

Tentative Agreement—Article 3 Between CVUHSD and CVSTA February 22, 2022

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 Compensation for the 2022/2023 school year:

ARTICLE 3: Compensation

3.1 All eligible unit members shall be compensated for earned step & column.

3.2 Salary Schedules

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

3.2.1 Effective on July 1, 2021-~~2022~~, all salary schedules shall receive a **three percent (3%)** ~~two and a half percent (2.5%)~~ on-schedule salary schedule increase.

3.2.2 Unit Members who were in active status, including paid and unpaid status, for the entire 2021-2022 school year, shall also receive a two percent (2%) off-salary schedule payment. This 2% one-time off-salary schedule payment will be based on the unit member’s base salary placement on schedules A, B, C, D, E, F, or G as of their final work day in the 2021-2022 school year. The payment shall be made no later than August 1, 2022.

3.2.3 For unit members who were in active status, including paid and unpaid status, for less than the entire 2021-2022 school year, this 2% one-time off-salary schedule payment will be based on the unit member’s base salary placement on schedules A, B, C, D, E, F, or G as of their final work day in the 2021-2022 school year, and the payment will be pro-rated, using a calculation of the number of days the unit member was in active status divided by the number of work days in that unit member’s work calendar. The payment shall be made no later than August 1, 2022.

~~3.2.4 Effective July 1, 2020, Schedule C shall be increased by an additional 10%.~~

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3.2.5 JROTC instructors shall be compensated in accordance with the JROTC Salary Schedule B.

3.2.6 Full time Adult Education instructors (20+ hours a week) shall be compensated in accordance with the Adult Education Salary Schedule C.

3.2.7 Assignments receiving Salary Schedule D shall be listed as such in Appendix A. Salary Schedule D shall be 114.75% of Salary Schedule A.

3.2.8 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 Placement on Salary Schedule

3.3.1 Credit for Prior Experience

3.3.1.1 Teachers

The District will grant allowance for all full-year (where "full-year" requires the completion of at least seventy-five percent (75%) of the school year), full-time teaching experience at a WASC accredited (or its equivalent) secondary school, where the unit member taught coursework in a traditional classroom (excluding homeschooling), and taught coursework for which they were credentialed. Partial years of work shall not be cumulative from year-to-year.

3.3.1.1.1 The District will grant up to two (2) years of experience for full-year (where "full-year" requires the completion of at least seventy-five percent (75%) of the school year), full-time instructor status in the United States Armed Forces. Partial years of work shall not be cumulative from year-to-year.

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3.3.1.1.2 An Intern, Preliminary, or Clear, secondary credential is required for placement in Column II.

3.3.1.2 School Counselors, School Psychologists, School Social Workers, School Speech and Language Pathologists

The District will grant allowance for all full-year (where “full-year” requires the completion of at least seventy-five percent (75%) of the school year), full-time professional experience at a WASC accredited (or its equivalent) school for counselors, school psychologists, school social workers, school speech and language pathologists, and school nurses. Partial years of work shall not be cumulative from year-to-year.

3.3.1.3 The District will grant allowance for all full-year (where “full-year” requires the completion of at least seventy-five percent (75%) of the school year), full-time professional experience as a Registered Nurse. Partial years of work shall not be cumulative from year-to-year.

3.4 Credit for Education

The following types of salary credit will apply after receipt of the bachelor’s degree:

3.4.1 Upper division or graduate units. These units must be in an individual’s major or minor field, credential area, education administration, or be meaningfully related to the unit member’s present assignment as determined by the District. One salary credit shall be equal to one semester unit or one and one-half quarter units.

3.4.2 Lower division units. A maximum of six (6) salary credits may be earned through lower division college work in a unit member’s credential area. Lower division units may be taken at a two-year or community college.

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3.4.3 In-service education units. A maximum of ten (10) salary credits may be earned through in-service activities.

3.5 Advancement on Salary Schedules

3.5.1 For the purpose of column advancement on the salary schedules, unit members may advance with prior written approval by the District by submitting appropriate evidence to the District. Column advancement shall be applied in the pay period following the submission of appropriate evidence.

3.5.1.1 The following limitations shall apply to column advancement on Salary Schedules A and D:

- a) Advancement to Column II or higher requires a BA or BS, and an intern, preliminary, clear, or CTE credential
- b) Advancement to Column III or higher requires a BA or BS, and a preliminary, clear, or CTE credential

3.5.1.2 The following limitations shall apply to column advancement on Salary Schedules F and G:

- a) Advancement to Column II or higher requires a preliminary or clear credential

3.5.2 For the purpose of step advancement on the salary schedule, unit members shall work at least seventy-five percent (75%) of their calendared workdays during the school year to advance one step. Step advancement shall be applied as of the first unit member work day of their subsequent year's work calendar.

3.5.2.1 An Adult Education teacher shall be deemed to have completed seventy-five percent (75%) of a school year if he or she has been employed for 27 school weeks. The effective date of any change in salary will be

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in August following the school year in which they completed the seventy-five percent (75%) requirement.

3.5.2.2 All other unit members shall be deemed to have completed seventy-five percent 75% of a school year if he or she works seventy-five percent (75%) of the workdays on the work calendar for their classification. The days included in this calculation shall be limited to days the unit member is actually working or days in which the unit member is on paid status, excluding days in which the unit member is on fifty percent (50%) differential pay under Article 6, Leave Provisions.

3.5.2.3 Effective July 1, 2015, upon request, unit members who fail to meet the seventy-five percent (75%) requirement during a school year under Section 3.5.2.2 above shall have up to twelve (12) workdays from the subsequent school year counted towards satisfying the seventy-five percent (75%) calculation. Such requests shall be made in writing to the Assistant Superintendent of Human Resources no later than the first day of school of the subsequent school year, and the days shall be actually worked during the first four (4) full weeks of school. Salary schedule advancement shall occur on the pay period following the date the unit member completes the seventy-five percent (75%) requirement.

Requests pertaining to Article 3.5.2.3 referencing work days between July 1, 2015 and June 30, 2019 shall be made in writing to the Assistant Superintendent of Human Resources no later than the last day of the first month of the 2020-2021 school year.

3.6 Sixth Period Assignments

3.6.1 Unit members assigned to a sixth period assignment will be paid at one-sixth 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.

3.7 Professional Development, Curriculum Development, and Workshop Attendance

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3.7.1 Participants at Professional Development, Curriculum Development or other Workshops outside of the work day shall be compensated at the rate of \$40.00 per hour.

3.7.2 Presenters at Professional Development, Curriculum Development, or other Workshops shall be compensated at the rate of \$50.00 per hour when preparing for and presenting at workshops outside the duty day.

3.7.3 Presenters shall be paid a maximum of two (2) hours preparation time for each hour of presentation, with proper verification.

3.8 Summer Session

3.8.1 Except as specified elsewhere in Article 3 or Appendix A, unit members shall be compensated at their hourly rate.

3.8.2 For Summer school eligibility, unit members 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 be utilized for summer school, all credentialed teachers in the rotation shall be eligible to teach courses not requiring a specific credential.

3.8.2.1 Bargaining unit members who are selected to teach summer school, and whose classes are collapsed or closed, shall be given priority when hiring for new summer school assignments.

3.8.2.2 Summer school substitute assignments shall be filled in the following order:

- 1) Bargaining unit members who were selected to teach summer school classes, but whose classes were collapsed or closed.

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2) Bargaining unit members who applied to teach summer school but were not selected.

3) Non-bargaining unit member substitute teachers.

3.8.2.3 Bargaining unit members who serve as substitutes during summer school shall be paid the summer school rate as established in Article 3.

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

3.9 Period Substitution and Other Hourly Work

3.9.1 All other hourly extra duty work, including period substitution shall be compensated at the rate of \$50.00 per hour. 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 three (3) times per semester in such an emergency will be paid at their hourly rate or \$50.00 per hour, whichever is greater. Adult education period substitutes shall be paid at their regular hourly pay.

3.10 Special Education

3.10.1 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 work day more than three (3) times per semester shall be paid at their hourly rate or \$50.00 per hour, whichever is greater.

3.10.2 Release Days

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3.10.2.1 Special Education Classroom Teachers with a caseload of at least one (1) student but no more than twelve (12) students shall receive five (5) on-campus release days per year.

3.10.2.2 Special Education Classroom Teachers with a caseload of more than twelve (12) students shall receive ten (10) oncampus release days per year

3.10.2.3 Release days shall be used to prepare IEPs, write reports, collect data, meet with teachers regarding student performance, and other related IEP duties.

3.10.2.4 Requests for release days shall be submitted to the Principal or their designee via an electronic submission system (as determined by the Principal) at least five (5) workdays prior to the requested release day.

Requests shall be approved, unless the unit member is notified their request is denied within three (3) workdays. Any such denial shall be accompanied by three (3) alternate dates on which the release day may be taken.

Release days shall not be taken consecutively.

3.10.2.5 Release days shall not accrue from year-to-year. Unused release days are forfeited at the end of the school year.

3.11 Lunch Supervision

3.11.1 General campus supervision assigned to unit members (by mutual consent) during their thirty-five (35) minute duty-free lunch shall be compensated at the rate of \$25 per lunch period.

3.12 Workdays and Additional Workdays

3.12.1 Teachers shall be employed for a period of 184 workdays.

3.12.2 Speech and Language Pathologists and Social Workers shall be employed for a period of 184 workdays, and on an “as needed” basis (as determined by the District) for a period of up to ten (10) additional workdays.

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3.12.3 Counselors and School Psychologists shall be employed for a period of 196 workdays.

3.12.4 District Nurses shall be employed for a period of 202 workdays.

3.12.5 JROTC Instructors shall be employed for a period of 218 workdays.

3.12.6 Directors of Student Activities and Directors of Athletics may work up to ten (10) additional workdays in addition to the teacher's 184-day work year with the mutual consent of the Director and the District.

3.12.7 Projects and/or duties performed during the additional workdays in Section 3.12 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 work day worked.

3.12.8 Unit members listed in 3.12.2 through 3.12.6 who upon mutual consent of the unit member and the District work additional workdays beyond those listed in 3.12.2 through 3.12.6 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 3.9 above. All professional development and workshop attendance shall be compensated in accordance with 3.7 above.

3.12.9 Any unit member assigned to Salary Schedule D may work beyond the 184-day work year and/or seven (7) hour work day upon mutual consent of the District and the unit member at their per diem/hourly rate.

3.13 **Department Chairpersons**

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

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

3.13.3 The stipend for Department Chairpersons of departments with 6-20 teaching periods shall be five percent (5.0%) annually.

3.13.4 The stipend for Department Chairpersons of departments with 21-39 teaching periods shall be eight percent (8.0%) annually.

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

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

3.13.7 No teaching period shall be counted in more than one department.

3.13.8 Department Chairperson Selection Process

3.13.8.1 Department Chairpersons shall be elected for three (3) year terms, subject to yearly review by the site Principal.

3.13.8.2 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 their contracted assignment to be considered a member of that department and to be eligible to serve as Chairperson.

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3.13.8.3 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. The results will be delivered to the site Principal and the election shall take place no later than April 30th of each year. Should the results not be conveyed to the site Principal by April 30th, the site Principal may conduct an election.

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

The election rotation shall be as follows:

- ~~• Starting 2019-2020: English, Visual & Performing Arts, & Social Studies~~
- ~~• Starting 2020-2021: World Languages, PE & Special Education~~
- ~~• Starting 2021-2022: Math and Science~~
- **Starting 2022-2023: English, Visual & Performing Arts, & Social Studies**
- **Starting 2023-2024: World Languages, PE & Special Education**
- **Starting 2024-2025: Math and Science**

The following criteria is suggested as a basis for selection:

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- Breadth of actual training in discipline;

- Ability to communicate with colleagues and administration;

- Demonstrated ability to relate the learning process to the academic discipline.

3.13.8.5 In the event a Department Chairperson is unable to complete his/her term, a mid-year or mid-term (whichever is applicable) election shall be conducted in accordance with section 3.13.8.3 above at the request of the site 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.

3.13.8.6 A Department Chairperson will not be subject to an involuntary transfer during their term of office.

3.14 Reimbursement for Travel

3.14.1 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 US Government General Services Administration mileage rate.

3.15 Doctoral Degree Stipend

3.15.1 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. The stipend shall be applied to the pay period in which the unit member submits an official transcript as evidence of the doctoral degree. Submission of evidence between the 15th and end of the month shall be applied on the following pay period.

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3.16 Other Extra Duty Assignments

3.16.1 Salary Schedule A, Step 10, Column II shall be established as a base for Extra Duty Assignments listed in Appendix A.

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

3.16.3 The stipend for an ELD Coordinator assigned a caseload of 1-199 students is eight percent (8%) annually, plus one (1) period of release time.

3.16.4 An ELD Coordinator assigned a caseload of 200 or more students shall receive a ten percent (10%) annual stipend and three (3) release periods for ELD Coordinator duties, teach two (2) instructional periods, to be determined by the principal, and have one (1) preparation period.

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

3.16.6 An Academy Leadership Team member shall receive a four percent (4%) annual stipend (limit of five (5) members per team).

3.16.7 An AVID Coordinator shall receive an eight percent (8%) annual stipend.

3.16.8 The Equity Coordinators at Hawthorne High School, Lawndale High School, and Leuzinger High School shall receive a ten percent (10%) stipend and three (3) release periods for Equity Coordinator duties, teach two (2) instructional periods, to be determined by the principal, and have one (1) preparation period.

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3.16.9 The Equity Coordinator at Lloyd High School shall receive a 10% stipend and two (2) release periods for Equity Coordinator duties, teach three (3) instructional periods, to be determined by the principal, and have one (1) preparation period.

3.18 WASC Facilitator

3.18.1 The WASC Facilitator shall be responsible for supporting administration with self-study preparation and preparing for WASC team visits. The stipend for a 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

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- 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 3.16.8 shall be in addition to the preparation period provided under Article 4, section 4.1.

3.19 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

Juneteenth

Independence Day

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

3.20 An annual Attendance Incentive shall be awarded as follows:

Unit members absent 0-1 days: \$600.00

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Unit members absent 2 days: \$400.00

Unit members absent 3 days: \$300.00

3.20.1 An “absence” is any day in which a unit member does not work the complete work day.

3.20.2 Leave of any type and for any duration taken during a work day shall result in that day being counted as an absence.

3.20.3 Absences due to District Business or Union Business shall not count as an absence for the purpose of this section.

3.21 The District will recognize the Juneteenth observance as a paid holiday for employees in the Bargaining Unit who are regularly scheduled to work that day.

Executed this 22nd day of February, 2022, in Lawndale, California.


CVUHSD



Dr. Pam Brown

Assistant Superintendent of D. E & I

CVSTA



Dr. Temisha Brame

CVSTA President