

**Tentative Agreement  
Between  
Sylvan Educators Association (CTA) (NEA)  
and the  
Sylvan Union School District**

**November 20, 2019**

The Parties have met and agreed to the following as a resolution of all issues. Except as expressly stated herein all provisions of the current collective bargaining agreement shall continue without modification.

**ARTICLE 14 WAGES:**

**Paragraph 14.1** ~~includes a~~ For 2019-2020 wages include a salary schedule increase of 3% (three percent) over the 2018-2019 salary schedule, effective retroactively to July 1, 2019, and ongoing for the 2019-2020 salary schedule. The Master's Stipend shall increase to \$ 2,299 effective retroactively to July 1, 2019. The Doctorate Stipend shall increase to \$2,685 effective retroactively to July 1, 2019. The salary schedule percentage increase for School Psychologists, Board Certified Behavior Analysts and Credentialed Nurses will match that of the Certificated Salary Schedule.

14.1.1. Beginning July 1, ~~2006, 2019~~ the District will implement additional salary schedule steps based on longevity of employees who have reached step 14 of the highest column (VII). Those additional steps will begin with step "15" and be followed by an additional step every four years (increments L1, L2, L3, L4, L5, L6). They will be based on the same dollar interval as other schedule steps.

14.1.2. The District and SEA agree that, effective July 1, 2018 certificated employees in continuous District employment shall, when reaching Column G, be placed on the step corresponding with the number of years in District service, as defined in Section 14.9.1, following initial placement. Thereafter, additional longevity increases shall continue to be granted after each additional 4 years of employment by the District (increments L1 L2, L3, L4, L5, L6).

14.1.3. ~~District psychologists shall receive such longevity increases upon each five years of continuous District employment after reaching the top step (year 5) of the psychologist salary schedule steps 10, 15, 20 ...).~~ Beginning July 1, 2006, 2019, the District will implement additional salary schedule steps based on longevity of psychologists who have reached step 10. Additional longevity increases shall continue to be granted, starting at year 10, after each additional 4 years of employment in the District (increments L1, L2, L3, L4, L5, L6).

14.1.4 District credential nurses shall receive additional salary schedule steps based on longevity of nurses who have reached step 14 of the highest column (G). Those additional steps will begin with step "15" and be followed by an additional step every four years (increments L1, L2, L3, L4, L5, L6). They will be based on the same dollar interval as other schedule steps.

14.1.4.5 A Board approved leave of absence does not constitute a break in continuous employment.

### **Paragraph 14.3**

Establishes a new hourly rate of \$ 37.47.

### **ARTICLE 16 Teacher Discipline**

The District expects educators to maintain professional standards. In the event that an educator fails to meet these standards, or engages in inappropriate or egregious conduct, the District has a responsibility to address the educator's conduct. The District utilizes progressive discipline and correction except where the offense or actions require immediate remediation, correction, or discipline by the District.

#### 16.1.1

The purpose of progressive discipline is to provide corrective feedback and/or administrative coaching for the educator. Progressive discipline includes, but is not limited to, the following actions:

- Conversations
- Feedback and/or administrative coaching
- Written and/or verbal corrective feedback
- Conference summary
- Letter of warning/reprimand

Documentation regarding educator discipline, with notification to the educator, may be placed into the educator's personnel file. An educator may attach a written response to documentation placed into his/her personnel file.

16.1.1-2 Disciplinary action, as described and outlined below, means suspension without pay for up to fifteen (15) days

16.1.2-3 This Article shall not limit the District's right to evaluate or to reprimand orally or in writing or to counsel employees. Nor shall anything in Article 10 - "Evaluation Procedures," limit the District's right to discipline employees pursuant to this Article

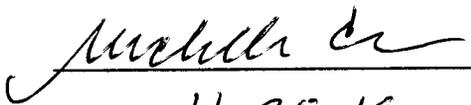
~~16.1.3 4 Discipline pursuant to this Article shall typically be preceded by a written reprimand or written warning of the unacceptable conduct is based on like or similar conduct. However, In instances where the Superintendent believes that a written reprimand or written warning is~~

inappropriate under the circumstances, or will not result in corrective action, the Superintendent may order a suspension without having first given a written reprimand or written warning.

16.1.4 5 The teacher may request the presence of an Association representative at any meeting scheduled by an administrator where disciplinary action is the subject of investigative questioning.

16.1.5 6 Suspensions pursuant to this Article shall not reduce or deprive the teacher of seniority or health benefits.

For SEA:

 \_\_\_\_\_

Date: 11-20-19

For SUSD:

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Date: 11-20-19

Memorandum of Understanding

Sylvan Educators Association ("SEA")  
and the  
Sylvan Union School District ("District")  
November 20, 2019

ARTICLE 9 HOURS OF EMPLOYMENT:

SEA and the District agree to the following agreement for the 2020-2021 and 2021-2022 school years. This agreement may be extended only through mutual agreement of the Parties. All other terms of this Article remain unchanged.

**Article 9.9.1.** The calendar for traditional and single-track schools shall include one hundred eighty (180) instructional days plus two (2) additional work days.

For the 2020-2021 and 2021-2022 school years, an additional two (2) paid days will be added to provide professional development and learning for a total of one hundred eighty-four work days. The current site work day will consist of a ninety-minute all-staff meeting followed by teacher work time which may include team collaboration, preparation of instructional space and materials, parent and team communications, and any other professional responsibilities. If the first day of instruction falls on a Monday, a Monday staff meeting will not be held.

For SEA:

  
\_\_\_\_\_

Date: 11-20-19

For SUSD:

  
\_\_\_\_\_

Date: 11-20-19