

**Tentative Agreement between CETA and CUSD
December 13, 2019**

This is a one year agreement, July 1, 2019 through June 30, 2020.

The salary schedule shall be increased by 2%, effective July 1, 2019.

“The District shall contribute up to the cost of Kaiser single, Delta Dental and VSP vision. The benefits contribution will not exceed eleven thousand four hundred thirty dollars (\$11,430)” for the 2019-2020 school year.

The parties agree to continue the PLC MOU through 2019-20.

The parties agree to the attached modifications to Hours: 9.2, 9.8.2, 9.8.3; New section 10.9.2.2

The parties agree to increase the Overnight Supervision stipend 10.10.3—to \$150, beginning 2020-21.

For the 2020-21 school year, the mandatory trainings, Blood Borne Pathogens, CPS and Sexual Harassment, shall be completed by the bargaining unit on the members’ own time.

The parties agree to meet and negotiate as necessary to adjust to grade level changes at CSI, and perhaps Sherman Oaks, as they add new grade levels.

I. The Parties agree to the following changes to Article 9.

9.2 Instructional Minutes

Unit members assigned to TK-3 classroom instruction shall instruct students in the classroom for no less than 50,220 minutes and no more than 50,520 minutes per school year. Unit members assigned to ~~4-5~~ classroom instruction ~~beyond third grade~~ at elementary sites shall instruct students in the classroom for no less than 49,918 minutes and no more than 50,218 minutes per school year. Unit members assigned to classroom instruction at a middle school shall instruct students in the classroom for no less than 46,620 minutes and no more than 46,920 minutes per school year. To meet program needs and provide program flexibility, individual school sites may exceed the minutes specified in this section by complying with the waiver procedures established in Article 18.

9.8.2 ~~Grades 4 and 5~~ Elementary School-Upper Grades

~~Unit members teaching above grade 3 in grades 4th and above and Grade 5 elementary school classrooms unit members~~ shall receive one hundred and eight (108)-preparation periods per year during the student instructional day. A preparation period ~~at the grades 4 and 5 elementary school level~~ shall equal fifty (50) minutes. Such preps will be scheduled routinely throughout the year. ~~In addition, the District shall provide grades 4 and 5 elementary school classroom unit members upper grade unit members at~~

elementary school with one release day during the school year. The release day shall be used by unit members for instructional planning and preparation. Preparation time for teachers in grades 3 and 4 combination classes that have 20 24 students or less shall be the same as the TK-3 teachers. Preparation time for teachers in grades 3 and 4 combination classes that have more than 20 24 students shall be the same as for upper grades 4th and above, and 5 teachers.

9.8.3 Grades TK-3

Grades TK-3 classroom unit members shall receive thirty-six (36) preparation periods per year during the student instructional day. A preparation period at the grades TK-3 level shall equal fifty (50) minutes. Such preps will be scheduled routinely throughout the year.

10.7 Performance Incentive Award – Delete this section.

10.9 Stipends

10.9.2 Stipends for Speech and Language Specialists and Special Education Unit Members

- A stipend of \$2000 will be paid in equal monthly installments as a recruitment incentive during the first year of service to CUSD, provided that the unit member has at least a preliminary credential.
- And additional \$2000 retention incentive will be paid in equal monthly installments annually during each year of service to CUSD, provided that the unit member has at least a preliminary credential.
- The district may extend the work year for speech and language specialists and Special Education teachers, not to exceed five additional days. For each day that may be extended, the speech and language specialist will earn his/her per diem of pay.

~~10.9.2.1 Effective July 1, 2016 through June 30, 2019, the provisions stated above shall apply to Special Education unit members with at least a preliminary Special Education credential.~~

NEW 10.9.2.2 Effective July 1, 2019, the provisions stated in 10.9 shall also apply to Occupational Therapists.

10.9.3 Middle School Activities Director \$1500-\$3000

II. The Parties agree to continue the existing Special Education MOU for the 2019-2020 school year. The District will establish a Special Education Task Force to review the manner in which Special Education Services are delivered. If any of the

recommendations of the Task Force are negotiable, those items will return to the table for implementation.

III. Article XIX Section 19.6 TERM: The term of the collective bargaining agreement shall be 2019-2022. This agreement shall take effect on the date of ratification by the parties except as specifically described in the TA, and shall remain in full force and effect, up to and including June 30, 2022. Thereafter, the agreement shall continue in effect, year-to-year, unless one of the parties notifies the other in writing no later than April 15 of its request to modify, amend or terminate this Agreement.

IV. And the attached Grievance language – Article 5

The parties agree to negotiate in April 2020.

FOR THE DISTRICT

Syona Brundage
E. B.

[Signature]

Kimberly
Civane

Dec. 13, 2019

FOR CETA

Julie Pachard Cittadino

[Signature]

Catherine Hobbs

[Signature]

[Signature]

Dec. 13, 2019