

Tentative Agreement
between the
Irvine Unified School District
and the
Irvine Teachers Association

Article 10 – Working Conditions

10.7.2 Effective July 1, 2016, the work year shall be one hundred eighty-six (186) days for all bargaining unit members, with the exception of counselors and library media specialists assigned to elementary schools, middle schools and comprehensive high schools and school nurses.

- 10.7.2.1 The one hundred eighty-six (186) days shall consist of:
- One hundred eighty (180) days of student instruction
 - Two (2) teacher work days
 - Three (3) days of mandatory staff development
 - One (1) day utilized for, but not limited to:
 - Parent-Teacher conferences
 - Student Orientation
 - Student-free teacher workday

10.7.3 The work year for counselors and library media specialists assigned to elementary schools and middle schools shall be one hundred eighty-seven (187) days. ~~The additional One (1) counseling day shall be worked prior to the beginning of the student instructional calendar~~ 186-day work year.

10.7.4 The work year for counselors and library media specialists assigned to comprehensive high schools shall be one hundred ninety-two (192) days. ~~The additional Six (6) counseling days shall be worked prior to the beginning of the student instructional calendar~~ 186-day work year.

10.7.5 The work year for school nurses shall be one hundred ninety-two (192) days. Six (6) days shall be worked prior to the beginning of the 186-day work year.

ARTICLE 12 – Evaluation

12.5.3 Final Evaluation

- 12.5.3.1 A written evaluation shall be ~~transmitted~~ provided to the unit member ~~on or before May 15~~ not later than thirty (30) days before the last scheduled school day for ~~of the school year in which the evaluation takes place.~~

ARTICLE 17 – Compensation and Related Benefits

17.1 Salary Schedule

- 17.1.1 ~~For the 2015/16 school year, the current Salary Schedules shall reflect a 4% increase on all elements of the schedule, effective July 1, 2015.~~

Effective July 1, 2016, all elements of the current Salary Schedules shall be increased by 3.7%.

In addition, bargaining unit members who are employed by the District on ~~March 1, 2016~~ February 1, 2017 shall receive a onetime ~~2%~~ 1.2% off-schedule payment calculated on the unit member's placement on the newly ratified 2015/16 2016/17 salary schedule, to be paid in one (1) increment no later than the ~~January 31, 2016~~ February 28, 2017 pay warrant.

Enhancements to stipends, summer school program rates, the share rate and the hourly rate shall be effective upon ratification by both parties and shall not be retroactive.

~~Effective July 1, 2016, the 2015/16 Salary Schedule shall reflect a .5% increase on all elements of the schedule.~~

- 17.1.3 ~~Five thousand eight hundred ten dollars (\$5,810)~~ Six thousand twenty-five dollars (\$6,025) shall be added to the annual salary of all unit members who hold a Clinical Rehabilitation Services Credential and provide Speech and Language services in the District.
- 17.1.4 ~~Eight thousand one hundred ninety-seven (\$8,197)~~ Eight thousand five hundred dollars (\$8,500) shall be added to the annual salary of all unit members who hold a Clinical Rehabilitation Services Credential and a Speech Pathology License and provide Speech and Language services in the District.

17.8 Summer School/Intersession

- 17.8.1 Summer School/Intersession hourly rates shall be determined as follows:

Years of District Experience	Rate of Pay
0 - 10 years	\$36.06/hr. <u>\$37.39</u>
11 - 15 years	\$37.98/hr. <u>\$39.39</u>
16 years +	\$40.22hr. <u>\$41.71</u>

17.9 Hourly Rate of Pay

- 17.9.1 The hourly rate shall be ~~\$36.06~~ \$37.39

Article 18 – Benefits Management Board (BMB)

- 18.2 The District's contribution for health benefits for the ~~2014-15 school year~~ shall be \$10,143 per eligible unit member per benefit year unless modified through the provisions of Article 18.2.1. In addition, the district shall make a one-time contribution of ~~\$200,000~~ \$300,000 to the reserve fund of the Benefit Management Board for the ~~2014-15~~ 2016/17 school year. The District's contribution shall be subject to annual negotiations.

Article 19 – Absences and Leaves

19.17 Catastrophic Leave Bank

19.17.1 Definitions

~~19.17.1.1~~ A "catastrophic illness or injury" shall be defined as a non-occupational, physical illness or injury that is expected to incapacitate the unit member for an extended period of time, and taking time off work creates a financial hardship for the unit member because he or she has exhausted all accumulated sick leave, ~~as well as forty days of differential sick leave.~~

19.17.5 Withdrawal from the Bank

19.17.5.1 Bank participants shall use all of their accumulated sick leave and ~~twenty (20) days of differential leave~~ before being eligible to withdraw from the Bank, ~~for the 2013/14 school year only.~~

Appendix B-1 – Athletic Stipends

Effective July 1, 2016, the allocation of base shares for the head coaches of tennis, golf, volleyball, water polo, and cross country shall be adjusted as follows.

Sport	Level	Base Shares	On-Campus Credit	No Coach Period
Tennis	Varsity Head	69 <u>89</u>	22	22
Golf	Varsity Head	69 <u>89</u>	22	22
Volleyball	Varsity Head	82 <u>89</u>	22	22
Water Polo	Varsity Head	87 <u>89</u>	22	22
Cross Country	Varsity Head	77 <u>89</u>	22	22


For the District

September 23, 2016

Date


For the Association

9/23/16

Date