

SAN RAFAEL ELEMENTARY SCHOOL DISTRICT  
2017-2018

Tentative Agreement Between San Rafael City Schools and the San Rafael Teachers  
Association

**Article II: Compensation**

The parties agree to a 4.37% ongoing salary increase on the SRTA salary schedules retroactive to July 1, 2017. The retroactive increase will apply only to the base salary compensation and will not apply to hourly, stipend, extra duty or overtime work.

Appendix B: The parties agree to raise the "cap amounts" shown in Appendix B to:

	<u>2017</u>	<u>2018</u>
Employee	\$552	\$588
Employee + 1	\$1104	\$1174
Employee + 2	\$1436	\$1527

The district and SRTA agree to form a health benefits subcommittee to explore alternatives to CALPERS.

2.1.1 Each bargaining unit member shall be placed on the salary schedule (Appendix A) when initially employed and granted year-for-year credit for previous verified, full-time teaching experience. **Effective July 1, 2018, annual part time teaching experience of at least .5 FTE 50% (90 school days) per school year can be combined when determining placement.**

2.2.3 The district will pay the employer monthly contribution for SRTA members' health and dental premiums during the months of July for bargaining members who are non-reelected, released, or resign with an effective date in June and who currently participate in the medical and dental plans.

2.7.2 In addition to the primary duties described above as part of the stipended Teacher-in-Charge service, up to 40 hours of additional activities will be identified by the Principal, in consultation with the Teacher-in-Charge. Principals have the flexibility to adjust suggested activities to meet the skills and interests of the Teacher-In-Charge. Possible additional duties may include:

- Participate on **PTA school** committees
- ~~Serve as SST Chair~~
- Coordinate a school-wide event
- Develop duty/specialist schedules
- Coordinate supply/book order
- Support new teacher orientation
- ~~Facilitate grant writing~~
- Coordinate student council **activities, events and groups**
- Assist in the site coordination and administration of state testing

2.7.4 Teachers-in-Charge shall receive an annual stipend **amount equivalent to 40 hours at the hourly rate** of \$1,200. If the principal is shared between two sites, the

TIC will receive an annual stipend **amount equivalent to 50 hours at the hourly rate \$1,500.**

**2.7.5 The Teacher-in-Charge must be a permanent, full time bargaining unit member, or shared by two permanent bargaining unit members.**

### **2.8.3 SST/Rtl Coordinators**

**2.8.3.1 Each school site shall have one SST/Rtl Coordinators who will be responsible for collecting data in a central shared location, arranging meeting dates and times, communicating pertinent information to all relevant stakeholders, coordinating facilities for meetings, facilitating meetings with necessary resources, recording outcomes of meetings and following up with stakeholders.**

**2.8.3.2 SST/Rtl Coordinators shall receive an annual stipend equivalent to 20 hours at the hourly rate.**

**2.9 Bargaining unit members who are certified as BCLAD Spanish and teaching at a school with at least a 60% EL population (including RFEP) shall receive an annual stipend of \$1500 retroactive to 7/1/2017.**

## **Article III: Work Year/Hours**

### **3.1.4.4 Status Quo**

**3.2.2.3 Bargaining Unit Members and the site administration shall mutually determine the use of the time available for the teacher collaboration made available by the banking time, in accordance with the schedule below:**  
**TK-5 Schools, Short School and Venetia Valley**

### **3.4 ~~Transitional Kindergarten and Kindergarten Support (effective July 1, 2017)~~ Teacher Support TK-5**

**3.4.1 TK/K/K1 Status Quo (4 days), 1<sup>st</sup> grade (3 days)**

**3.5.2.1 All bargaining unit members must attend all required professional development days. The district will compensate those Bargaining Unit Members for whom these are not scheduled work days/times at the hourly rate. Occasionally, a bargaining unit member might miss a professional development day due to illness, bereavement, or other such allowable reasons. In those circumstances, the following options are possible:**

**3.5.2.1.1 With approval of the Principal and Deputy Superintendent, a teacher may create a professional development project (equaling a full eight-hour day) around core curriculum; or**

**3.5.2.1.2 A bargaining unit member may also attend a District-wide professional development make-up day at the end of the year in June.**



3.5.2.2 If a bargaining unit member does not attend all the professional development days or make up missed day(s), that teacher's paycheck shall be docked after the last professional development make-up day at the end of the year in June.

3.9.1.1 Parent Conferences

Fall and spring parent conferences are mandatory for grades TK-5. A minimum day schedule will be observed (a week in October and a week in March generally) ~~by grade grades first through fifth for the week of fall goal setting.~~ One day of the week of fall **and spring** conferencing shall be a non-student day for **Transitional** Kindergarten through fifth grade bargaining unit members to provide flexible time throughout the day and evening for meeting **with parents who cannot meet during the normal conference schedule.**

~~3.9.1.2 A minimum day schedule will be observed a week in the spring by first through fifth grades for~~  
~~spring conferencing. One day of the week of spring conferencing shall be a non-student day for kindergarten through fifth grade bargaining unit members to provide flexible time throughout the day and evening for meeting with parents who cannot meet during the normal conference schedule~~

**Article III The Parties agree to meet and negotiate an MOU regarding conference weeks at the middle school level.**

3.9.2 Status Quo

**Article IV: Assignment and transfer**

4.1.1 Each bargaining unit member shall be notified no later than **ten working days before** the last work day of the school year, of his/her tentative assignment for the next school year.

4.6.2 If on the Notice of Intent, a bargaining unit member requests a transfer, the bargaining unit member need not make a further application in order to be considered for any vacancy for the remainder of the school year, ~~subject to sections 4.6.10 and 4.6.11.~~ **The February 15<sup>th</sup> Notice of Intent will be the only opportunity to request a transfer for the subsequent school year.**

4.6.5 Vacancies that occur after April **February** 15<sup>th</sup> will be filled at the discretion of the Superintendent.

~~4.6.10 A teacher may not voluntarily transfer to a school that is ranked in deciles 1 to 3 on the API if the principal of the school refuses to accept the transfer.~~

4.6.11 ~~After April 15<sup>th</sup> of the school year prior to the school year in which the transfer would become effective, a teacher who requests a voluntary transfer will not be given priority over other qualified applicants.~~

## Article V: Leaves

**5.1.3 Members of the bargaining unit must notify the District of absence as soon as the necessity to be absent becomes known to the bargaining unit member or by 6:00 a.m. of the day of the absence by using the district's absence management system.**

5.1.6 ~~Persons desiring to return from absence shall notify the District by 2:00 pm on the workday preceding the date of return. Failure to comply with these provisions may, at the discretion of the District, may result in the bargaining unit member's being denied the opportunity to return in which case an additional day's sick leave will be charged. The member shall be placed on unpaid status if the sick leave accumulation has been exhausted.~~

5.3.7 In all cases, employees must request these leave provisions as early as possible, in writing, to the ~~Executive Director,~~ **Administrator responsible for** Human Resources.

5.4.1 Generally, an employee is entitled to reinstatement to the same or equivalent position in the District when returning from Maternity Sick Leave, Child Arrival/Child Rearing Leave. However, the District may determine not to restore the employee to the same or equivalent position when it has been determined by a medical provider of the District's choice that the employee is unable to perform an essential function of this position. The District recognizes that its rights and obligations in this area are governed by FMLA/CFRA and the Americans with Disabilities Act.

5.10.1 At the discretion of the Board of Education, bargaining unit members with not less than four (4) years of contracted service with the San Rafael Board of Education may be granted leave of absence. Such leaves may be in excess of one (1) year, but not more than two (2) years, if in the opinion of the Board of Education, and extended leave is to the best interest of the District. There shall be no compensation for such leave and no salary increment shall accrue during the leave. **No leave shall be granted for staff to perform paid credentialed services in other districts except where the purposes are to share contracts at District initiation or to do District-approved research.** ~~The District may grant leave of up to one year for performance of paid employment outside the San Rafael City Schools. Bargaining unit members granted leave under this section shall notify the District Superintendent, in writing, prior to February 15 of the year before the leave is being taken.~~

5.12 Catastrophic Leave-Status Quo

5.14 The district comply with all state and federal regulations regarding parental leave. Annually, and on as needed basis, SRTA and SRCS will review new laws and create an information sheet to clarify federal and state regulations regarding parental leave.

## Article VI: Job Share Status Quo

The parties agree that article VI is an automatic reopener for the 2018-2019 school year.



**Article VIII: Class size**

8.1.1 The district-wide class size average at grades TK-3 shall not exceed 24.5:1. No TK-3 class shall exceed 25 students. The site class size average at grades TK-3 shall not exceed 25:1. This shall be the alternative class size adjustment ratio under the Grade Span Adjustment (GSA).

8.1.2 The district staffing ratio at grades 4-5 shall not exceed 28:1 with no class to exceed 28. ~~No TK-5 class shall exceed 28 students.~~

**8.2 Status Quo**

11.3 The parties agree to negotiate an MOU regarding AB 119 that expires June 30, 2020.

**Article XV Negotiations Procedure and Term**

15.5.1 The term of this agreement is ~~July 1, 2014 - June 30, 2017~~ July 1, 2017 - June 30, 2020. Reopeners for the second and third year of this agreement are salary, benefits and two additional articles for each party.

15.5.2 Bargaining unit members' agreement shall remain in full force and effect up to and including ~~June 30, 2017~~ June 30, 2020.

**Article XVI Beginning Teacher Induction Program**

16.1.2.2 Demonstrated exemplary teaching ability, as indicated by, ~~amount~~ among other things, effective communication skills, subject matter knowledge, and mastery of a range of teaching strategies necessary to meet the needs of pupils in different contexts.

**Article XVII Peer Assistance and Review (PAR) Program**

17.7.1.1 B Demonstrated exemplary teaching ability, as indicated by, among other things, effective e-communication skills, subject~~6~~ matter knowledge, and mastery of a range of teaching strategies necessary to meet the needs of pupils in different contexts.

**Appendix E FRAMEWORK OF EXPECTATIONS FOR BEGINNING TEACHERS**

On behalf of SRTA:

Molly O'Donoghue 12/20/17  
Ally Mitta 12/20/17  
Alexander Chapman 12/20/17  
Sheryl Shakerleff 12/20/17

On behalf of SRCS:

J Baer  
D. Zmarguad  
Gerrard Key  
M. B. B.

