

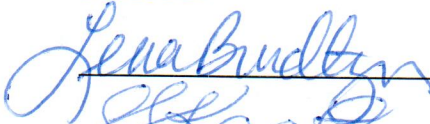
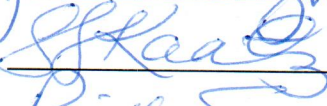

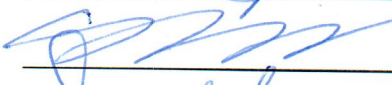
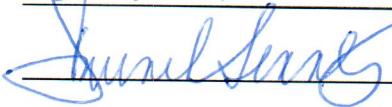
**CAMPBELL UNION SCHOOL DISTRICT  
AND  
CAMPBELL ELEMENTARY TEACHERS ASSOCIATION  
TENTATIVE AGREEMENT  
May 23, 2017**

Campbell Union School District and CETA agree to the following to in negotiations for 2017-18:


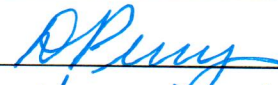

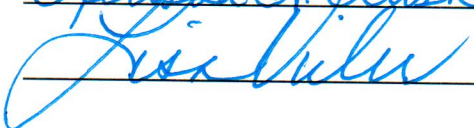
1. The District shall increase the salary schedule by 4%, effective July 1, 2017.
2. For the 2017-18 school year, the District shall increase the District's contribution to health and welfare benefits to the 2017-18 Kaiser single rate, Delta Dental and VSP Vision, as of January 1, 2018.
3. The Parties also agree to the attached MOU regarding Professional Learning Communities, which will be effective from July 1, 2017 to June 30, 2019.
4. The Parties agree to meet to review and revise the Special Education MOU prior to the start of the 2017-18 school year.

This Tentative Agreement closes negotiations for 2017-18.

DISTRICT

  
  
  
  
  
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CETA

  
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MOU  
PROFESSIONAL LEARNING COMMUNITIES  
May 23, 2017

The Parties believe that the opportunity for teams to meet on a regular basis to discuss student learning is beneficial. In an effort to provide teachers with the time they need to work collaboratively using the Professional Learning Communities model, the Parties enter into this two-year agreement.

The purpose of the Professional Learning Community is for teachers to work collaboratively in ongoing inquiry using the Team Cycle to achieve better results for the students they serve (see attached). This allows staff to participate in teams to determine what students need and how to meet those student needs, and to allow teachers to become more knowledgeable and skilled at the craft of teaching. Teachers will develop common assessments that determine student mastery and will reflect on evidence of student learning and lesson integrity. They will also establish a repertoire of skills and strategies to respond to students who are struggling with or have already mastered concepts.

It is the intention of the District to provide up to 90 minutes on shortened Wednesdays for Professional Learning Communities, except as required for TK-3 Preparation Time. While it is understood that there will be times when a portion or all of a shortened Wednesday will need to be used for purposes other than Professional Learning Community time, such as for faculty meetings, in such situations the goal is that there will be at least one hour of collaboration time whenever possible.

Professional Learning Committees may be grade level, subject matter, job-alike (or some other configuration) with overall coordination by the site leadership team. Each PLC will keep an ongoing record of its work and common agreements.



# The Team Cycle

