period of Work Experience</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• 5 periods of release time for Work Experience business</td>
<td></td>
</tr>
<tr>
<td>Yearbook Advisor Director</td>
<td>Regular Teaching</td>
<td>6.3 % annually of Step 5—Column II</td>
</tr>
<tr>
<td></td>
<td>Assignment: Teach 5 Periods</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• 5 periods teaching, including at least 1 period of Yearbook or equivalent</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• 1 period prep</td>
<td></td>
</tr>
</tbody>
</table>

NOTE: The rates of compensation listed herein will go into effect as of July 1, 2019.

*Unit members holding this position *Unit members holding the position of Department Chair as of July 1, 2019 shall maintain compensation at their current rate (unless current rate is lower than percentage of Step 10, Column II, as set forth herein) for the duration of continuous service in that position their current term.

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.

REGULATIONS GOVERNING PAYMENT FOR ADDITIONAL ASSIGNMENTS:

1. Payment will be made **monthly during the athletic season or period of activity of the** - 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.

   **Unit members on Salary Schedule D shall not be eligible for 6th period assignment pay, sub pay, or any other extra-duty compensation resulting from activities conducted during their work day. This regulation in no way precludes the District from requiring a unit member on Salary Schedule D to perform the duties of a substitute teacher when necessary.**

2. **Unit members receiving periods of release time to conduct business relating to their extra-duty assignment shall not be eligible for 6th period assignment pay, sub pay, or any other extra-duty compensation resulting from activities conducted during their release periods. This regulation in no way precludes the District from requiring a unit member receiving periods of release time to perform the duties of a substitute teacher when necessary.**

3. **Unit members shall be given preference in filling athletic activities assignments in accordance with Education Code 44919(b), provided the unit member first applied for the position and is otherwise equally qualified under the applicable criteria established by the District for the position.**

4. The district will advertise all coaching and extra duty assignments internally for five (5) work days, 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 and a final decision shall be made in writing and signed by both parties.

5. When calculating the number of sections for Department Chairs' stipend/release period, only sections with a course code aligning it with that department shall be included. Sections shall not count for more than one department, and prep periods shall not be included in the calculation.

6. To qualify for the additional pay schedule:

a. The Activities Director Advisor or administrator designee shall attend all site leadership team meetings, all District Activities Director Advisor meetings, and coordinate such other school events as arranged by student council and approved by the designated administrator or administrator designee.

b. The Athletics Director Advisor or administrator designee shall attend all site leadership team meetings, all District Athletic Director Advisor meetings, all South Bay Athletics Association meetings, all required CIF meetings, and coordinate such other school events as arranged with the principal or administrator designee.

c. The Athletics Trainer shall attend all football practices, football games, home basketball games, and such other school athletics events as arranged with the principal or administrator designee.

d. The Band Director Advisor 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.

e. The Choral Director Advisor must shall direct at least one performance the first semester and two-one performances the second semester outside of regular school hours, and such other school events as arranged with the principal.

f. The Competitive Culinary Advisor Director shall direct at least one competition the first semester and one competition the second semester outside of regular school hours, and such other school events as arranged with the principal or administrator designee.

g. The Competitive Robotics Advisor Director shall direct at least one competition the first semester and one competition the second semester outside of regular school hours, and such other school events as arranged with the principal or administrator designee.

h. The Competitive Speech and Debate Advisor Director shall direct at least one competition the first semester and one competition the second semester outside of regular school hours, and such other school events as arranged with the principal or administrator designee.

i. The Dance Advisor Director must shall direct at least one performance the first semester and one performance the second semester outside of regular school hours, and such other school events as arranged with the principal or administrator designee.
j. The Department Chair shall attend monthly school site and Districtwide department chair meetings, all Professional Learning Development days optional or otherwise, and such other school events as arranged with the principal or administrator designee.

k. The Drama Production-Director Adviser shall direct at least one performance the first semester and one performances the second semester outside of regular school hours, and such other school events as arranged with the principal or administrator designee.

l. The Director of the Drill Team Advisor Director 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 or administrator designee.

m. The Journalism Advisor Director shall publish a quarterly newspaper, magazine, website, video, or other journalistic media product, and such other journalistic media products as arranged with the principal or administrator designee.

n. The Sponsor of the Pep Squad Advisor Director shall supervise the squad at all athletic events where the band and drill team appear, shall direct at least two performances outside of regular school hours, and such other events as arranged with the principal or administrator designee.

o. The Work Experience Coordinator Advisor shall complete all field supervision and documentation as set forth in the State Board approved Work Experience Education Program, and such other activities to in support of the Work Experience Education Program as arranged with the principal or administrator designee.

p. The Yearbook Advisor Director shall produce a rough draft of the yearbook by the end of the first semester, a rough draft final print or digital edition no later than three one months prior to the last day of school, and participate in such other school events as arranged with the principal or administrator designee.

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.

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 26th day of September, 2018, in Lawndale, California.

CVUHSD  

CVSTA
Memorandum of Understanding

Between the Centinela Valley Union High School District (CVUHSD) and
Centinela Valley Secondary Teachers Association (CVSTA)
(SBUT/CTA/NEA)

Support of Agreement:
Dual Enrollment Employment with El Camino Community College

Having met and negotiated in good faith, the Centinela Valley Union High School District (CVUHSD) and the Centinela Valley Secondary Teachers Association (CVSTA) enter into this agreement to provide opportunities for CVUHSD students to simultaneously earn both college and high school credit. The College and Career Access Pathways Dual Enrollment Program is a joint effort between El Camino Community College and the Centinela Valley Union High School District. The following terms and conditions have been agreed upon.

CVUHSD will identify any current CVSTA Bargaining Unit Members among applicants who meet El Camino College’s minimum qualifications for teaching each dual enrollment course offered at CVUHSD. When vacancies in the program are identified, CVSTA Bargaining Unit Members shall be hired to fill them provided the teacher meets the Minimum Qualifications for Faculty and Administrators in California Community Colleges and are selected by El Camino College. The qualifications can be accessed at: http://bit.ly/2fC4xcc.

In the event that an El Camino professor is hired to teach the course in lieu of a CVSTA Bargaining Unit Member who meets the minimum qualifications, CVUHSD shall employ the qualified CVSTA Bargaining Unit Member to co-teach the course, and fund the position outside of the site’s base FTE allotment. In the event no CVSTA Bargaining Unit Member meets El Camino College’s minimum qualifications for teaching a dual enrollment course offered at CVUHSD, and an El Camino College professor is provided, a CVSTA Bargaining Unit Member shall also be hired from the pool of applicants to co-teach the course, provided the CVSTA Bargaining Unit Member actively pursues meeting minimum qualifications. This co-teaching position shall also be funded outside the site’s base FTE allotment.

Provisions of the Collective Bargaining Agreement regarding class size shall be followed for dual enrollment courses. No class shall exceed 30 students and dual enrollment classes shall not be included in calculation of the pupil-to-teacher ratio. Under no circumstances shall the total number of Dual Enrollment teachers exceed twelve (12). No CVSTA Bargaining Unit Member positions shall be eliminated as a result of the dual enrollment courses.

No CVSTA Bargaining Unit Member shall be involuntarily transferred or reassigned in order to teach a dual enrollment course. Should any dual enrollment course be closed

MOU Regarding Dual Enrollment
due to insufficient enrollment, CVSTA Bargaining Unit Members shall not be subjected to any loss in compensation or status and shall be reassigned an alternate course.

All CVUHSD discipline policies will be adhered to in all dual enrollment courses.

On a quarterly basis, the District will invite CVSTA to send three (3) unit members of CVSTA's choosing to attend a CTEP meeting at the District Office for the purpose of reviewing data relating to the Dual Enrollment Program.

This MOU shall remain in effect through June 30, 2019.

Dr. Temilchs Brame  
President 
Centinela Valley Secondary Teachers Association

Dr. Stephen Nellman  
Assistant Superintendent 
Centinela Valley Union High School District

Date

MOU Regarding Dual Enrollment
Article 3 – Compensation

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 2016-2017 school year and entered into a corresponding agreement.

In addition to the terms negotiated therein, the parties desire to enter into the following Memorandum of Understanding (MOU) as it pertains to Article 3: Compensation, as follows:

1. For each of the 2018-2019 and 2019-2020 school years, ELD Coordinators at Hawthorne High School, Leuzinger High School, and Lawndale High School shall be provided with:
   a. Three (3) release periods for coordinator duties
   b. Two (2) ELD or equivalent classes
   c. One (1) preparation period

2. If the respective schools have an 8-period bell schedule, the ELD Coordinators shall be provided with:
   a. Four (4) release periods for coordinator duties
   b. Two (2) ELD or equivalent classes
   c. Two (2) preparation periods

Dr. Stephen Nellman
Assistant Superintendent
Centinela Valley
Union High School District

Date

Dr. Temisha Brame
President
Centinela Valley
Secondary Teachers Association

Date