

**VISTA DEL MAR UNION SCHOOL DISTRICT**  
**SIDE LETTER AGREEMENT: 2018 TEACHER IN CHARGE COMPENSATION**

This Side Letter of Agreement is entered into between Vista Del Mar Union School District (“District”) and Vista Del Mar Faculty Association/CTA/NEA (“Association”) with regard to the 2018-19 compensation amount for Teacher-in-Charge pursuant to Article 4.1.5 of the Collective Bargaining Agreement.

This agreement recognizes the District’s extraordinary fiscal challenges and the assignment of a part-time Interim Superintendent/Principal in a role previously filled by a full-time administrator.

The Parties agree that the limited availability of the Interim Superintendent during the 2018-2019 school year will have a significant impact on the workload of the Teacher-in-Charge and that the annual stipend authorized in the current Collective Bargaining Agreement was not adopted with the intent to address circumstances such as currently exist.

Therefore, the parties agree to increase the annual stipend for Teacher-in-Charge to the amount of \$TBA for the 2018-2019 school year with the option to renew the agreement and renegotiate the compensation amount on an annual basis or at any time there is a change of personnel in the Interim Superintendent/Principal position.

Furthermore, the agreement recognizes the District’s willingness to increase employment by .3 FTE of certificated staff to support necessary release time for the Teacher-in-Charge and supports this (or similar) expansion of support as an integral part of the school leadership/management solution in place during this period of fiscal crisis and potential district reorganization.

This Agreement is understood to be a Side Letter to the current Collective Bargaining Agreement between the District and the Association. Any disputes concerning the interpretation or application or alleged violation of the Agreement will be subject to Article 3: Grievance Procedure of the current Collective Bargaining Agreement.

This Agreement is not precedent setting and does not constitute a past practice.

This Agreement is final upon ratification by the Governing Board.

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William Banning, Interim Superintendent/Principal

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Date

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Bruce Robertson, President, Vista Del Mar Faculty Association/CTA/NEA

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Date