

**ARTICLE 1: Recognition**

1.1 The Centinela Valley Union High School District recognizes that Centinela Valley Secondary Teachers Association, affiliated with South Bay United Teachers, the California Teachers Association and the National Education Association, as the exclusive bargaining representative of employees in all certificated positions including but not limited to the following positions:

- 1.1.1 regular full-time or part-time classroom teacher;
- 1.1.2 special education teacher
- 1.1.3 resource specialist
- 1.1.4 program /project facilitator
- 1.1.5 teacher on special assignment
- 1.1.6 categorically-funded teacher
- 1.1.7 teacher intern
- 1.1.8 summer school teacher
- 1.1.9 full time adult education teacher & advisor (20 or more hours per week)
- 1.1.10 counselor/DIS counselor
- 1.1.11 psychologist
- 1.1.12 librarian
- 1.1.13 nurse
- 1.1.14 activities director
- 1.1.15 JROTC instructor
- 1.1.16 work experience teacher/ROP (So. Cal ROC) coordinator
- 1.1.17 supervised suspension room teacher
- 1.1.18 instructional Coach
- 1.1.19 credit recovery teachers
- 1.1.20 independent study school teachers
- 1.1.21 Saturday school teachers
- 1.1.22 academy coordinators
- 1.1.23 academy leadership teachers
- 1.1.24 academy teachers
- 1.1.25 teachers of online courses
- 1.1.26 AVID Coordinators
- 1.1.27 athletic directors
- 1.1.28 ELD coordinators
- 1.1.29 speech and language pathologist
- 1.1.30 career and technical educators (CTE)
- 1.1.31 dependent charter school teachers
- 1.1.32 program coordinators (PBIS, Link Crew, RTI)
- 1.1.33 temporary teachers
- 1.1.34 dean of students
- 1.1.35 affiliated school teachers (Community Day School)

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

1.2.1 Management, supervisory and confidential employees as designated by the Board of Trustees during the term of this Agreement.

1.2.2 All substitute teachers.

*As* 10/28/14  
*A. Quasius* 10/28/14

## Tentative Agreement

December 2, 2014


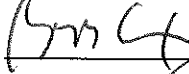


Having met and negotiated in good faith, the parties agree to the following in resolution of negotiations related to Article 2 for the July 1, 2014 – June 30, 2017 Collective Bargaining Agreement between the Centinela Valley Union High School District and the Centinela Valley Secondary Teachers' Association.

### ARTICLE 2: Term of Agreement

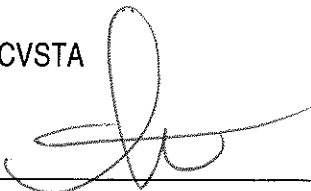
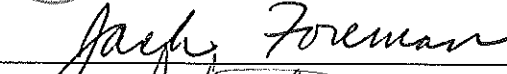
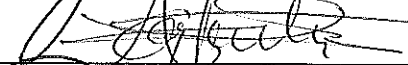
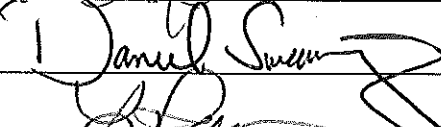
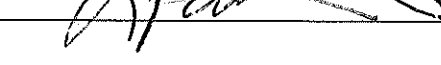
- 2.1 The term of this agreement shall be three years from July 1, ~~2011~~ 2014 through June 30, ~~2014~~ 2017. For the 2012/2013 school year only, Articles 3 and 5 are automatic reopeners; each party may also reopen one additional item.

Dated: December 2, 2014

CVUHSD

CVSTA

Tentative Agreement COUNTER PROPOSAL

February 18, 2015

Having met and negotiated in good faith, the parties agree to the following resolution of negotiations related to Compensation for the July 1, 2014 - June 30, 2017 Collective Bargaining Agreement between the Centinela Valley Union High School District and the Centinela Valley Secondary Teachers' Association.

CVSTA accepts 5% Increase to all Salary Schedules.

- Effective and retro to July 1, 2014

CVSTA accepts a \$1000 increase to Health and Welfare benefits.

- Effective April 1, 2015

CVSTA accepts the additional extra duty increase:

- Summer school pay by \$5 (from \$45 to \$50)

CVSTA accepts effective July 1, 2015:



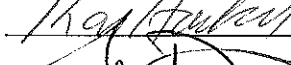

- Athletic and Activities Director to be placed on Salary Schedule D
- AVID Coordinator, 1 additional prep period

CVSTA proposes effective July 1, 2015:

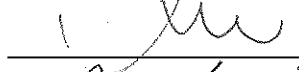
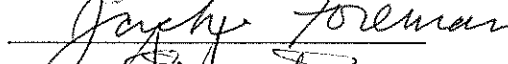
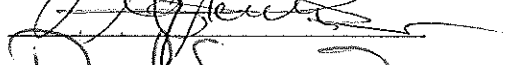
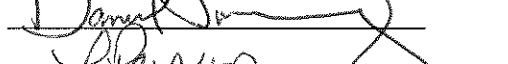

- ~~\$1500 Increase to Health and Welfare benefits~~
- ~~SPED teachers are compensated \$25 for each IEP prepared~~
- ~~Extra duty/sub pay increased by \$2 (from \$38 to \$40)~~

Dated: February 18, 2015

CVUHSD

CVSTA

Allan Mucenno 2/18/2015 11:40 AM

Comment [1]: District counters CVSTA TA proposal

Allan Mucenno 2/18/2015 11:52 PM

Comment [2]: For Board approval in March.

Allan Mucenno 2/18/2015 11:48 AM

Comment [3]: Do not agree to \$1500 Increase to Health and Welfare benefits

Allan Mucenno 2/18/2015 11:49 AM

Comment [4]: Do not agree to SPED teachers are compensated \$25 for each IEP prepared

Allan Mucenno 2/18/2015 11:49 AM

Comment [5]: Do not agree to Extra duty/sub pay increased by \$2 (from \$38 to \$40)

## **ARTICLE 4: Hours of Employment**

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

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

- 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 and Leuzinger High Schools shall be paid based on Salary Schedule D of Appendix A, but shall have a 378 minutes workday without a preparation period. Full-time Work Experience Coordinators/SCROC Coordinators hired on or after July 1, 2006, shall be paid on Salary Schedule D of Appendix A, and shall have a workday of 420 minutes, exclusive of a duty-free lunch which shall be no less than 35 minutes.
- 4.1.3 Supervised Suspension Room teachers shall be compensated in accordance with Salary Schedule A and shall have a 378 minutes duty day without a preparation period, exclusive of 35 minutes for a duty-free lunch.
- 4.1.4 On exam and minimum days, a student lunch period shall be no more than 20 minutes during the instructional day and teachers will concurrently use the time as a duty-free break.
- 4.1.5 There will be a maximum 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.
- 4.2 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 Duty-free lunch: 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.

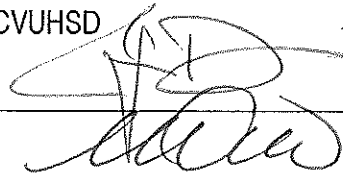
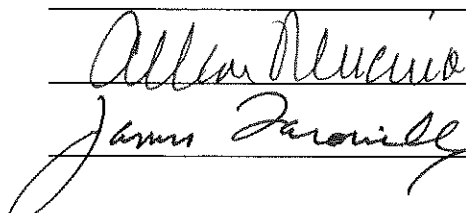
- 4.4 Work days: The number of scheduled work days for unit members, except those in Adult Education and summer school, shall be:

Regular classroom teachers	184
Other classroom teachers	184
Librarians	184
Counselors	184+ 12 (See Article 3.7.1)
DIS Counselors	184 (See Article 3.7.1)
Psychologists	184 (See Article 3.7.1)
District Nurse	184 + 18 per diem (See Article 3.8.1)
Activities Directors	184 (See Article 3.9.1)
Program Specialists	184
JROTC Instructors	218

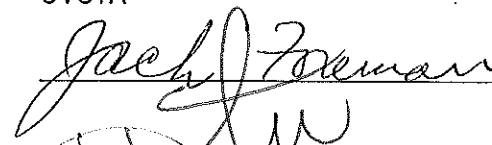
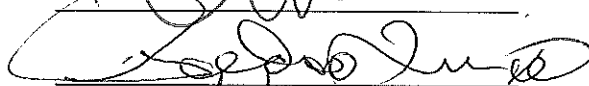
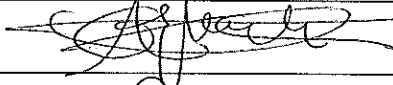

- 4.5 The Calendar for unit members, excluding JROTC Instructors, shall be as set forth in Appendix C, for the current year and the next two years.

DATED: February 27, 2015

CVUHSD

  
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## TENTATIVE AGREEMENT

February 27, 2015

Having met and negotiated in good faith, the Centinela Valley Union High School District ("District") and the Centinela Valley Secondary Teachers Association ("CVSTA") hereby enter into the following tentative agreement, which shall be subject to approval by the District's governing Board and ratification by CVSTA's members, in resolution of negotiations for article 5 for the 2014/2015 school year:

### Article 5 Health and Welfare Benefits

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

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

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

Active Full-Time Unit Members:	\$4500.00 (effective July 1, 2006)
	\$5000.00 (effective July 1, 2007)
	\$6000.00 (effective July 1, 2009)
	\$6450.00 (effective January 1, 2012)
	\$7050.00 (effective July 1, 2013)
	\$10000.00 (effective July 1, 2014)
	<u>\$11,000.00 (effective April 1, 2015)</u>
Retirees Hired Prior to July 1, 1993	
and retiring before July 1, 2006	\$3808.00

Retirees Hired Prior to July 1, 1993

and retiring between July 1, 2006 and  
June 30, 2007 \$4308.00

Retirees Hired Prior to July 1, 1993  
and retiring between ~~June 30~~ July 1, 2007 and  
June 30, 2009 \$4808.00

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

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

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

Retirees Hired Prior to July 1, 1993  
and retiring ~~after~~ between  
~~December 31, 2013~~ January 1, 2014 \$9808.00  
and March 31, 2015

Retirees Hired Prior to July 1, 1993  
and retiring on or after April 1, 2015 \$10808.00



## 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.

- 5.3 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).
- 5.4 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.
- 5.5 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.
- 5.6 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.
- 5.7 Waiver of Health Benefit



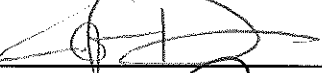
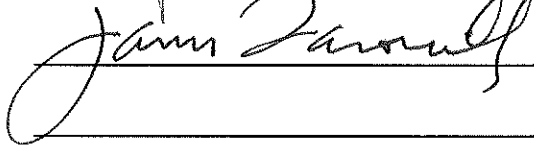
Effective July 1, 2014, the District will pay a \$1,000 stipend once a year to bargaining unit members who choose to waive their medical benefits (does not include dental, vision, or life insurance).

## 5.8 Health Benefits Committee

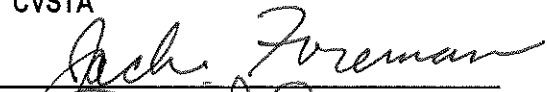
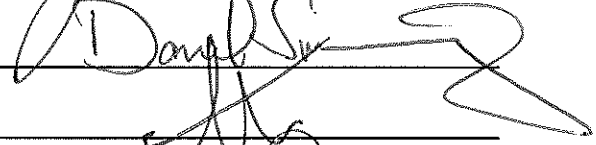

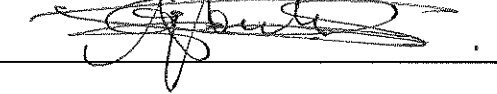
A Health Benefits Committee, consisting of members selected by the District, CSEA and CVSTA unit members shall research health provider options that offer more competitive rates to all District employees while maintaining the same level of benefits and options

Executed this 27th day of February, 2015, in Lawndale, California.

Centinela Valley UHSD

CVSTA

## **ARTICLE 6:        Leaves of Absence**

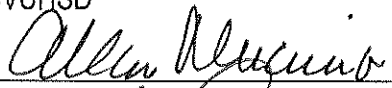


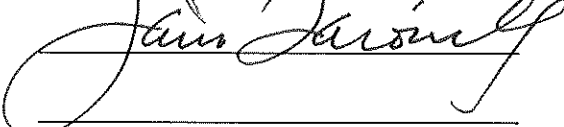

- 6.0     The benefits which are expressly provided by this Article are the sole benefits which are part of this Agreement. Other statutory or regulatory leave benefits are neither incorporated, directly or impliedly, into this Agreement nor are such benefits waived by the Association.
- 6.1     Personal Illness and Injury Leave
- 6.1.1   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.
- 6.1.2   Adult Education and summer school unit members shall be entitled to .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.
- 6.1.3   If a unit member does not utilize the full amount of leave as authorized in 6.1.1 above in any school year, the amount not utilized shall be accumulated from year to year.
- 6.1.4   After all accumulated leave as set forth in 6.1.3 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 6.1.5 below are met. The amount received while on leave shall not be less than one-half (½) or 50% of the employees salary. Leave accumulated during the regular school year shall not be utilized during summer employment.
- 6.1.5   Where reasonable doubt exists as to the legitimacy of leave under this Article, 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.
- 6.1.6   A unit member must see that the District Office is contacted as soon as the need to be absent is known. Failure to provide adequate notice may be grounds for denial of leave with pay.

- 6.1.7 A full-time unit member who is absent under provisions of this leave for less than a full day shall have accumulated leave reduced in increments of one (1) hour, with any portion of an hour counting as one (1) hour.
- 6.1.8 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.
- 6.1.9 Within thirty (30) days after the end of each quarter, unit members will be provided with a quarterly statement of available sick leave.
- 6.1.10 6.1.10 All unit members who accrue sick leave may take  $\frac{1}{2}$  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
- 6.1.11 6.1.11 All unit members may take 12 weeks of job-protected, unpaid leave to bond with a newborn or newly adopted or foster child (or the 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)

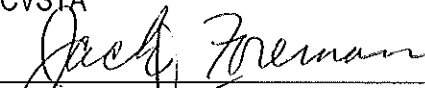

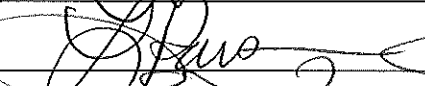
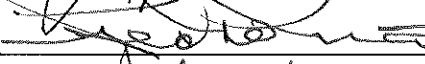

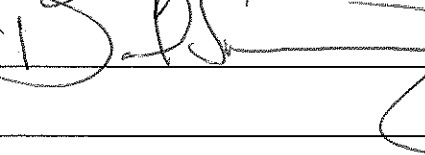
Note: If an employee uses Kin Care to care for a family member with a serious health condition, the absence may be counted as Kin Care and FMLA/CFRA

DATED: February 27, 2015

CVUHSD

CVSTA

## **TENTATIVE AGREEMENT**

**December 2, 2014**

Having met and negotiated in good faith, the parties agree to the following in resolution of negotiations related to Article 7 for the July 1, 2014-June 30, 2017 Collective Bargaining Agreement between the Centinela Valley Union High School District and the Centinela Valley Secondary Teachers Association.

### **ARTICLE 7: Transfer and Reassignment**

#### **7.1. Definitions**

- 7.1.1      Transfer: A relocation of a probationary, temporary or permanent unit member from one school or other work location to another.
- 7.1.2      Reassignment: The relocation of a probationary, temporary or permanent unit member from one classification in the unit to another; 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      Notice 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 on the District website, throughout the District, and transmitted to unit members 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 be posted only at the site of the vacancy unless such extra duty could reasonably be performed by a unit member employed at another District site. This notification provision shall be waived in the event of an emergency as defined in Section 7.15, or except as provided herein.
- 7.1.5      Emergency transfer or reassignment: A transfer or reassignment made to a vacancy 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 Criteria 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) Special training or ability
- f) Staffing balance as a result of program and/or enrollment changes.

7.2.1 When all the criteria listed in Article 7.2 are equal, district seniority shall be the controlling factor.

7.3 All notices of vacancies shall contain the following information:

- a) Location;
- b) Job description;
- c) Duration of job;
- d) 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.

7.4 Involuntary Transfer or Reassignment:

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

- a) A decrease in the number of students which requires a decrease in the number of unit members at the worksite, or
- b) Elimination of programs(s) and/or funding, worksite closings, or
- c) Upon determination 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 A bargaining unit member who is involuntarily transferred and/or reassigned pursuant to this article shall not be subject to another 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.

- 7.4.3 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.
- 7.4.4 In the event of an involuntary transfer or reassignment, the unit member being transferred or reassigned shall be provided, upon request, 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 transferred or reassigned.
- 7.4.6 Unit members shall not be subject to an involuntary transfer for punitive, retaliatory, arbitrary or capricious reasons.

## 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 school 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 7.2 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.

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 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.

Dated: December 2, 2014

CVUHSD

*Allan Mercier*  
*James Scamilly*  
*Bruce*  
*W. W.*

CVSTA

*[Signature]*  
*[Signature]*  
*[Signature]*  
*Jack Foreman*  
*Daniel Smith*



## **TENTATIVE AGREEMENT**

**December 2, 2014**

Having met and negotiated in good faith, the parties agree to the following in resolution of negotiations related to Article 11 for the July 1, 2014 – June 30, 2017 Collective Bargaining Agreement between the Centinela Valley Union High School District and the Centinela Valley Secondary Teachers' Association.

### **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. Included in, but not limited to, those duties and powers are the right to:

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 exercise of the foregoing powers, rights, authority, duties and responsibilities 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.

Dated: December 2, 2014

CVUHSD

\_\_\_\_\_  
Allan Mucenip  
\_\_\_\_\_  
Bob G.  
\_\_\_\_\_  
Mike  
\_\_\_\_\_  
James Jarosik  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

CVSTA

\_\_\_\_\_  
\_\_\_\_\_  
Jack Foreman  
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\_\_\_\_\_  
Daniel Swan  
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**TENTATIVE AGREEMENT  
December 9, 2014**

Having met and negotiated in good faith, the parties agree to the following in resolution of negotiations related to Article 16 for the July 1, 2014 – June 30, 2017 Collective Bargaining Agreement between the Centinela Valley Union High School District and the Centinela Valley Secondary Teachers' Association.

**ARTICLE 16: Completion of Meet and Negotiation**

- 16.1 During the term of this Agreement, 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 whether or not referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both the District or the Association at the time they met and negotiated on and executed this Agreement, and even though such subjects or matters were proposed and later withdrawn.

Dated: December 2, 2014

CVUHSD

Allen Mucchio  
Bob [unclear]  
[unclear]  
James Zarouf

CVSTA

[unclear]  
Jack Foreman  
[unclear]  
[unclear]  
Daniel Sorensen

**TENTATIVE AGREEMENT  
December 9, 2014**

Having met and negotiated in good faith, the parties agree to the following in resolution of negotiations related to Article 18 for the July 1, 2014 – June 30, 2017 Collective Bargaining Agreement between the Centinela Valley Union High School District and the Centinela Valley Secondary Teachers' Association.

**ARTICLE 18: Discrimination**

- 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, religion, marital status, sex, national origin, age (as provided by State and Federal law), and/or disability. 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.

Dated: December 2, 2014

CVUHSD

Allen Muen  
Bryce  
McDow  
James Zarnitz

CVSTA

John  
Garth Foreman  
~~Robert~~  
Daniel Suen

## TENTATIVE AGREEMENT

December 2, 2014

Having met and negotiated in good faith, the parties agree to the following in resolution of negotiations related to Article 19 for the July 1, 2014-June 30, 2017 Collective Bargaining Agreement between the Centinela Valley Union High School District and the Centinela Valley Secondary Teachers Association.

### 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
- Derelect conditions of campus
- Disaster preparedness
- Working ventilation systems
- Mold inspections
- Vermin infestation
- 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) (1) 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 quarterly 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 within his or her authority. Upon written notification, the District the principal or the designee of the district shall address -eliminate or correct- any unsafe or hazardous condition within 48 hours. The principal or designee of the district shall remedy a complaint within a 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.



Dated: December 2, 2014

CVUHSD

Allan Mucerno  
James Teronilly  
Bob G  
Mew

CVSTA

John  
Jack Foreman  
Steve  
Dennis

MEMORANDUM OF UNDERSTANDING

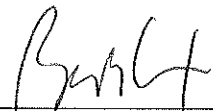
Between

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


The Centinela Valley Union High School District ("CVUHSD") and The Centinela Valley Secondary Teachers Association ("CVSTA") have completed negotiations over their successor agreement for the school years 2014 through 2017 and entered into a corresponding agreement. In addition to the terms negotiated therein, the parties desire to enter into the following Memorandum of Understanding as it pertains to Article 3: Compensation, as follows:

1. Retroactive to the 2015-16 school year, an additional salary increase not to exceed 3% will be added to all salary schedules contingent upon enrollment at the comprehensive high schools and Lloydde, as reported through the Online Reporting Application called CBEDS-ORA on CBEDS Information Day, October 1, 2015.

REPORTED ENROLLMENT INCREASE FROM OCTOBER 2014 CBEDS TO OCTOBER 2015 CBEDS AT COMPREHENSIVE HIGH SCHOOLS & LLOYDE.	PERCENTAGE SALARY INCREASE
100 – 149 students	1%
150 – 199 students	1.5%
200 – 249 students	2%
250 – 299 students	2.5%
300 or more members students	3%

  
\_\_\_\_\_  
Bob Cox  
Interim Superintendent  
Centinela Valley Union High School District

2/27/15  
Date

  
\_\_\_\_\_  
Jack M. Foreman  
President  
Centinela Valley Secondary Teachers Association

February 27, 2015  
Date

MEMORANDUM OF UNDERSTANDING

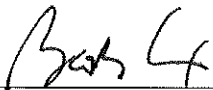
Between


The Centinela Valley Secondary Teachers Association  
and

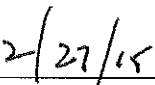
The Centinela Valley Union High School District

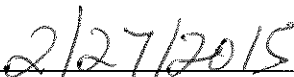
The Centinela Valley Union High School District ("CVUHSD") and The Centinela Valley Secondary Teachers Association ("CVSTA") have completed negotiations over their successor agreement for the school years 2014 through 2017 and entered into a corresponding agreement. In addition to the terms negotiated therein, the parties desire to enter into the following Memorandum of Understanding as it pertains to Article 6: Leave of Absence, as follows:

1. On or before June 1, 2015, CVUHSD and CVSTA will discuss additional language related to AR 4161.02 as it pertains to Quarantine Leave.

  
\_\_\_\_\_  
Bob Cox  
Interim Superintendent,  
Centinela Valley Union High School District

  
\_\_\_\_\_  
Jack M. Foreman  
President  
Centinela Valley Secondary Teachers Association

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Date

## MEMORANDUM OF UNDERSTANDING

Between

The Centinela Valley Secondary Teachers Association  
and

The Centinela Valley Union High School District

The Centinela Valley Union High School District ("CVUHSD") and The Centinela Valley Secondary Teachers Association ("CVSTA") have completed negotiations over their successor agreement for the school years 2014 through 2017 and entered into a corresponding agreement. In addition to the terms negotiated therein, the parties desire to enter into the following Memorandum of Understanding as it pertains to Article 4: Hours of Employment, as follows:


1. Beginning with the 2015-16 school year, and each year thereafter, the parties agree that Hawthorne High School, Leuzinger High School, and Lawndale High School will offer, at a minimum, 64,800 minutes of instruction each fiscal year pursuant to Section 46207 of The California Education Code;
2. Beginning with the 2015-16 school year, the parties agree to enter into an instructional minute pilot program, ending July 1, 2016, related to professional development, as follows:
  - 2.1 On 150 regular school days, the pupil instructional day at Hawthorne High School, Leuzinger High School, and Lawndale High School will begin at 8 am, end at 3 pm, include a 35-minute lunch, and a 10-minute nutrition, totaling 375 instructional minutes per day (56,250/year);
  - 2.2 On 150 regular school days, the workday for full-time unit members assigned to Hawthorne High School, Leuzinger High School, and Lawndale High School, except those on Salary Schedule D or Salary Schedule C (Adult Education) will begin no later than 7:57 am, end at 3 pm, include a 35-minute duty-free lunch, and a 10-minute nutrition (totaling 388 minutes), pursuant to Article 4: Hours of Employment of the current agreement: *The workday for full-time unit members, except those on Salary Schedule D or Salary Schedule C (Adult Education), shall be a maximum of 388 minutes, including a duty-free nutrition period and 10 (10) duty-free minutes before the pupil instructional day, and exclusive of no less than a 35-minute duty-free lunch period.*
  - 2.3 On 27 Late Start Days, the pupil instructional day at Hawthorne High School, Leuzinger High School, and Lawndale High School will begin at 9:40 am, end at 3 pm, and include a 35-minute lunch, totaling 285 instructional minutes per day (7,695/year);
  - 2.4 On 27 Late Start Days, the workday for full-time unit members assigned to Hawthorne High School, Leuzinger High School, and Lawndale High School,

except those on Salary Schedule D or Salary Schedule C (Adult Education) will begin no later than 7:57 am, end at 3 pm, and include a 35-minute lunch;

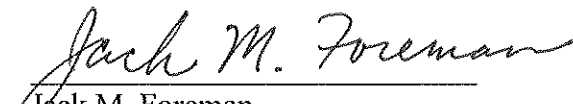
2.5 On 3 minimum school days, the pupil instructional day at Hawthorne High School, Leuzinger High School, and Lawndale High School will begin at 8 am, end at 1:30 pm, and include a 20-minute lunch, totaling 310 instructional minutes (930/year);

2.6 On 3 minimum school days, the workday for full-time unit members assigned to Hawthorne High School, Leuzinger High School, and Lawndale High School, except those on Salary Schedule D or Salary Schedule C (Adult Education) will begin no later than 7:57 am, end at 1:30, and include a 20-minute duty-free lunch;

3. On 27 Late Start Days, teachers assigned to Hawthorne High School, Leuzinger High School, and Lawndale High School will attend a 60-minute collaboration session with Teachers-led Data Team members utilizing Data Protocol (sample attached) to analyze student achievement data.
4. On 27 Late Start Days, teachers assigned to Hawthorne High School, Leuzinger High School, and Lawndale High School will attend a 30-minute meeting determined by the Site Leadership Team.
5. The number of scheduled workdays for unit members, except those in Adult Education and summer school, shall be reduced by 2 days; and no mandatory monthly meetings will be held beyond the contractual day.
6. Meetings beyond the contractual day (except for members subject to a special assignment stipend) will be paid at the District's workshop rate for each hour worked beyond the contractual day.
7. The District will make an effort to not schedule or invite unit members to meetings beyond the contractual day.

  
\_\_\_\_\_  
Bob Cox  
Interim Superintendent,  
Centinela Valley Union High School District

2/27/15  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Jack M. Foreman  
President  
Centinela Valley Secondary Teachers Association

February 27, 2015  
\_\_\_\_\_  
Date

# Common Assessment Collaborative Data Analysis Protocol

## Centinela Valley Union High School District

### *60-Minute Collaboration Model*

Prerequisites	<ul style="list-style-type: none"> <li>• Access your <b>Illuminate Performance Summary Report</b> (bring a hard or digital copy of this report to collaboration)</li> <li>• Complete Page 1 of this data analysis protocol</li> <li>• Access the <b>Illuminate Student Responses Report</b> and sort by “% Correct” to identify student groupings (bring a hard or digital copy of this sorted report)</li> </ul>
5 minutes	<ul style="list-style-type: none"> <li>• Welcome /getting started</li> <li>• Splitting up into Course Teams (facilitated by Department Chairperson)</li> </ul>
15 minutes	Course Teams will discuss trends in data using the data protocol as a guide
30 minutes	<p>Course Teams can work as a whole or break into three groups within the Course Team to design a Response to Instruction and Intervention (RTI<sup>2</sup>) for each of the student groupings identified below. The goal of these RTI<sup>2</sup> plans is to move students from their assessed level to proficient/advanced (or to extend rigor for those already assessed at proficient or advanced) by strategically identifying instructional strategies, materials, etc. for re-teaching standards/content.</p> <p><b>Far Below Basic/Below Basic:</b> recall basic skills needed to understand the standards to be able to utilize deeper level concepts</p> <p><b>Basic:</b> review skills and concepts to be able to strategically think about the standards</p> <p><b>Advanced/Proficient:</b> apply standards to be able to extend thinking</p>
10 minutes	Debrief/teachers share out regarding RTI <sup>2</sup> plans and next steps.

# Common Assessment Collaborative Data Analysis Protocol

## Centinela Valley Union High School District

### PRIOR TO ENGAGING IN COLLABORATION:

- Access your Illuminate Performance Summary Report (bring a hard or digital copy of this report to collaboration)
- Complete Page 1 of this data analysis protocol
- Access the Illuminate Student Responses Report and sort by "% Correct" to identify student groupings (bring a hard or digital copy of this sorted report)

Assessment Name: \_\_\_\_\_

Date of Analysis: \_\_\_\_\_

#### Overall Performance

*What % of your students scored at each performance level?*

Advanced: \_\_\_\_\_%

Proficient: \_\_\_\_\_%

Basic: \_\_\_\_\_%

Below Basic: \_\_\_\_\_%

Far Below Basic: \_\_\_\_\_%

#### Question Group Performance

Which question groups had greater than 60% of the students at Mastery?

Which question groups had fewer than 60% of the students at Mastery?

#### Standard Performance

Which standards had greater than 60% of the students at Mastery?

Which standards had fewer than 60% of the students at Mastery?

#### Pre-Collaboration Reflection

Briefly reflect upon factors that may have affected the above results. What helped students to be successful (specific instructional strategies, etc.)? Why might students still be challenged by some of the content (lack of background knowledge, challenges to lesson implementation, etc.)?

**DURING COLLABORATION:**

**Notes from Overall  
Performance Discussion**

**Notes from Question Group  
Performance Discussion**

**Notes from Standards  
Performance Discussion**

What strategies were used by my colleagues whose students performed well on standards or question groups my students found challenging?

Identify **questions for item analysis**. Course teams can focus on items that align with standards students found challenging, or focus on questions with the lowest % correct. Use the **Illuminate Response Frequency Report** to complete this analysis as a course team.

#	% Correct	Standard(s) tested	Most Common Incorrect answer choice(s)	Rationale for selecting those incorrect answer choices	Conclusion



Response to Instruction and Intervention (RTI<sup>2</sup>) plans for each student grouping (far below basic/below basic, basic, and proficient/advanced) will be developed by the Course Team during collaboration and posted on Activate.

DRAFT