

AGREEMENT BETWEEN

FORT SAGE UNIFIED SCHOOL DISTRICT

and

FORT SAGE FEDERATION OF TEACHERS

School Year 2016-2017 through School Year 2018-2019

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ARTICLE I
AGREEMENT

- A. The Articles and provisions contained herein constitute a bilateral and binding agreement (“Agreement”) by and between the Governing Board of the Fort Sage Unified School District (“District”) and Fort Sage Federation of Teacher CFT/AFT (“Federation”), an employee organization.
- B. This Agreement is entered into pursuant to Chapter 10.7, (Sections 3540-3549.3) of the Government Code (“Act”).

ARTICLE II
RECOGNITION

- A. The District recognizes the Federation as the exclusive bargaining representative for regular certificated employees of the District, including part-time and full-time probationary and permanent employees as well as retired employees. Temporary certificated employees are included in the bargaining unit but substitutes, summer school employees, and confidential, supervisor, and management employees are excluded from the bargaining unit.

ARTICLE III
FEDERATION RIGHTS

- A. The District recognizes the following rights of the Federation and its members:
1. The District authorizes the Federation's use of school facilities and equipment for Federation business, provided that the Federation secures permission from the building principal. The principal may authorize facility and equipment use as long as it does not interfere with instructional programs or normal District and/or community use. The Federation shall reimburse the District for actual costs for copies, paper, and supplies. The use of facilities and equipment authorized herein shall not include any usage to discuss, promote, or engage in concerted activities against the District.
 2. The Federation may post notices of activities and matters of Federation business on a faculty posting area. One posting area shall be provided in the area frequented by teachers at each school site.
 3. The Federation may use the District mail service and teachers' mailboxes for periodic communications with unit members. However, the District may place reasonable limits on the volume and frequency of such communications and may require adherence to federal and state statutes and case law on this subject. The Federation shall not use the mail service or mailboxes to discuss, promote, or engage in concerted activities against the District.
 4. By request, names, addresses, and listed telephone numbers of all District teachers shall be provided yearly without cost to the Federation. Not later than October 30, the District will furnish the Federation with a listing of the placement of personnel on the certificated salary schedule as of October 1.
 5. Within thirty (30) days of ratification of this Agreement by both parties herein, the District shall provide to the Federation with a copy of the Agreement. The Federation shall distribute a copy of the Agreement to each unit member then employed or thereafter employed.
 6. The District shall make available to the Federation, on its written request, a copy of State financial reports and a copy of budgetary information it submits to the County.
 7. School Board information packets for each Board meeting shall be presented to the Federation President by placing the packet in the employee's school mailbox. One (1) copy shall be sent to each site for general availability to all staff. The packets shall not include any materials pertaining to a closed session or any other materials which are confidential and not required to be released to the public.

8. Union Dues Check-Off

- a. Upon receipt of the individual deduction authorization forms from employees, the District agrees to deduct from each employee's wages the amount of Federation dues/fees as specified therein. The Federation shall provide the District with a schedule of such dues for employees covered by this Agreement.
- b. The District shall pay to the Federation-designated payee within a reasonable period of time the amount of such deductions.
- c. The Federation agrees to indemnify and hold the District harmless against any and all claims, suits, orders or judgments brought or issued against the District as a result of any action taken by the District's agents or members of the Board of Trustees under the provisions of this Article.
- d. The District shall notify the Federation President if any member revokes a dues authorization.

9. Agency Fee

- a. As a condition of continued employment, any employee who is not a member of the Federation or who does not make application for membership at the effective date of this Agreement, or within thirty (30) days from the date of commencement of duties, shall become a member of the Federation or pay to the Federation a fee in an amount equal to unified membership dues, initiation fees, and general assessments; however, the employee may authorize payroll deduction for such fee in the same manner as provided in paragraph 8 of this Article. In the event that an employee shall not pay such fee directly to the Federation or authorize payment through payroll deductions, as provided in paragraph 8, the Federation shall so inform the District, and the District shall immediately begin automatic payroll deductions as provided in the Education Code and in the same manner as set forth in paragraph 8 of this Article. There shall be no charge to the Federation for such mandatory agency fee deduction.
- b. Religious Beliefs
 - (1) Any employee who is a member of a religious body whose traditional tenets or teaching include objections to joining or financially supporting employee organizations shall not be required to join or financially support the Federation; provided, however, that such employee shall pay in lieu of a service fee, sums equal to such service fee to one (1) of the following non-religious, non-labor organization, charitable funds exempt from taxation under Section 501(c)(3) of Title 26 of the Internal Revenue Code:

- United Way Fund
- American Cancer Society
- American Heart Association
- Federation Scholarship Fund

Such payment shall be made on or before October 15 of each school year.

- (2) Proof of payment pursuant to paragraph 9.b.(1), above, shall be made on an annual basis to the District as a condition of continued exemption from the provisions of paragraph 9.a. of this Article. Such proof shall be in the form of receipts and/or cancelled checks indicating the amount paid, date of payment, and to whom payment in lieu of service fee has been made. Such proof shall be presented on or before October 15 of each school year. The Federation shall have the right of inspection in order to review said proof of payment.
- (3) Any employee making payments as set forth in paragraphs 9.b.(1) and 9.b.(2), above, and who requests that the grievance or arbitration provisions of this Agreement be used in his/her behalf, shall be responsible for paying the reasonable costs of using said grievance or arbitration procedures.

c. District Responsibilities

- (1) With respect to all sums deducted by the District pursuant to authorization of the employee, whether for membership dues or equivalent fees, the District agrees to remit such monies to the Federation together with an alphabetical list of all unit members for whom such deductions have been made.

d. Federation Responsibilities

- (1) The Federation agrees to furnish any information needed by the District to fulfill the provisions of this Article.

e. Indemnification and Hold Harmless

- (1) Local #4964 of the Federation and the Federation itself agree to pay to the District all reasonable legal fees and legal costs incurred by the District in defending against any court action and/or administrative action before the Public Employment Relations Board challenging the legality of constitutionality of the agency fee provisions of this Agreement or their implementation. The Local and the Federation agree that payments under this provisions shall be made on a semi-annual basis.
- (2) Local #4964 of the Federation and the Federation itself agree to indemnify and hold the District harmless from any award or judgment which may result from a court action or administrative action referenced in 9.e.(1), above.

- (3) The Federation shall have the exclusive right to decide and determine whether any such action or proceeding referred to in paragraphs 9.e.(1) and 9.e.(2), above, shall or shall not be compromised, resisted, defended, tried, or appealed.

ARTICLE IV
DISTRICT RIGHTS

- A. 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. In addition, the rights, authority, duties, and responsibilities of the District, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms are in conformance with the law.

- B. As requested by the District, the Federation agrees to meet and negotiate in case of an emergency, provided it is given a reasonably opportunity to consult with its representative.

ARTICLE V
HOURS

- A. Teachers shall be present at the school thirty (30) minutes before the start of the school day and in their classroom at least fifteen (15) minutes before the start of class. Teachers will be available after dismissal for students' needs, advising of students, parent conferences and/or appointments, professional meetings and collegiality. Except as provided below, the length of the teachers' workday shall not exceed eight (8) hours, including lunch, nor will the normal workday be less than seven and one-half (7-1/2) hours.

In addition to performing duties as assigned during the regular employee workday, employees may be required to perform other duties, many of which shall occur outside of the regular employee workday but are still related to the assigned duties. Such duties include, but are not limited to:

1. Planning and selecting and preparing materials for instruction;
2. Evaluating work of pupils and occasionally receiving (more often in case of independent study teachers) work of pupils;
3. Conferring and counseling with pupils, parents, staff, and administrators;
4. Keeping records;
5. Attending faculty, departmental and grade level (including IEP, SIP, SST, Grant preparation and WASC) meetings;
6. Participating in staff development programs and other professional activities relating to the employee's assignment;
7. Studying current literature to keep abreast of developments within the subject matter taught by the employees; and
8. Attendance at graduation ceremonies (required of all middle and high school teachers as long as it is included in the regular flex-time workday and reasonable exemption may be made with the approval of the Superintendent; for example, if attendance at graduation ceremonies would lengthen that workday by four (4) hours, the beginning of that workday will be delayed by four (4) hours).

The District and the Federation recognize that these activities are work related duties.

It is understood and agreed that although the overall amount of time required of employees to perform their duties should be substantially equal, the proportion of time

that these duties require the presence of the employee at the work site may vary according to the nature of the employee's duties and responsibilities.

- B. Teachers understand that there are activities beyond the confines of the workday that have necessitated staff supervision. Duties outside the teacher's regular work assignment, such as bus duty and early morning duty, shall be rotated to the extent feasible. Teachers shall normally be responsible for supervisory duties only at their school site or for students assigned to their site.

Duties at the high school shall be assigned by teacher selection. The sports and extracurricular duties shall be limited by number and nature of the following activities. There will be two (2) certificated staff members, in addition to the Athletic Director, at each sports event when the Athletic Director is the Coach. When the Athletic Director is not the coach, there will be one (1) certificated staff member in addition to the Athletic Director.

SPORTS: Maximum number of home games by season:

Baseball	[5]
Track	[5]
Football	[5]
Volleyball	[10]
Basketball	[Boys, 10]
Basketball	[Girls, 10]

EXTRACURRICULAR:

Middle School and High School Dances*	[3]	at each level
Middle School Sports & Class Sponsorship	[1]	at each level
High School Clubs & Classes	[10]	at each level

- * The Student Council Advisor, or administration approved designee(s), must be in attendance at each dance. All school sponsored dances, regardless of grade level or site, will be chaperoned by two (2) certificated staff members.

The District will provide a list of supervisory duties at the middle school and high school at the first faculty meeting of each school year with dates for such activities through the first sports season. Thereafter, the District will provide such list prior to the start of each additional sports season throughout the school year. Staff may select duties from the above list or may propose an alternative duty for that year to the Principal and the representative from the Federation. If the teacher, Principal, and Federation representative agree on the teacher's proposal, the alternative duty will be the only duty required for that year for that teacher and will be included as one (1) of the five (5) evaluation goals for the year. Alternatives will be evaluated on their merits to the

District. Proposals for alternative duty will be submitted for approval during the first two (2) weeks of the new school year. Any proposal submitted after the two (2) week timeline will be considered on a first-come basis.

- C. Every staff member shall be entitled to a duty-free thirty (30) minute lunch period, exclusive of passing time. Teachers may be called to duty to meet a site emergency, but will be paid an extra thirty (30) minutes at their hourly rate except in the case of the annual evaluation(s).

Sections D through H of Article V shall apply only to teachers in a fully departmentalized setting.

- D. Teachers shall have one (1) period set aside during each regular school day to be used exclusively for on-campus preparation and planning for classroom instruction. Other school and District-related uses of the preparation period, including any off-campus activities, are permissible with the mutual consent of the administration and teacher. The Athletic Director shall receive one (1) class period in addition to the regular preparation period, designated as "Athletic Director Period," to be used as a planning period for sports activities. (The Agriculture Director will also receive an additional class period exclusive of the regular preparation period for project supervision, so long as the Agricultural Grant funds this period.)
- E. No student shall be assigned to teachers during their preparation periods. However, this shall not preclude the teacher from conferring with students and/or parents on a voluntary basis during this period.
- F. Under emergency conditions, teachers may voluntarily accept a remunerated seventh period (compensated at one-sixth (1/6) of his/her salary). A teacher shall not agree to give up his/her preparation period on a regular basis. A teacher accepting a seventh period shall have an additional preparation period assigned by the principal before or after the school day.
- G. On a voluntary basis, not on a regular basis, teachers may request to trade preparation periods with other teachers without loss of pay or sick leave. Requests for such proposed trades will be given to the principal or his/her designee. The principal will either approve or disapprove any such request.
- H. When full or part-time teachers are used as substitutes or for other school or District-related purposes during a preparation period, it will be on a voluntary basis. Teachers will keep a record of class hours when that teacher voluntarily covers or takes on an additional entire classroom roster of students with administrative approval due to the absence of another teacher and when a substitute teacher cannot be arranged. Student work from the time covered demonstrating grade level appropriate assignments must be submitted to the school office. Upon a teacher's accumulation of enough time to equal 1 workday (7.5 hours), the District will give that teacher the option of (1) day's pay at the

substitute rate or one (1) day's "comp" time. If the teacher has not accumulated one (1) full day by the end of the school year, he/she shall be credited with the equivalent percentage of a personnel necessity day. If a teacher is asked to absorb another class, the teacher will receive 50% of the sub pay for the class period. If two teachers are asked to absorb the class, each teacher will receive 25% of the sub pay.

- I. Teachers traveling between school sites will be given reasonable travel time. Except when a teacher is hired to provide services which will require multiple moves between or among schools, teachers assigned to two (2) sites shall only be required to move once during the school day. Site administrators will develop and, if necessary, implement contingency plans for supervision of students should a teacher be delayed.
- J. Any teacher may, upon agreement with the Superintendent, voluntarily teach enrichment units after the end of the normal instructional day and shall receive a stipend to be mutually agreed upon by the District and the teacher with the approval of the Federation.
- K. The rate of pay for substitute teachers is \$150 per day. This will result in a raise in the compensation for preparation period subbing from the current \$18.34 per hour (\$110 per day) to \$25 per hour (\$150 per full day).

ARTICLE VI
WORK YEAR

- A. The length of the teacher's work year shall be one hundred eighty-three (183) days for returning teachers and one hundred eighty-four (184) for teachers new to the District. Every teacher shall have a work year that includes at least one hundred eighty (180) instructional days. One (1) or two (2) additional instructional days shall be scheduled but will be dropped from the calendar if an emergency does not require their use by Spring recess.
- B. Returning teachers shall perform orientation and preparation duties two (2) days prior to the start of the school year and one (1) day at the end of the school year unless other arrangements have been made with the site administrator and Superintendent. Except in unusual circumstances, orientation and inservice for returning teachers shall not take up more than one (1) of these two (2) days prior to the start of school.
- C. New teachers shall perform orientation and preparation duties three (3) days prior to the start of school and one (1) day at the end of the school year.
- D. The District and Federation shall work together to develop a calendar for the subsequent school year. The recommendation will be submitted to the negotiations process by March 1 of each year. The parties shall submit their tentative agreement on calendar to the Board in time for Board adoption at the May regular meeting; if the parties have not reached agreement by May 1, they shall forward their separate recommended calendars to the Board and the Board shall, at its May regular meeting, adopt the next school year's calendar.

ARTICLE VII
ASSIGNMENTS AND TRANSFERS

A. Definitions

1. "Transfer": the movement of an employee from one site to another site.
 - a. Employee initiated (voluntary)
 - b. District initiated (involuntary)
2. "Reassignment": the movement of an employee within a school from one grade level, subject, and/or program area to another grade level, subject, and/or program area.
 - a. Employee initiated (voluntary)
 - b. District initiated (involuntary)
3. "Displacement": a reassignment or transfer based on a change in enrollment.
4. "Vacancy": an unfilled certificated position created by death, resignation, retirement, termination, transfer, reassignment, expansion of program, or increased enrollment.
5. "Seniority": Calculated District-wide based on the date on which an employee first rendered paid service as a probationary employee.

B. General Procedures

1. An employee may, at any time, submit a request in writing for a reassignment/transfer, even if no opening is currently available. The request will be kept on file until the beginning of the following school year.
2. During the summer, the District shall post at the District office all unit vacancies as they occur. All postings will be sent to unit members who have a written request on file with the District office.
3. Bargaining unit vacancies that occur during the school year for the current year will be posted for five (5) days at each school site after all internal reassignments have been made.
4. Tentative grade, subject, class, site and room assignments will be provided to the employee, in writing, by June 1st for the subsequent year's assignment. Changes can only be made pursuant to this Article.

The master schedule at the high school for the upcoming year will be tentatively finalized by the last day of school and all teachers notified of their tentative course assignments for the next year by that date conditioned upon preregistration of current grades 8-11. Preregistration at the high school and the middle school shall be completed by May 15 of the current school year. However, changes in assignment may occur after the last day of school due to unforeseen changes in circumstances, and in such event the administration may reassign teachers to meet the new circumstances.

5. In verified vacancies, the following priorities will prevail:
 - a. Employees requesting voluntary reassignment or employees displaced from grade level, subject, or program area at the same site as the vacancy.
 - b. Involuntary reassignment.
 - c. Employees requesting voluntary transfer, employees returning from leave, or employees displaced from their site.
 - d. Involuntary transfer.
 - e. Temporary employees with rehire rights.
 - f. Posting of positions not filled through above.

C. Reassignment Procedures

1. It is the intention of the District to minimize disruption of existing staff positions caused by involuntary reassignments or room changes.
2. Internal vacancies are required to be posted for three (3) days on site unless a waiver request is granted by the Federation to reduce the number of days.
3. Once all internal moves have been made, each site will send to the District office a list of the openings at the site.
4. Vacancies will be filled by employees seeking voluntary reassignment and employees displaced as in B.5.(a) based on District seniority, and the following factors:
 - a. Unit member's area of credential.
 - b. Applicable State and Federal laws.
 - c. Principal's recommendations.

5. An involuntary reassignment or room change that is initiated by the District shall take place only after a meeting between the employee being considered for the reassignment or room change and his/her principal or immediate supervisor. Any such change will be initiated and planning completed prior to May 15 whenever possible.
6. Upon written request, an employee being involuntarily reassigned or directed to change rooms shall receive written reasons for such actions within ten (10) working days.
7. Employees who are involuntarily reassigned or directed to change rooms have the right to a review of the action by the Superintendent.
8. An involuntary reassignment and/or room change shall be based upon program needs as the primary consideration. Other criteria may be, but are not limited to:
 - a. Appropriate credential.
 - b. Academic preparation and experience.
 - c. Prior evaluations.
9. Involuntary reassignments and/or room changes shall not be made on an arbitrary or capricious basis. The decision to reassign or change the rooms of employees shall be based purely upon professional reasons deemed necessary to maintain and/or enhance educational programs.
10. If an employee is involuntarily reassigned, the reassigned staff member will be given notice of the reassignment at least five (5) calendar days prior to orientation, and the District shall assist the teacher in moving. If this is not possible, the District will assist the teacher and provide three (3) working days for completion of the reassignment. If the District directs a reassigned employee to use any days outside the normal one hundred eighty-three (183) day work year to complete the reassignment, the District will pay pro rata compensation to the employee for such days. The District will make a good faith effort to eliminate or reduce to a minimum the amount of time during the pre-school orientation days needed to complete a reassignment.
11. When an employee is directed to change rooms, the District shall provide assistance to the employee by moving his/her personal classroom materials and instructional equipment to the new classroom. One (1) day of release time or comp time may be taken, at the employee's discretion, for the purpose of moving or changing classrooms after consultation with the site administrator.

D. Voluntary Transfer

1. Employees interested in transferring shall file a written request with the District office during the five (5) day posting period unless a current request is on file with the District.
2. No current employee will be required to go through an interview process for transfer. The employee requesting a transfer is encouraged to visit the site and meet with the staff. The receiving site administrator may wish to meet with and/or observe the prospective transferee.
3. An employee requesting a voluntary transfer or responding to a posting may be assigned to the requested position based upon the following factors:
 - a. Unit member's area of credential.
 - b. Applicable State and Federal laws.
 - c. Principal's recommendations.
4. If more than one (1) employee applies for a position and has essentially equal qualifications, the most senior employee shall be granted the position.
5. Upon written request, the District Superintendent shall give employees denied a transfer a written explanation.

E. Involuntary Transfer

1. It is the intention of the District to minimize disruption of existing staff positions caused by involuntary transfers.
2. An involuntary transfer that is initiated by the District shall take place only after a meeting between the employee being considered for transfer and his/her principal or immediate supervisor. Any such change will be initiated and planning completed prior to May 15 whenever possible.
3. Upon written request, an employee being transferred involuntarily shall receive written reasons for such transfer within ten (10) working days.
4. Employees who are involuntarily transferred have the right to a review of the decision to transfer by the Superintendent.
5. An involuntary transfer shall be based upon program needs as the primary consideration. Other criteria may be, but are not limited to:
 - a. Appropriate credential.

- b. Academic preparation and experience.
 - c. Prior evaluations.
 - d. Seniority.
6. Involuntary transfers shall not be made on an arbitrary or capricious basis. The decision to transfer employees shall be based purely on professional reasons deemed necessary to maintain and/or enhance educational programs.
7. When an employee is involuntarily transferred, the District shall provide assistance to the employee by moving his/her personal classroom materials and instructional equipment to the new site. If an employee is involuntarily transferred, the transferring staff member will be given notice of the transfer at least five (5) calendar days prior to orientation, and the District shall assist the teacher in moving. If this is not possible, the District will assist the teacher and provide three (3) working days for completion of the transfer. If the District directs a transferring employee to use days outside the normal one hundred eighty-three (183) day work year to complete the transfer, the District will pay pro rata compensation to the employee for such days. The District will make a good faith effort to eliminate or reduce to a minimum the amount of time during the pre-school orientation days needed to complete a transfer.

F. Shared Contracts

1. A teacher or teachers may file a written request with the Superintendent on or before April 15 of the year preceding the year of change, to share a contract in the next year. The request shall state the reasons for the proposal and contain a detailed description of how and by whom the contract is proposed to be shared. The exact split of the assignments, including hours, days, and subjects to be shared, will be described.
2. If the proposal is to share an assignment with someone who is not currently an employee of the District, and the Superintendent determines that such sharing is feasible if a qualified certificated person is available, the District shall initiate the procedure for hiring a suitable employee on a temporary contract. The employee requesting the job-sharing will be informed of the tentative selection and if the employee requesting the job-sharing does not agree with the selection, he/she may, within five (5) workdays of being informed of the tentative selection, withdraw the request for job-sharing.
3. The salary of each employee shall be in direct proportion as his/her work time compares to full-time. The District will pay the cost of only one (1) employee benefit package for two (2) teachers sharing one (1) position.

4. An employee requesting a job-sharing assignment shall be considered on leave of absence without pay for the time not worked and any and all pay and benefits of whatever kind shall be prorated accordingly.
5. Job-sharing employees shall serve a pro rata share of duties and extra assignments. If the shared assignment is anything other than a one-semester-on, one-semester-off basis, both employees will attend faculty meetings or meet with the site administrator or his/her designee on a regular basis.
6. A job-sharing assignment is for one (1) year only. Any request for renewal shall be treated as a new application and shall meet all the requirements thereof. If one (1) partner does not continue for the full period of the assignment, the remaining partner may opt to assume the full-time position or request that the District assist in obtaining a replacement partner.
7. Upon completion or termination of a job-sharing arrangement, the Superintendent shall reinstate the employees to the positions they held at the time of the granting of their job-sharing arrangement; provided, however, if the Superintendent determines that such reinstatement would not be in the best interest of the educational program or the personnel at the school site, he/she shall determine the assignments (grade level and school site) of the employees. In the latter event, upon request by either employee, the Superintendent shall meet with the employee to discuss the assignment(s).
8. The Superintendent shall have final authority to approve/disapprove each job-sharing proposal.

ARTICLE VIII
EVALUATIONS

The District will update and modify its evaluation procedures and related forms, as necessary, in order to provide meaningful evaluation to its certificated employees, in order to ensure employee success, satisfaction, development and accountability, and ensure that evaluation tools are aligned with appropriate and relevant standards. Teachers will be notified by November 1 of their evaluation dates.

- A. Each bargaining unit employee will be evaluated in compliance with the mandatory evaluation provisions contained in the Education Code. In each evaluation, the employee shall be evaluated by assessing his/her competency as it reasonably relates to:
1. The progress of the employee's pupils toward standards of expected pupil achievement at each grade level in each area of study, and if applicable, the State-adopted academic content standards as measured by State-adopted criterion reference assessments.
 2. The instructional techniques and strategies used by the employee.
 3. The employee's adherence to curricular objectives.
 4. The employee's establishment and maintenance of a suitable learning environment, within the scope of the employee's responsibilities.
 5. The employee's performance of the non-instructional duties listed in Article V, Section A.
- B. Each bargaining unit employee shall be evaluated by the Superintendent, principal, or his/her designee. No bargaining unit employee may be required to evaluate another bargaining unit employee. Probationary employees shall be evaluated annually; permanent employees shall be evaluated at least once every two (2) years.
- C. Within twenty (20) workdays after school begins, the evaluator shall meet with the teacher to develop goals and objectives for the teacher for that year. The goals and objectives shall be reduced to writing and shall pertain to the factors stated in Paragraph A above. If the evaluator and teacher do not agree upon the teacher's goals and objectives within thirty (30) workdays after school begins, the evaluator shall set the goals and objectives for the year's evaluation and provide a copy to the teacher. The teacher may comment in writing upon the mandated goals and objectives. The teacher shall have the right to inform the evaluator, in writing, of any perceived constraints which would work against the attainment of District-imposed goals and objectives.

- D. The evaluator shall observe the employee's class or other work place at least twice during the school year. So long as two (2) observations occur no later than March 1, other observations may occur later. Each of the two (2) minimum observations shall cover an entire lesson presentation. Lessons presented for announced observations shall use a lesson plan. One observation shall be announced to the employee at least two (2) workdays prior to the observation; any other observation may be unannounced. Observations beyond the minimum two (2) may be for any length of time. The evaluator shall schedule the first observation to occur prior to December 1.
- E. Each observation may be followed by a conference between the evaluator and the teacher to discuss the results of the observation. This conference should take place within ten (10) working days of the observation. During the conference, the teacher and evaluator shall review the observation report which shall contain what the evaluator observed and his/her comments on the teacher's performance. A teacher may request an additional observation beyond the minimum.
- F. Prior to delivery of the final evaluation, a draft of the final evaluation shall be shared with the employee, and any comments or documents from the employee shall be taken into consideration in preparing the final evaluation. At least thirty (30) calendar days prior to the last school day of the school year, the evaluator shall deliver a copy of the final evaluation to the employee.
- G. When any permanent bargaining unit employee has received an unsatisfactory evaluation, the District shall annually evaluate the employee until the employee achieves a positive evaluation or is separated from employment with the District. Whenever an evaluation contains an unsatisfactory rating of the employee's performance in the area of teaching methods or instruction, the Superintendent or his/her designee may require the employee to participate in a program jointly designed by the District Superintendent and the employee to further pupil achievement and the instructional objectives of the Superintendent or his/her designee. If the Superintendent or designee and employee do not agree upon the particular remediation program, the Superintendent or designee may design the program and direct the employee to comply with it, and the employee shall be required to comply.
- H. The established grievance procedures may be used to grieve the process of evaluation but not the product. An evaluation shall not be invalidated due to non-substantive procedural errors committed by the evaluator unless the errors are prejudicial errors.
- I. Unless the conduct is personally observed by a school administrator or school trustee, the District shall not utilize a complaint by a citizen, parent, pupil, or classified/certificated staff member which is not upheld by the complaint procedure (see Article XIII) in any manner which might affect the evaluation of an employee.

ARTICLE IX
ASSURANCE TO NEW TEACHERS

- A. The Superintendent or his/her designee shall assign each new teacher to a specific assignment within the District.

- B. Prior to making this assignment, the Superintendent or his/her designee shall meet with the new teacher to discuss the assignment and any concerns of the teacher or of the Superintendent or his/her designee relating to the teacher's potential needs for training, assistance, and evaluation. The District's evaluation process shall be explained to the new teacher.

ARTICLE X
GRIEVANCE PROCEDURES

A. Definitions

1. A grievance is a formal written allegation by a grievant that he/she has been adversely affected by a violation of a specific provision of this Agreement.
2. A “grievant” is a member or a group of members of the unit asserting the grievance, or the Federation.
3. A “day” is any day during which the District office is open for business.

B. Time Limits

1. In the absence of excusable neglect, a bargaining unit member who fails to comply with the established time limits for initial filing of a grievance or for taking the grievance to the next level, shall forfeit all rights to the application of the grievance process for the alleged contract violation.
2. Failure by the administration to adhere to decision deadlines shall allow the grievant to immediately proceed to the next level in the grievance process.
3. Nothing prevents the parties from extending the dates described in B.1 and B.2 by mutual agreement.
4. Time limits will automatically be extended during the school year when the time limits include periods of extended holiday, that is, periods of five (5) or more days of vacation time. In these cases of time limit extension, the extension of the limit will be equal to the number of days in the vacation period.

C. Federation Notification

The District shall not agree to an adjustment resolution of a formal written grievance until the Federation has received a copy of the grievance and the proposed resolution and has been given an opportunity to file a response.

D. Informal Level

Before filing a formal written grievance, the grievant shall attempt to resolve it by an informal conference with the grievant’s immediate supervisor.

E. Formal Level

1. Step 1

- a. Within twenty (20) days after the occurrence of the act or omission giving rise to the grievance, the grievant must present his/her grievance in writing on the District Certificated Grievance Form to the immediate supervisor.
- b. This statement shall be a clear, concise statement of the circumstances giving rise to the grievance and shall include the following information:
 - (1) A description of the specific grounds of the grievance, including names, dates, places and relevant factual allegations necessary for a complete understanding of the grievance;
 - (2) A list of the specific provisions of the Agreement which are alleged to have been violated;
 - (3) Specific actions requested of the District which will remedy the grievance.
- c. The supervisor shall communicate his/her decision in writing within ten (10) days after receipt of the grievance.

2. Step 2

- a. If the grievant is not satisfied with the decision at Step 1, he/she may appeal on the District Certificated Grievance Form to the Superintendent or designee within ten (10) days of receipt of the Step 1 decision. The statement shall include a copy of the original grievance, the decision appealed from, and a clear, concise statement of the reasons for the appeal.
- b. The Superintendent or designee shall convene a meeting with the grievant and communicate his/her decision in writing within ten (10) days after receipt of the Step 2 appeal.

3. Step 3

- a. If the grievant is not satisfied with the decision at Step 2, he/she may, within ten (10) days after receiving the decision at Step 2, request in writing that a mediator be requested to assist the parties.
- b. Upon receiving such a request, the Superintendent or designee shall request a mediator from the State Mediation and Conciliation Service.

- c. If the mediator is unable to resolve the grievance to the written satisfaction of both parties within twenty (20) days from the date he/she first meets with the Superintendent and the grievant, the grievant may, within ten (10) days after the expiration of the twenty (20) day period, file a request with the Superintendent that the grievance go to the Board of Trustees for final resolution. The parties may mutually agree in writing to extend the twenty (20) day period.
- d. If the mediator is unable to resolve the grievance, he/she will write a report with a recommended resolution of the grievance which will go to the Board of Trustees.

4. Step 4 - the Board

- a. The mediator's recommended resolution and the grievance documents will be considered by the Board at a meeting of the Board within thirty (30) days after the mediator's recommended resolution is received by the Board. The grievant may be represented by a Federation representative at a meeting with the Board. The Board shall issue its decision on the grievance within fifteen (15) days after the Board meeting where the grievance is considered, and the decision of the Board shall be final.

F. Miscellaneous Provisions

1. Forms for filing grievances or for making appeals and any other necessary documents to the grievance process shall be prepared by the District for distribution to the school sites to facilitate the operation of the grievance process.
2. There shall be no reprisal by either party for invoking the grievance process.
3. When it is necessary for a grievant, witnesses, and/or a representative designated by the Federation to participate during the school day in grievance meetings with supervisors, these staff members will be released to serve without loss of compensation, provided that twenty-four (24) hours' prior notice is given to the principal and the District office.
4. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
5. Subject to meeting any time deadlines, a grievant may make arrangements to be represented by the Federation at any level of the grievance procedure.

ARTICLE XI
LEAVES

A. Personal Illness and Injury Leaves

1. Full-time unit members shall be entitled to twelve (12) days' leave with full pay for each school year for purposes of personal illness or injury. Unit members who work less than full-time shall be entitled to that portion of the twelve (12) days' leave as the number of hours per week of scheduled duty related to the number of hours for a full-time employee in a comparable position.

- 2a. When an employee is absent from his/her duties on account of illness or accident for a period of 100 days or less, whether or not the illness or accident arises out of or in the course of employment, the amount deducted from the salary due the employee for any of the 100 day period in which absence occurs shall not exceed the sum which is actually paid a substitute employee employed to fill the employee's position during his/her absence, or if no substitute employee was employed, the amount that would have been paid to the substitute had a substitute been employed. The sick leave, including accumulated sick leave, and the 100 day period shall run consecutively. In other words, the 100 day period stipulated above begins immediately after use of the employee's current annual ten (10) days plus any accumulated sick leave. When the employee remains absent after use of the 100 day differential pay leave, the employee shall be in unpaid status.

- 2b. When the employee has exhausted all available sick leave, including accumulated sick leave, and continues to be absent on account of illness or accident for a period beyond the 100 day period, and the employee is not medically able to resume the duties of his/her position, the employee shall, if not placed in another position, be placed on a reemployment list for a period of twenty-four (24) months if the employee is on probationary status or for a period of thirty-nine (39) months if the employee is on permanent status. When the employee is medically able, during the twenty-four (24) or thirty-nine (39) month period, the employee shall be returned to employment in a position for which he/she is credentialed and qualified. The twenty-four (24) month or thirty-nine (39) month period shall commence at the expiration of the 100 day period described above.

- 2c. This 100 day period and its implementation shall be implemented as set forth in the mandatory provisions of Education Code sections 44977 (as amended by SB 1019, Chapter 30 of the Statutes of 1998) and the mandatory provisions of Education Code section 44978.1 (as newly enacted by the same Chapter 30 of the Statutes of 1998) and Education Code sections 45196.

3. If a unit member does not utilize the twelve (12) days of leave as authorized in the paragraphs above in any school year, the amount not utilized shall be accumulated from year to year.
4. If an administrator reasonably suspects abuse of sick leave, the administrator may require the employee to obtain documentation from an appropriate professional health care provider verifying the necessity for absence due to personal illness or injury. If an administrator reasonably suspects that an employee on sick leave is too ill or injured to return to work, the administrator may require the employee obtain documentation authorizing return to duty from an appropriate professional health care provider. The District may also require the employee to be examined by a second professional health provider to determine whether the employee is ill or injured and whether the employee is physically and mentally capable of performing his/her duties. (Such second opinion will be at District expense.) The employee may choose the second professional health provider. If directed by the District management, a unit member shall not return to work until he/she submits a professional health provider's authorization to return to work, or if directed to do so, secures authorization following submission to an examination by a second professional health provider, at District expense, of the employee's choice. Failure to comply with the request or directions of the District pursuant to this paragraph may justify loss of sick leave for those days of absence and/or corrective action.
 - a. Unit members absent from duties for more than three (3) consecutive school days for sick leave must provide the district with a doctor's note before returning.
5. Whenever possible, a unit member must contact the District's executive secretary or designee as soon as the need to be absent is known, but in no event less than one and a half (1.5) hours prior to the start of the workday, to permit the employer time to secure a substitute service. Failure to provide adequate notice may be grounds for denial of leave with pay for those days in question or other corrective action.
6. A unit member who is absent for one-half (1/2) day or less shall have deducted one-half (1/2) day from accumulated leave; if the absence exceeds more than one-half (1/2) day, a full day shall be deducted from accumulated leave. Teachers in a departmentalized program may request leave on an individual period basis with approval of the site administrator.
7. By October 1 of each school year, the District shall give each employee notice of the number of days of sick leave the employee has accumulated.
8. Routine medical/dental/vision examinations shall not be scheduled on inservice days.

B. Bereavement Leave

1. A unit member shall be entitled to a maximum of three (3) days' leave of absence, or five (5) days' leave of absence if it is out-of-state or five hundred (500) miles or more to his/her destination, without loss of salary, on account of the death of any member of his/her immediate family.
2. For purposes of this provision, an "immediate family" member shall be limited to mother, father, grandmother, grandfather, or a grandchild of the unit member or of the spouse of the unit member, and the spouse, son, son-in-law, daughter, daughter-in-law, brother or sister, brother-in-law, sister-in-law, step-parent, step-brother-or sister, or step-child of the unit member or any relative living in the immediate household of the unit member.
3. Subject to the availability of qualified substitute employees as determined by the Superintendent/designee, a unit member may be absent to attend the funeral of a District staff member or student without loss of pay. The amount of time necessary to be absent shall be worked out in advance with the Superintendent.

C. Leave for Pregnancy Disability

1. Unit members are entitled to use sick leave as set forth in section A of this Article for disabilities caused or contributed to by pregnancy, miscarriage, and recovery therefrom. Such leave shall not be used for child care, child rearing, or preparation for child bearing, but shall be limited to those disabilities as set forth above. The length of such disability leave, including the date on which the employee's duties are to be resumed, shall be determined by the unit member and the unit member's physician; however, the District management may require a verification of the extent of disability through consultation with the unit member's physician or through a physical examination of the unit member by a physician mutually selected by the employee and the District. If there is no mutual agreement, the employee shall select a physician from a list of preferred providers of at least three (3) names provided by the District. If there is any cost incurred for the exam, it will be borne by the District.
2. The unit member on leave for pregnancy disability shall be entitled to return to the position held by her at the time of the granting of the leave, unless she otherwise agrees.

D. Industrial Accident Leave

1. Unit members will be entitled to industrial accident leave for personal illness or injury which has qualified for workers compensation under the provision of the State Compensation Insurance Fund.
2. Such leave shall not exceed sixty (60) 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 of the District in any one (1) fiscal year for the same industrial accident.

3. The District has the right to have the unit member examined by a physician designated by the District to assist in determining whether an illness or injury exists, the length of time during which the unit member will be temporarily unable to perform assigned duties, and whether illness or injury arose out of or in the course of the employee's employment.
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 State Compensation Insurance Fund which would make the total compensation from both sources exceed one hundred (100) percent of the amount the unit member would have received as a salary had there been no industrial accident or illness.
5. If the unit member fails to endorse to the District any wage loss disability indemnity 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. Retroactive deductions may be made.

E. Jury Leave

Employees shall be entitled to as many days of paid leave as may be required for appearance in response to required service as a juror before any duly convened court of law. If the employee receives any juror's fees while on leave under this paragraph, such fees shall be remitted to the District.

F. Leave for Court Appearance Under Order or Subpoena

1. Members of the bargaining unit who are summoned to appear in court (other than as a litigant) or summoned to respond to an official order from duly constituted governmental authority, for reasons not arising from the member's own connivance or misconduct, shall be granted paid leave of absence to the extent of the difference between the unit member's regular rate of pay and the amount allowable as a witness fee. When the witness fee is allowable, it is the member's responsibility to collect same and remit it to the District up to the amount of the member's daily pay.
2. Members of the bargaining unit who are summoned to appear in court as a litigant in a domestic relations matter shall, after any other applicable leave provision(s) is/are exhausted, receive sub-deduct pay for up to fifteen (15) additional days. Sub-deduct pay is defined as that amount which would normally be paid to the employee, less the amount which is actually paid a substitute employee employed to fill the employee's position during his/her absence, or if no substitute employee is employed, the amount that would have been paid to the substitute had a substitute been employed.
3. Salary for time spent in answering a federal subpoena outside of the State of California is subject to approval of the Board of Trustees.

4. This leave provision is contingent upon the employee providing proof acceptable to the Superintendent that such leave was reasonably necessary.

G. Personal Business Leave

Unit members may request up to four (4) days from the twelve (12) days sick leave for the purpose of conducting personal business. Such leave may be taken in increments of one (1) day or one-half (1/2) day if a substitute is available, and is cumulative from year to year. Personal business leave shall require prior approval of the Superintendent. Personal business leave cannot be used for concerted activities against the District, or sick leave, shall not be scheduled on District inservice days, and should not be taken on days next to weekends or holidays.

H. Sabbatical Leave

The Board of Trustees, in its sole discretion, may grant a sabbatical leave to a full-time bargaining unit member under the conditions contained in Education Code Sections 44966, *et seq.*

I. Scheduling of Medical and Dental Appointments

In the interest of professionalism, bargaining unit employees shall make every effort to schedule routine doctor and dental appointments so that the employee's presence at school during the workday will not be interrupted.

J. Financial Incentive Related to Use of Leaves

The District and the Federation may establish a positive financial incentive to not use leave in such amount as it determined appropriate.

K. Catastrophic Leave

1. Definition

"Catastrophic illness" or "injury" means an illness or injury that is expected to incapacitate the employee for an extended period of time, or that incapacitates a member of the employee's family whose incapacity requires the employee to take time off from work for an extended period of time to care for that family member, and taking extended time off work creates a financial hardship for the employee because he/she has exhausted all of his/her sick leave.

2. Eligibility Requirements

Eligible leave credits may be donated to a unit member for a catastrophic illness or injury if all of the following requirements are met:

- a. The unit member who is, or whose family is, suffering from a catastrophic illness or injury requests that eligible leave credits be donated and provided verification of catastrophic injury or illness as required by the District. Participants shall be required to submit a doctor's statement indicating the nature of the illness or injury and the probable length of the absence from work.
- b. The unit member has exhausted all of his/her paid sick leave credits.
- c. The Federation verifies that the unit member meets all the eligibility requirements.
- d. Participation is voluntary, but requires contribution to the Leave Bank.

3. Procedure for Donating Sick Leave Credit

- a. Unit members may donate sick leave credits only if they have a minimum of nine (9) days of accumulated sick leave and may donate only days in excess of that nine (9) days.
- b. All transfer of sick leave credit to the program is irrevocable.
- c. Contributions shall be authorized in writing yearly by the unit member.
- d. All unit members on activity duty with the District are eligible to join the Leave Bank during the open enrollment period, such period to be September 1 to October 1 of each year.
- e. Unit members who elect not to join the Leave Bank upon first becoming eligible must wait for the next open enrollment period to join.
- f. Unit members returning from extended leave which included the enrollment period and new unit members hired after the beginning of the school year will be permitted to contribute within thirty (30) calendar days of their return/hire date.
- g. The annual rate of contribution by each participating unit member for each school year shall be no more than twelve (12) days of sick leave.
- h. Any excess sick days donated beyond those used by a requesting teacher shall be held in the Bank of Credits for use of future requests.

- i. Days shall be contributed to the Leave Bank and granted from the Leave Bank without regard to the daily rate of pay of the Leave Bank recipient.
- j. Potential donors are advised to consider the retirement implications of donating their unused sick leave credit to the Catastrophic Sick Leave Program.

4. Procedures for Requesting Sick Leave Credit

- a. A unit member desiring Catastrophic Sick Leave credit shall obtain and submit an application from/to the Federation President.
- b. A unit member who receives sick leave credit pursuant to this section shall use any leave credits that he/she continues to accrue on a monthly basis prior to receiving paid leave pursuant to this section.
- c. The maximum amount of donated sick leave credit that may be used by an individual under this section shall be sixty (60) days in any school year.
- d. All unit members on active duty with the District are eligible to join the Leave Bank during the open enrollment period, such period to be September 1 to October 1 of each year.
- e. Participants who have exhausted regular sick leave, but still have differential leave available to them, shall be eligible for Catastrophic Leave Program credits. The District shall pay the participant full pay, and the credits shall be charged at one (1) day of sick leave for each day of absence.
- f. If a participant is incapacitated, applications may be submitted by the participant's agent or member of the participant's family.

5. Administrative Regulations

- a. Catastrophic leave credits shall not be used for illness or disability which qualify the participant for Worker's Compensation Benefits.
- b. Credits shall not be considered available leave for purposes of qualifying for STRS Disability.
- c. The Federation shall maintain on file the Catastrophic Leave Bank. Credits donated and distributed shall be filed on Federation forms and shall be authorized by the Federation President before transfers are made into and out of the credit bank.

L. Family and Medical Leave

1. Employees who have been continuously employed at least twelve (12) months are eligible by law for unpaid Family and Medical Leave. Leaves may be granted for up to twelve (12) weeks in a one (1) year period (July 1- June 30). To the extent paid leave would otherwise be available for such purposes, an employee may elect, or the District may require, substitution of any earned or accrued paid leave for all or part of any Family and Medical Leave granted.
2. Family and Medical Leave is permitted for the following reasons: to care for the employee's newborn child, or a child placed with the employee for adoption or foster care; to care for an employee's spouse, child, parent, grandchild or grandparent who has a serious health condition.
3. Family and Medical Leave does not constitute a break in service for the purposes of longevity, seniority, and/or sick leave. The employee and dependent benefit coverage as provided in Article XII shall continue, but the District may recover the premiums if the employee fails to return to work after the leave period has expired and the failure to return is for reasons other than continuance/recurrence/onset of a serious health condition of the employee/spouse/parent/child or other circumstances beyond employee's control.
4. An employee must have at least one thousand two hundred fifty (1,250) hours of service with the District during the previous twelve (12) month period to be eligible for Family and Medical Leave.
5. Regardless of the provisions contained herein, the District shall not be required to provide Family and Medical Leave unless under the particular circumstances either the State Family Care and Medical Leave law or the Federal Family and Medical Leave law requires that such leave be granted and then only to that extent. It is the District's intent to comply with mandatory provisions of these laws but not to provide any benefit or leave beyond such provisions.

ARTICLE XII
SALARY, STIPEND POSITIONS, AND BENEFITS

A. Salary

1. The salary schedule shall be as in Appendix "A," attached hereto.
 - a. Salaries of probationary or permanent part-time employees shall be in direct proportion to contractual obligations when compared with obligations of full-time employees.
 - b. Staff members who are assigned to more than one (1) school shall be compensated at the current IRS rate for travel time and expense for commuting between schools if assigned to schools in Herlong and Doyle.

B. Salary Classifications

1. New employees shall receive credit on the salary schedule for the years of experience after receipt of a valid teaching credential, under full contract in teaching positions, as defined in paragraph 3 below. The credit may be earned in public school districts, or through equivalent teaching experience in private schools, with the Peace Corps or Department of Defense. Such equivalence shall be determined solely by the Superintendent.
2. Credit for out-of-District experience shall be granted on a year-for-year basis to a maximum of ten (10) years. To be credited, at least one (1) of the years of experience must have occurred within the last seven (7) years.
3. For the purposes of advancement on the schedule, a probationary or permanent unit member must be actively employed (not merely in paid status) a minimum of seventy-five percent (75%) of the school days in any school year to receive credit for advancement to the next level. Unit members working less than full-time during the school day will advance to the next salary schedule step only after accumulating service which is the equivalent of at least seventy-five percent (75%) of a full-time year's work. The advancement shall be made annually at the beginning of the new school year.
4. All units and degrees must be from institutions accredited by the American Federation of School and Colleges or its regional affiliate. Courses submitted for credit including lower division courses must be approved by the Superintendent and must be completed after the granting of the Bachelor's Degree. Employees are directed to submit course work to the Superintendent for approval prior to taking the

course work, wherever possible. Courses submitted will not be denied on an arbitrary or capricious basis.

5. Professional growth increments become effective within forty-five (45) days following the submission of proof of completion of salary schedule requirements. Salary adjustments will be prorated to the date of course work completion for courses completed after August 31. Credit shall not be granted until an official transcript or grade card has been received by the District for course work. In any event, documentation or credit received satisfactory to the superintendent, must be received on or before January 1 in order for any credit to be given for the year.
6. All course work will be recorded in semester hours. A maximum of fifteen (15) semester units may be creditable in one (1) year, including summer school. All course work submitted for credit must carry a grade of “C” or better or of “Pass”.
7. Quarter units shall be converted to semester units by multiplying by two-thirds (2/3).
8. By October 1 of each school year, the District will, upon request of an individual employee, provide him/her with a statement of the number of units the District has on file for him/her.
9. Any payroll error resulting in inadequate payment for an employee in the bargaining unit shall be corrected, and a supplemental check issued, not later than five (5) working days after the employee provides notice to the District. Any clerical payroll error resulting in a total overpayment to an employee of five percent (5%) or less of the employee’s next net paycheck shall be corrected by the deduction for the overpayment from the employee’s next paycheck. If the total overpayment amounts to more than five percent (5%) but less than fifteen (15%) of the employee’s next net paycheck as corrected prospectively, the total overpayment shall be recovered equally from the two (2) paychecks issued after discovery of the error. If the total overpayment amounts to fifteen percent (15%) or more of the employee’s next net paycheck, the total overpayment shall be recovered equally from the next six (6) paychecks, unless the employee and the Superintendent agree upon a more lengthy period of repayment.
- 10a. The teacher performing the Agriculture Director duties will receive 20% additional compensation for the performance of extended duties. The Agriculture Director will be granted a project supervision period.
- 10 b. The teacher performing the Athletic Director duties will receive \$4,000.00 in additional compensation for the performance of extended duties.
11. Teachers working under an ROP credential can advance columns on the pay scale provided they meet the unit requirements.

C. Benefits

1. The District shall contract for any plan composite rate health insurance coverage for employee, spouse, and dependent(s) under Tri-County Schools Insurance Group Medical Program.
2. The District shall contract for dental insurance coverage for employee, spouse, dependent(s) under California Dental Service Group #7008-0035.
3. The District shall contract for vision insurance coverage for employee, spouse, and dependent(s) under Central Valley Trust, which includes a ten dollar (\$10) co-payment.
4. The District shall contract for GROUP salary protection, District Paid Plan, (Plan D) offered by Provident Life and Accident Insurance Co.
5. The District shall contract for a term life insurance program for the employee and spouse through Central Valley Trust.
6. The maximum aggregate District contribution for each full-time unit member for the benefits described in this Article XII shall be Nine Hundred Fifty Dollars (\$950) per month. The total cost of medical, dental, vision, life insurance and income protection benefits in excess of the contractual District contribution level shall be deducted monthly from each employee's salary payment.
7. Commencing the month of July, 2006, and for each month thereafter during the term of the this Agreement, the District shall pay into an employee health benefit pooled account the amount of Nine Hundred and Fifty Dollars (\$950.00) per month per full-time employee ("pooled account"). This pooled account shall establish the District's maximum monthly obligation with respect to providing health benefits for bargaining unit members ("District pooled cap amount"). This District pooled cap amount shall be available to pay the costs of all bargaining unit member medical, dental, vision, life insurance and income protection plan premium costs to the extent of the rate structure provided by the Federation as set forth below.

Prior to the above effective date, the Federation shall provide the District with a rate structure based upon the projected participation patterns of bargaining unit members in the medical, dental, vision, life insurance and income protection plans, as determined during each open enrollment period ("rate structure"). This rate structure must be capable of being fully funded by the District pooled cap amount for all affected bargaining unit members. During each of the first two (2) months following implementation of this provision (i.e., July and August), the Federation shall meet for the purpose of determining any adjustments in the previously-submitted rate structure that may be necessary to ensure compliance with the terms of this provision. Unless

otherwise agreed by the parties, this rate structure shall be effective until such time as the premium rate structure is modified by the plan provider.

Within sixty (60) days prior to any increase in rates by the plan provider, the Federation shall provide the District with a new rate structure or indicate in writing that the rate structure previously provided to the District is to remain unchanged. This rate structure must be capable of being fully funded by the District pooled cap amount for all affected bargaining unit members. In the event the Federation does not respond in a timely manner, the rate structure then in effect shall remain in effect until otherwise agreed by the parties.

At any time, any difference between the actual rate structure charged by the benefit provider that exceeds the rate structure determined by the Federation and paid by the District from the District pooled cap amount, shall be paid by individual bargaining unit members through payroll deductions.

Whenever a teacher is hired mid-year, and after the Federation has provided its most recent rate structure to the District, that teacher shall receive a monthly benefit allowance up to Eight Hundred Dollars (\$800.00) that will be applied towards the purchase of District-provided monthly health, dental, vision, life insurance and income protection plans. This monthly benefit allowance shall continue until the Federation next provides a new rate structure for District implementation, at which time the teacher shall be treated the same as veteran teachers are treated with respect to the receipt of District-provided health benefits.

In the event a previously employed teacher is re-employed after the establishment of the rate structure, such employee shall be treated as if he/she were a new teacher to the District.

8. Subject to carrier restrictions, retired employees may continue, at their own expense, with the District medical plan, if they choose.
9. Health benefits will only be granted to employees working twenty (20) hours or more per week or working four (4) instructional periods per day.
10. The District shall continue to contribute the premiums (up to the maximum allowable herein) for the employee's health insurance until August 31, whenever an employee terminates his employment with the District on June 30, except in instances of termination for cause and in instances where the person is employed elsewhere during either July or August and receives health benefits in the other employment. Employees on unpaid leave may maintain their existing health insurance coverage by mailing to the District, in advance, quarterly premium payments. These payments are to be received not later than the fifteenth (15th) day of the month preceding the due date of a quarterly payment.

11. The District and Federation will negotiate regarding any proposed changes in carriers or benefit plans.

12. Early Retirement Plans

The approval of any early retirement plan or program provided herein for any individual employee shall be within the sole responsibility and discretion of the Board of Trustees.

a. Optional Part-Time Employment

(1) Eligibility

- (a) Certificated staff members may apply for this part-time employment program which provides full-time retirement contributions and credit, if they have completed ten (10) years full-time service in the District.
- (b) Applicants must have attained the age of fifty-five (55) years prior to the beginning of the school year in which the reduced assignment begins. Applicants must not have reached the age of sixty (60) prior to the beginning of the school year in which a reduced assignment is authorized.
- (c) Applicants for part-time positions must agree to work at least half-time. "Half-time" shall be as determined by mutual agreement of the affected teacher and the Superintendent.
- (d) Participation in the program may not exceed five (5) years.

(2) Application and Notification

- (a) Staff members interested in program participation must apply to the District in writing by March 1, stating their interest in part-time work and the percent of the workday proposed.
- (b) The District will notify any applicant whose application has been approved by the Board by May 1.

(3) Staff Assignments

- (a) Staff assuming part-time assignments will meet with the site administrator within thirty (30) days of notification of part-time assignment to develop a school year plan for part-time work.

(4) Revocation

- (a) Staff initially entering a part-time assignment under this section will have until the day of the Board meeting to revoke the application.
- (b) Participation in the part-time teaching program may only be revoked by mutual consent of the employer and employee. Staff seeking to revoke their agreement shall file a written request with the District by January 15.

(5) Salary and Benefits

- (a) Staff will be paid based on a proration of their part-time service to the current hours of a full-time assignment.
- (b) The employer and employee shall submit contributions to the State Teachers Retirement System based on the compensation which would be earned for full-time employment.

b. Early Retirement Service Option

- (1)
 - (a) A certificated employee must have a minimum of ten (10) years of service in the District in a position requiring certification. A year of service is defined as working seventy-five percent (75%) of the days required by the certificated contract.
 - (b) The employee must be between the ages of fifty (50) and sixty (60).
 - (c) To be eligible, applicants must actually resign from the District. Persons intending to retire must make separate application to the Teachers' Retirement System.

(2) Application Procedure

- (a) Applications for participation in this early retirement program must be made to the Superintendent at least ninety (90) days prior to the effective date of retirement.
- (b) For the initial year only, applications must be received in the District office prior to June 1.

(c) Application for this program must be accompanied by a letter of retirement or resignation with an effective date not later than June 30 of any school year.

(3) Compensation for Participant Service

(a) The following compensation schedule will be used in calculating total compensation due to retirees:

<u>Age of Retirement</u>	<u>Compensation as a % of Final Year's Salary</u>
50	100%
51	95
52	90
53	85
54	80
55	70
56	60
57	45
58	30
59	15
60	5

(b) Compensation for participant services shall be at a maximum rate of Five Thousand Dollars (\$5,000) per year and Four Hundred Twenty-Five Dollars (\$425) per month until the total benefits due the employee have been paid.

(4) Assignments and Length of Service

(a) Assignments to the participant may include, but are not limited to, the following:

- (i) Curriculum Development.
- (ii) Material development for Instructional Material Services.
- (iii) Demonstration teaching.
- (iv) Updating and revision of the certificated and classified employee handbook.
- (v) Assisting in the development of inservice programs.
- (vi) Updating and revision of other school district publications.
- (vii) Helping with staffing programs.
- (viii) Analysis of testing data.

- (ix) Developing recommendations for updating and revision of school district policies and regulations.
- (x) Substitute teaching.
- (xi) Project writing.
- (xii) Project evaluation.
- (xiii) Tutoring.
- (xiv) Retirement counselor.
- (xv) School Attendance Review Board.
- (xvi) Child welfare attendance.

(b) Other assignments may be developed by the site administrator; these assignments will be submitted to the Superintendent for approval.

(c) The arrangement of workdays shall be by mutual agreement of the retiree and supervisor.

(d) Length of service will be determined to the nearest whole day by dividing annual compensation by the daily rate of the individual's final compensation.

(5) Termination Process

(a) The contract for the early retirement service program may be terminated upon mutual agreement of the participant and the District.

(b) The District may terminate the contract should the participant fail to perform required services. Pre-termination notice will be given to the participant and the Federation thirty (30) days before the District acts to terminate compensation.

13. Retiring employees between the ages of fifty-five (55) and sixty-five (65), with less than ten (10) years' service to the District, may elect to continue these benefits through the age of sixty-five (65) by mailing to the District, in advance, quarterly premium payments. These payments are to be received not later than the fifteenth (15th) day of the month preceding a quarterly payment's due date. The District and the retiree may agree that professional services may be redeemed in exchange for District payments of health benefits. The agreement reached by these parties may specify the specific health benefits sought, the days of service per year, and the types of services performed.

14. Retirement Incentive Program (New)

During the 2006/2007 school year only, the District will provide a retirement incentive for employees with twenty-five (25) years or more of continuous service to the District who retire or depart District service at the end of the 2006/2007 school year. The employee will receive fully-paid health benefits for himself/herself until the employee reaches age sixty-five (65). The employee's spouse will also be covered until that individual reaches age sixty-five (65) so long as that individual remains the spouse of the employee.

The former employee will be limited to the level of plan benefits he/she was receiving during the month of January, 2007, i.e., the former employee will not be allowed to upgrade to a higher level of plan benefits as part of this Retirement Incentive program.

Application for this Retirement Incentive Program must be made in written form to the District Superintendent/Principal by February 15, 2007 and must be accompanied by a letter of resignation with an effective date not later than June 30 of the 2006/2007 school year.

A participant in this Retirement Incentive Program is not precluded from working elsewhere. In the event the employee chooses to commence a State Teachers Retirement System ("STRS") retirement, and decides to concurrently work elsewhere, he/she will be subject to any limitations imposed by STRS.

D. Stipend Positions

1. Stipend positions described in Appendix B and extended duty contracts shall be filled on a voluntary basis. The compensation for such assignment work is set forth in Appendix B. It is understood that the District reserves the right not to fill a stipend position in any school year.
2. If more than one (1) unit member applies for a stipend position, the site administrator shall meet with each applicant to discuss experience and past performance generally and in that particular activity area. The site administrator shall then appoint one (1) of the applicants to the stipend position. The site administrator may choose to assign a stipend activity on a rotating basis to interest unit members who are well qualified. The site administrator has the authority to remove a unit member from a stipend position.
3. Time worked for all stipend positions will occur before or after school hours. Teachers may elect to use their lunch break for stipend work. Regular instructional periods shall not be used for stipend work unless prior approval is obtained from the Superintendent.

4. During the 2003/04 school year, the teacher performing the Agriculture Director duties received a stipend for the performance of those duties and responsibilities. Effective July 1, 2004, the duties and responsibilities of the Agriculture Director position shall, retroactively, be merged with the duties and responsibilities of the teacher's regular position who is currently performing the duties and responsibilities of the Agriculture Director position. This merger shall remain until such time as it is negotiated otherwise.

5. During the 2006/07 school year, the teacher performing the Athletic Director duties received a stipend for the performance of those duties and responsibilities. Effective July 1, 2006, the duties and responsibilities of the Athletic Director position shall, retroactively, be merged with the duties and responsibilities of the teacher's regular position who is currently performing the duties and responsibilities of the Athletic Director position. This merger shall remain until such time as it is negotiated otherwise.

ARTICLE XIII
PUBLIC/PARENT COMPLAINT PROCEDURE

A. Complaints Concerning School Personnel

1. In the course of business, there will be complaints made regarding unit members. District administration is ultimately responsible to see that these complaints are expeditiously resolved while protecting unit members from false or capricious accusation or gossip.
2. Every effort shall be made to resolve the complaint at the earliest possible stage. Except in unusual circumstances, and those covered by Title V, California Code of Regulations, Section 4600 *et seq.* (such as, illustratively, complaints concerning drug abuse, physical abuse, sexual abuse, etc.), complaints concerning school personnel shall be made directly by the complainant to the person against whom the complaint is lodged.
3. If the complaint is not resolved at this level, the complainant shall put the complaint in writing and direct it to the employee's administrative supervisor in charge of personnel issues, or principal, who will attempt to resolve the complaint within fifteen (15) working days.
4. If the complaint is put in writing, the unit member shall be given a copy as soon as possible and preferably within two (2) working days of the employer's receipt. The unit member shall be given the opportunity to respond orally or in writing.
5. The unit member may be represented by a Federation representative at any meeting regarding the complaint.
6. If the supervisor is different than the Superintendent and if the complaint, after review by the supervisor, remains unresolved, then the supervisor shall refer the written complaint, together with the supervisor's report and analysis of the situation, to the Superintendent or his/her designee, a copy of which shall be provided to the unit member. The Superintendent will attempt to resolve the complaint within ten (10) working days.
7. The complainant or the employee may request a closed session before the Board of Trustees on the complaint, such session to be held at the next scheduled Board meeting unless mutually agreed to hold at a later meeting. If the employee so requests, an open session will be held. In the absence of a request for such a Board of Trustees' meeting, the decision of the Superintendent is final.

8. Unless a complaint is substantiated, no material shall be placed in the employee's personnel file.
9. A complaint filed anonymously, or failure of the complainant to put the complaint into written form, will be considered by the District as a dropping of the complaint as to that complainant.

The provisions of this Article shall not be construed to prevent the District administration from investigating any oral or written complaint and initiating remedial or disciplinary action based upon such investigation.

B. Hearing

1. No open or closed session on a complaint will be held by the Board unless and until the Board and the employee(s) have received the Superintendent's written report concerning the complaint. The Superintendent's report shall contain, but not be limited to, the following:
 - a. The name of each employee against whom the complaint is made.
 - b. A brief but specific summary of the nature of the complaint and facts surrounding it, sufficient to inform the Board and the employee(s) as to the precise nature of the complaint and to allow the employee(s) to respond.
 - c. A true copy of the signed original of the complaint itself.
 - d. A summary of the action taken by the Superintendent in connection with the complaint, with the Superintendent's specific finding.
2. For any Board session on a complaint, the employee(s) complained about shall be notified and shall be entitled to attend the session and respond to any allegations in that session.

C. Miscellaneous

1. No record of any complaint shall be kept by the District if an investigation by the District shows that the complaint was mistaken or false, or the District believes that no record should be maintained. A copy of such a complaint and any written disposition shall be given to the employee.

ARTICLE XIV
CORRECTIVE ACTION

The purpose of this section is to provide a remedial sequence of steps for dealing with employment deficiencies other than incompetency. Nothing contained in this Article shall replace provisions for dismissal from employment contained in the California Education Code, nor shall the provisions of this Article be deemed a precondition to initiation of or approval of a dismissal from employment under the Education Code.

A. Progressive Discipline

1. The principles of progressive discipline, including but not limited to the use of oral or written reprimands as a corrective tool, shall be applicable in determining whether or not a suspension without pay is justified. The parties understand that in appropriate cases, suspension without pay may be imposed in the first instance without there being reprimand for prior conduct.
2. Suspension Without Pay
 - a. The Superintendent or his/her designee may initiate suspension without pay of a unit member for just cause. Suspension without pay may be for up to ten (10) unit member workdays.
 - b. A unit member shall be given a written notice of the proposed suspension. The notice shall contain a statement of the specific acts and/or omission upon which the suspension is based; it shall also contain a statement of the unit member's right to respond and to request a hearing. The notice of proposed suspension shall be delivered personally to the unit member or shall be mailed by U.S. Certified Mail to the unit member at his/her last address of record in the District Office. A copy of the notice shall be sent to the Regional Office of the California Federation of Teachers and to the Local President.
 - c. Prior to issuing any such notice of corrective action, the Superintendent or his/her designee will discuss his/her proposed action and the reasons for the action with the unit member and to take into account any response of the unit member.
 - d. The unit member shall be suspended as proposed unless the member files a timely request for hearing. If the unit member files a timely request for hearing, the suspension will be postponed until a final decision is rendered pursuant to this Article, unless the Superintendent or his/her designee determines that the unit member's continued

presence at work would create a danger to the safety or health of the unit member, students, or others, or a threat of disrupting the educational process.

- e. The unit member shall have seven (7) calendar days from the date of service of the notice in which to respond in writing to the charges and to file a written request for hearing in the office of the Superintendent. If a timely request for hearing is not filed, the suspension without pay shall be implemented as indicated in the notice of proposed suspension.
- f. If a request for hearing is timely filed, a hearing will be held before an arbitrator. If the Superintendent or his/her designee and the unit member do not agree upon an arbitrator, the arbitrator will be selected from a list provided by the American Arbitration Association (“AAA”). AAA Rules of Voluntary Arbitration shall thereafter apply.
 - 1) The arbitrator shall conduct a hearing at which both parties may present evidence and witnesses. The burden of persuasion of accuracy of the charges(s) shall be upon the administration, and the quantum of required proof shall be a preponderance of the evidence.
 - 2) Technical rules of evidence shall not apply.
 - 3) The parties may agree to waive the submission of briefs.
 - 4) After completing the hearing, the arbitrator shall submit a written decision to the parties containing findings of fact and conclusions of law. The arbitrator may approve the proposed suspension, decrease the proposed suspension, or eliminate it entirely. All aspects of the appropriateness of the proposed suspension shall be within the exclusive jurisdiction of the arbitrator. The arbitrator’s decision shall be final and binding on the unit member and the District.
- g. Any allegation of a violation of a specific provision of the collective bargaining agreement in any way related to the proposal for suspension without pay shall be submitted to the arbitrator for resolution and shall not be the subject of a grievance filed under the grievance procedure.
- h. At all levels of this process, the unit member may request representation by the Federation. The District may be represented by a person of its choice.

- i. The cost of the arbitrator shall be borne by the District.

ARTICLE XV
CLASSROOM SUPPLIES

- A. A minimum of Three Hundred Fifty Dollars (\$350) per year shall be made available for each teacher for the purpose of purchasing appropriate classroom materials of the teacher's choice. The Superintendent or his/her designee may disapprove any requested expenditure if he/she deems the materials to be inappropriate. The teacher must provide the District with receipts for the purchase of any and all classroom materials in accordance with State auditor requirements.

- B. 50% of incoming MAA monies received to the district be divided among participating classified employees. The monies will be added to the already approved \$350 dollars. The money will be used for classroom supplies only. It is understood by the federation that those funds are variable depending on the amount received by the district during a specific reporting period. The district will notify certificated employees at the start of each school year, how much over the \$350 dollars they are allotted to spend.

ARTICLE XVI
GOLDEN HANDSHAKE

The District may offer a Golden Handshake inducement for retirement as provided for in AB 2223.

ARTICLE XVII
CLASS SIZE

Except where relevant factors indicate otherwise or it is not feasible (as determined by the District), the District will attempt to distribute students at a particular grade level as equally as possible among all teachers assigned to that grade level in the District.

A. For single grade classes:

1. Grades K-3: 20.4 to 1 Average Daily Enrollment
2. Grades 4-5: 30 to 1 Average Daily Enrollment

If any of the above limits is exceeded for one (1) monthly register period commencing October of each school year, upon request of the teacher, the Superintendent, teacher, and Federation representative shall meet and the Superintendent and teacher shall mutually agree in writing upon one (1) or more of the remedies contained in section F, below.

B. For combination classes:

1. If a K-1, 1-2, or 2-3 class has more than 20.4 Average Daily Enrollment for one (1) monthly register period commencing October of each school year, upon the request of the teacher, the Superintendent, teacher, and Federation representative shall meet and the Superintendent and teacher shall mutually agree in writing upon one (1) or more of the remedies in section F, below.
2. If a 4-5 class has more than twenty-eight (28) enrollment for one (1) monthly register period commencing October each school year, upon the request of the teacher, the Superintendent, teacher, and Federation representative shall meet and the Superintendent and teacher shall mutually agree in writing upon one (1) or more of the remedies in section F, below.

C. Middle School

If any middle school class (except P.E. and extra-curricular classes such as band) has more than thirty (30) enrollment for one (1) monthly register period commencing October 1 of each school year, upon the request of the teacher, the Superintendent, teacher, and Federation representative shall meet and the Superintendent and teacher shall mutually agree in writing upon one (1) or more of the remedies in section F, below.

D. High School

1. Lecture Classes: Class size will be limited to 30:1 average daily enrollment.

2. Science Lab, shop, art, weight training, and computer application classes: Class size will be limited by the number of work stations available.
3. The District reserves the right to cancel any class of insufficient enrollment by the third school week. Insufficient enrollment is defined as less than ten (10).

If any of the above limits is exceeded for one (1) monthly register period, commencing October of each school year, upon request of the teacher, the Superintendent, teacher, and Federation representative shall meet and the Superintendent and teacher shall mutually agree in writing upon one or more of the remedies in section F, below.

- E. In order for any student who regularly participates in a pull-out program (e.g., LEP, RSP, Title I) to be counted in the classroom teacher's load for purposes of this Article, he/she must participate in the classroom at least eighty percent (80%) of the average daily minutes.
- F. The remedies include, but are not limited to:
 1. For each full enrollment over the limit, a stipend of 1/10 of 1% of column 1 step 1 of the certificated salary schedule, not to exceed 3/10 of 1% per month.
 2. Additional or realignment of aide time.
 3. Additional teaching staff.
 4. Realignment of staff.
 5. Transfer of students.

ARTICLE XX
MAINTENANCE OF OPERATIONS

The Federation and its membership agree during the term of this Agreement, and the negotiations process for a successor agreement, neither it nor any member or members of the bargaining unit will interfere with the operation of the District through the use of concerted activities, including compliance with the request of another labor organization or bargaining unit to engage in such activity, in an attempt to induce a change in any matter related to wages, hours or employment, or other terms and conditions of employment.

The District agrees it shall not lock out any employee in the bargaining unit.

The Federation recognizes the obligation of the Federation and its bargaining unit members to comply with the provisions of this Agreement. It shall inform all bargaining unit members of the obligation to comply with this Agreement.

ARTICLE XIX
COMPLETION OF MEET AND NEGOTIATE

During the term of this Agreement, the Federation expressly waives and relinquishes the right to meet and negotiate and agrees that the District shall not be obligated to meet and negotiate with respect to any subject or matter whether referred to or covered in this Agreement or not, even though each subject or matter may not have been within the contemplation of either or both the District or the Federation at the time they met and negotiated on the executed this Agreement, and even though such subjects or matters were proposed and later withdrawn.

ARTICLE XX
TERM

IN WITNESS THEREOF, this Agreement has been duly executed by the parties this 2nd day of October, 2017.

FORT SAGE FEDERATION OF TEACHERS

NAME: Janean Embree
NAME: Janean Embree
TITLE: Teacher
DATE: 10/2/2017

NAME: Jaimie Taylor
TITLE: Teacher
DATE: 10/2/2017

NAME: Shelly Marcotte
NAME: Shelly Marcotte
TITLE: Teacher
DATE: 10/2/2017

FORT SAGE UNIFIED SCHOOL DISTRICT

NAME: Mike Albenberg
TITLE: Superintendent
DATE: 10/2/17

NAME: Gunn Paulsen
TITLE: Business Manager
DATE: 10/2/17

APPENDIX A

FORT SAGE UNIFIED CERTIFICATED SALARY SCHEDULE

17/18

		I	II	III	IV
	INTERN	<45	45-60 or MA	61-75	>75
1	35747.94	38632.5	40177.8	41784.912	43456
2	35747.94	39598	41182	42830	44543
3	35747.94	40588	42212	43900	45656
4		41603	43267	44998	46798
5		42643	44349	46123	47968
6		43709	45457	47276	49167
7		44802	46594	48458	50396
8		45922	47759	49669	51656
9		47070	48953	50911	52947
10		48247	50177	52184	54271
11		49453	51431	53488	55628
12				54825	57018
13				56196	58444
14				57601	59905
15				59041	61403
16				60517	62938
17					64511
18					66124
19					67777
20					69471
21					71208
22					72988

BOARD APPROVED 10/19/2017

APPENDIX B
FORT SAGE UNIFIED SCHOOL DISTRICT
STIPEND SCHEDULE

2017-2018 School Year

Elementary Activities	
LEAD TEACHER	\$4,000.00
Primary School Student Council Advisor	\$580.00
Primary Yearbook Advisor	\$1,183.00
Primary School Publications Advisor	\$1,183.00
Academic Event Coaches	
Geography Bee	\$490.00
Spelling Bee	\$490.00
Academic Olympics	\$490.00
Drama	\$490.00
Odyssey of the Mind	\$490.00
6th Grade Science Trip	\$490.00
6 th Grade Advisor	\$490.00
Total	\$10,376.00
Middle School Sports	
Athletic Director	\$1,000.00
Basketball-(Girls)	\$591.60
Basketball-(Boys)	\$591.60
Volleyball-(Girls)	\$591.60
Baseball (Boys)	\$591.60
Cross Country	\$591.60
Total	\$3,958.00
Middle School Activities	
Student Council (with H.S.)	\$580.00
Total	\$580.00
High School Activities	
LEAD TEACHER	\$4,000.00
Yearbook	\$1,183.20
Senior Sponsor	\$1,183.20
Stud Counc/Store	\$1,183.20
WASC	\$1,183.20
Publications	\$1,183.20
Drama	\$1,183.20
Total	\$9,916.00

High School Sports	
Athletic Director	\$4,080.00
H S Track n Field	\$2,223.60
Cross Country	\$2,223.60
Volleyball-(Girls)	\$2,223.60
Basketball (Girls)	\$2,223.60
Softball-(Girls)	\$2,223.60
Baseball (Boys)	\$2,223.60
Basketball (Boys)	\$2,223.60
Football (Boys)	\$2,223.60
Pep Squad	\$1,600.00
JV Coaches	\$1,600.00
Total	\$25,068.80
<i>TOTAL BOYS SPORTS</i>	<i>\$12,892.80</i>
<i>TOTAL GIRLS</i>	<i>\$12,892.80</i>
Total Stipend Costs	\$49,898.80
EXTRA PAY	
AG Director 20% of Salary (10% district/10% grant)	
Hourly Programs	\$25 per hour
CAASPP Testing Coordinator	\$1,020.00