

ANTIOCH UNIFIED SCHOOL DISTRICT
OBSERVATION AND CONFERENCE FORM

Teacher: _____ School: _____ Date: _____

Status: Permanent Probationary 2 Probationary 1 Probationary 0 Intern Temporary

Type of Observation: Unannounced Scheduled Pre-Conference Date: _____

Teaching Assignment: _____ Lesson Topic: _____

Observation Focus: _____ Time: From: _____ To: _____

OBSERVATION NARRATIVE:

ANTIOCH UNIFIED SCHOOL DISTRICT
SUMMARY EVALUATION FORM

TE: _____

MID YEAR FINAL

Evaluatee: _____

School: _____

Grade Level/Subject: _____

Status: Permanent Probationary 2 Probationary 1 Probationary 0 Intern Temporary

	Satisfactory	Needs Improvement	Unsatisfactory	Not Applicable
1. Adherence To Curriculum (CSTP 3)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Instructional Techniques and Strategies (CSTP 1 & 4)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Learning Environment (CSTP 2)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Pupil Progress (CSTP 5)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Professional Growth (CSTP 6)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Other Related Responsibilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Instructions to Evaluator: 1) In cases of outstanding work, an Outstanding Service letter is suggested. 2) A rating of "Needs Improvement" or "Unsatisfactory" category must be clarified with comments identifying the particular area of concern and accompanied by a Teacher Assistance Plan.

EVALUATOR'S COMMENTS:

FOR FINAL EVALUATIONS ONLY -- EVALUATOR'S RECOMMENDATION

Re-employment Recommended Re-employment Not Recommended

A copy of this document will be placed in your personnel file. You are entitled to review and comment upon this document and to have your own written comments attached. Any such written comments should be submitted to the Personnel office within fifteen (15) working days after the date indicated below.

Evaluator's Signature

Date

I have received a copy of this evaluation report and have discussed it with my evaluator. I understand that my signature on this form does not necessarily mean that I agree with the ratings.

Evaluatee's Signature

Date

APPENDIX J

MOU: SPEECH – LANGUAGE PATHOLOGIST ASSISTANT - AMENDED

MEMORANDUM OF UNDERSTANDING
Between the
ANTIOCH UNIFIED SCHOOL DISTRICT
And the
ANTIOCH EDUCATION ASSOCIATION/CTA/NEA

November 18, 2005

It is agreed by the Parties that students in need of speech and language services are best served by a licensed and/or credentialed Speech-Language Pathologist (SLP). To ameliorate the current situation, the Parties have agreed to utilize Speech-Language Pathologist Assistants (SLP Assistants) as a means to decrease the caseloads and to improve the services to qualified students.

It is agreed by the Parties that if and when the District augments the Speech and Language Program with SLP Assistants that the following conditions shall be met:

1. Supervision
 - A. A Speech-Language Pathologist Assistant shall work under the direct, immediate or indirect supervision of a credentialed or licensed Speech-Language Pathologist (SLP) who is a member of the Antioch Education Association/CTA/NEA.
 - B. Being a supervisor of a Speech-Language Pathologist Assistant shall be voluntary.
 - C. SLP Assistants shall be assigned to Speech-Language Pathologists by the Director of Special Education or her/his designee.
 - D. The contractual length of the workday for SLP Assistants shall be at least the length of the supervising Speech-Language Pathologist's contractual workday as defined in Article 11 of the Agreement between the Parties.
 - E. Under no circumstance shall a Speech-Language Pathologist evaluate any SLP Assistant who they are supervising.
2. Mandated Supervisory Training
 - A. Any and all supervisory training shall be offered on a volunteer basis to all bargaining unit members serving as Speech-Language Pathologists.
 - B. The District shall investigate incorporating the mandated six (6) hour supervisory training into the District's ongoing Staff Development Program. The District shall provide this training in a timely manner so as to allow all Speech-Language Pathologists to become eligible and remain current with supervisory requirements.
 - C. If the supervisory training cannot be offered as part of the District's ongoing Staff Development Program, the Parties to the Agreement shall meet and determine how to offer the training and determine additional compensation, if any, for unit members participating in the training.

3. Caseload Range
 - A. A Speech-Language Pathologist and SLP Assistant Team shall have a caseload range of eighty-eight (88) to ninety-four (94) students. Under no circumstance shall a Speech-Language Pathologist and SLP Assistant Team carry a caseload of over ninety-four (94) students.
 - B. A Speech-Language Pathologist and SLP Assistant Team working with preschool students shall have a caseload range of sixty-four (64) to sixty-eight (68) students. Under no circumstance shall a Speech-Language Pathologist and SLP Assistant Team working with preschool students carry a caseload over sixty-eight (68) students.
 - C. The aforementioned caseloads are designed as a range in recognition that some students may require more assistance from the Speech-Language Pathologist and SLP Assistant Team.
4. Compensation: A Speech-Language Pathologist shall be paid an annual stipend of seven hundred and ninety-eight (\$798) dollars for serving as a supervisor of an SLP Assistant. **An annual stipend may be prorated among unit members if a SLP Assistant is shared between Speech-Language Pathologists. In December and May of each work year, the District shall provide to each Speech-Language Pathologist supervising a SLP Assistant an accounting of one-half of their stipend. If the accounting is not correct, the Speech-Language Pathologist shall notify their immediate supervisor. Stipends shall be paid in January and June of each work year.** It is agreed that this stipend shall be added to the Added Duty Schedule in Appendix C of the Agreement between the Parties. The stipend shall appear as a separate stipend in the listing in Appendix C.
5. Medi-Cal Billing: If SLP Assistants are legally allowed to submit Medi-Cal billing for assessment and direct services on behalf of the District, then it shall be understood that Medi-Cal billing shall be a condition of their employment.
6. It is further agreed by the Parties that in addition to the two Board-approved and budgeted Speech-Language Pathologist positions authorized in the 2004-2005 fiscal year, that the District shall request the Board of Education to authorize additional Speech-Language Pathologists FTE's to be funded in the District's 2005-2006 adopted budget to achieve an appropriate K-12 SLP case load average.
7. AUSD and AEA shall continue to negotiate SLP Caseloads, SLP Caseload Caps and SLP Working Conditions, including Salary for SLPs, in large unit bargaining for the 2005-2006 school year.

APPENDIX K

MOU: SPEECH – LANGUAGE PATHOLOGISTS: 2007–2008 INCREASED WORKDAY AND WORK YEAR – MANDATORY

MEMORANDUM OF UNDERSTANDING
Between
ANTIOCH UNIFIED SCHOOL DISTRICT
And the
ANTIOCH EDUCATION ASSOCIATION/CTA/NEA

December 14, 2006

The Parties to the Agreement seek new initiatives for Speech-Language Pathologists that will: allow all students who qualify for speech and language services to be served; that speech and language therapy be conducted by credentialed and/or licensed bargaining unit members; and that the District decrease its use of non-public agencies (NPA) for speech and language services which are more costly and create dissention due to the unequal compensation between unit members and NPA consultants who are providing essentially the same professional program. Toward that end, the Parties have agreed that Speech-Language Pathologists (SLPs) shall work a longer workday and a longer work year. The design of this new initiative for the 2007-2008 work year is outlined below. It is the intent of the Parties this MOU is placed in the Appendix of the Agreement between the Parties.

2007-2008 Work Year:

1. Mandatory Longer Workday and Work Year: Effective July 1, 2007, all Speech-Language Pathologists (SLPs) shall be required to work an eight (8) hour workday and to work six (6) additional workdays to be served either before of after the work year. This longer workday and work year is a twenty (20%) percent increase over the normal workday and work year defined in Section 11.1.B of the Agreement between the Parties. Nothing in this section preclude a unit member who has been working part-time as a Speech-Language Pathologist during the 2006-2007 work year from working part-time in subsequent years. Part-time employment serves to prorate responsibilities under MOU.
2. Compensation:
 - A. The District shall create a new salary schedule for Speech-Language Pathologists, which shall be twenty (20%) percent above the Certificated Salary Schedule. This Schedule shall be titled the “Speech and Language Pathologist Salary Schedule.”
 - B. On the face of the Schedule it shall state that all Speech-Language Pathologists are required by the District to work an eight (8) hour workday and work six (6) additional workdays.
3. Caseloads and Caseload Ranges
 - A. To provide speech services to all students in the district who qualify, and to decrease the number of non-public agency pathologists utilized by the District, the AUSD shall launch an aggressive recruitment effort to hire qualified Speech-Language Pathologists and SLP Assistants, and to continue the District’s efforts to encourage University Interns to complete their internship with the AUSD.

B. Preschool Assignment Only

1. A Speech-Language Pathologist working with preschool students shall have a caseload maximum of forty-eight (48) students.
2. A Speech-Language Pathologist and SLP Assistant Team working with preschool students shall have a caseload range of sixty-four (64) to sixty-eight (68) students. Under no circumstance shall a Speech-Language Pathologist and SLP Assistant Team working with preschool students carry a caseload over sixty-eight (68) students. [SPECIAL NOTE: This language comes from the MOU on Speech-Language Pathologist Assistant – Amended.]

C. School-Age Assignment Only

1. A Speech-Language Pathologist working with school-age students shall have a caseload range of sixty-six (66) to seventy-six (76) students.
2. A Speech-Language Pathologist and SLP Assistant Team working with school-age students shall have a caseload range of eighty-eight (88) to ninety-four (94) students. Under no circumstance shall a Speech-Language Pathologist and SLP Assistant Team working with school-age students carry a caseload of over ninety-four (94) students. [SPECIAL NOTE: This language comes from the MOU on Speech-Language Pathologist Assistant – Amended.]

D. Combination Preschool and School-Age Assignments

1. A Speech-Language Pathologist assigned to work with both preschool and school-age students shall have a caseload that is proportionally assigned. For example, if a full time SLP is assigned to work with preschool students for forty (40%) percent of her assignment and school-age students for the remainder of her assignment, the SLPs caseload of preschool students shall not exceed nineteen (19), and her caseload range for school-age students shall be forty (40) to forty-six (46) students. [Calculation: $48 \times .40 = 19.2$ rounded to 19; and $66 \times .6 = 39.6$ rounded to 40, and $76 \times .60 = 45.6$ rounded to 46.]
2. Under no circumstance shall a Speech-Language Pathologist and SLP Assistant Team working with preschool students carry a caseload over sixty-eight (68) students. [SPECIAL NOTE: This language comes from the MOU on Speech-Language Pathologist Assistant – Amended.]

E. Determination of Caseloads

1. Speech-Language Pathologists and the District shall meet to determine caseloads within the first two (2) weeks of the work year and within the caseloads and caseload ranges outlined in the Section.
2. Both the District and the Association realize the caseloads and caseload ranges outlined in Sections 3B, 3C and 3D above may be relaxed due to travel time and intense therapy needs of some severely impacted students.

4. Flexibility in Scheduling
 - A. It is the intent of the Parties that the longer workday be established to accommodate the increase in caseloads outlined above.
 - B. Speech-Language Pathologists shall schedule their workday as they see fit to accommodate their increased caseload. For example, this might include students who have available transportation staying after the student instructional day for therapy. It might also include Speech-Language Pathologists working one (1) hour prior to the normal workday to accommodate early schedules for students and parents.
 - C. Split schedules shall not be approved.
 - D. SLPs shall also schedule time within their workday for other tasks associated with their position. These tasks include, but not limited to, preparation for therapy, testing, preparation for and the writing of IEPs, and communicating with parents and other professional employees in the District. The amount of time and the scheduling thereof, shall be the responsibility of the SLP.
5. Evaluation: The parties to the Agreement shall meet in January, April and June of the 2007-2008 work and each year thereafter to:
 - A. Assure that the intended outcome of the MOU is being accomplished.
 - B. Recommend changes or modifications to meet the intended outcome.
 - C. Agree on the final language to be added to the Agreement between the Parties for the next ratification.

APPENDIX L

MOU: REDUCED WORK LOAD (“WILLIE BROWN”)

MEMORANDUM OF UNDERSTANDING
Between
ANTIOCH UNIFIED SCHOOL DISTRICT
And the
ANTIOCH EDUCATION ASSOCIATION/CTA/NEA
March 30, 2007

In accordance with Education Code Sections 44922 and 22724, the Antioch Unified School District shall accept applications from bargaining unit members for and grant participation in the Reduced Workload Retirement Option (“Willie Brown”).

Education Code Section 44922

Notwithstanding any other provisions, the governing board of a school district may establish regulations that allow their certificated bargaining unit members to reduce their workload from full time to part-time duties.

The regulations shall include, but shall not be limited to, the following, if such unit members wish to reduce their workload and maintain retirement benefits pursuant to Education Code 22724.

- (a) The unit member must have reached the age of fifty-five (55) prior to a reduction in workload.
- (b) The unit member must have been employed full time in a position requiring certification for at least ten (10) years of which the immediate preceding five (5) years were full time employment.
- (c) During the period immediately preceding a request for a reduction in workload, the unit member shall have been employed full time in a position requiring certification for a total of at least five (5) years without a break in service. For purposes of this subdivision, sabbaticals and other approved leaves of absence shall not constitute a break in service.
- (d) The option of part-time employment must be exercised at the request of the unit member and can be revoked only with the mutual consent of the member and the employer.
- (e) The unit member shall be paid at a salary which is the pro rata share of the salary s/he would be earning had s/he not elected to exercise the option of part-time employment but shall retain all other rights and benefits for which s/he makes the payments that would be required if s/he remained in full-time employment. The unit member shall receive health benefits in the same manner as a full time unit member. The District and the unit member shall pay the State Teachers Retirement System (STRS) as if the unit member was a full time teacher.
- (f) The minimum part-time employment shall be the equivalent of one-half (1/2) of the number of days of service required by the unit member’s contract of employment during his/her final year of service in a full time position. It is permissible for a unit member working fifty (50%) percent of the school year to work either full time for one-half (1/2) of the school year, or half time for a full school year.
- (g) The period of this part-time employment shall not exceed three (3) years
- (h) A unit member shall not return to full time status in the District except by mutual agreement between the District and the unit member.

Education Code 22713

Notwithstanding any other provisions of this chapter, the governing board of a school district may establish regulations that allow an employee who is a member of the Defined Benefit Program to reduce his or her workload from full time to part-time and receive the service credit the member would have received if the member had been employed on a full time basis and have his or her retirement allowance, as well as other benefits that the member is entitled to under this part, based, in part, on final compensation determined from the compensation earnable the member would have been entitled to if the member had been employed on a full time basis.

Unit members who have served notice of retirement to the District shall have the right to serve notice for the Reduced Workload Retirement Option. Reemployment for already noticed members under the Reduced Workload Retirement Option shall be approved by the District on a case by case basis.

It is further agreed by the Parties to the Agreement that the **Human Resources Office** ~~Personnel Office~~ must receive a unit member's notification for a Reduced Workload Retirement Option no later than 4:30 p.m. on May 30, **2007**.

APPENDIX M

MOU: MEMORIALIZING MULTI TRACK YEAR ROUND EDUCATION (MTYRE)

MEMORANDUM OF UNDERSTANDING

Between

ANTIOCH UNIFIED SCHOOL DISTRICT

And the

ANTIOCH EDUCATION ASSOCIATION/CTA/NEA

SPECIAL DOCUMENT

March 30, 2007

Beginning with the 2007-2008 school year, the last MTYRE schools in AUSD will transition back to a single track schedule. Therefore, the requirement for MTYRE contract language no longer exists. However, this document is to memorialize the contract language that was in effect at the time when the last schools were changed. If the BOE decides to establish a MTYRE school within the next 10 year (prior to the year 2018) this language shall be reinstated. At the time of reinstatement, further negotiations shall occur if modifications are required to reflect current contract language, changes in working conditions, changes in Ed Code, etc. or by mutual agreement.

ARTICLE 9

EMPLOYEE WORK YEAR

9.2 The work year for multi-track shall be as follows:

9.2.A Bargaining Unit Members: The work year for bargaining unit members shall be 178 days, three (3) which shall be non-teaching, track on days and three (3) which shall be mandatory Staff Development Buy Back Days as described in Section 9.5 below.

9.2.B New Unit Members: The work year for bargaining unit members new to the District shall be 180 days, five (5) which shall be non-teaching days, and three (3) which shall be mandatory Staff Development Buy Back Days as described in Section 9.5 below. When computing per diem rates of pay for unit members new to the District, a divisor of 178 shall be utilized.

9.2.C Psychologists, social workers and counselors basic work year shall not exceed the teacher work year by more than ten (10) days. These ten (10) days shall be scheduled by mutual agreement between the bargaining unit member and their immediate supervisor.

9.2.D Returning bargaining unit members shall report to work as provided in the calendar. Unit members new to the District shall report two (2) days prior to returning unit members on days agreed to by the parties and which shall be reflected on the adopted school calendar.

9.2.E The last day before winter recess and the last day of the school year shall be minimum days.

ARTICLE 11

HOURS OF EMPLOYMENT

11.1.2 In order to equally address the difference in work year between single and multi track unit members, an adjustment in the length of the work day will be made as follows:

- A. For the 2002-2003 school year and thereafter, single track teachers will work a total of seven (7) hours and five (5) minutes per day Monday through Thursday and seven (7) hours on Friday or the last working day of the week. For the 2002-2003 school year, and thereafter, multi track teachers will work a total of seven (7) hours and twenty (20) minutes Monday through Thursday and seven (7) hours and fifteen (15) minutes on Friday of the last working day of the week.

ARTICLE 12
SALARY SCHEDULE AND PAYMENT FOR PAID EXTRA DUTIES

- 12.3.1 Substituting: Unit members who are off-track or on school break may be permitted to substitute for on-track teachers at one hundred and twenty-five (125%) percent of the long-term substitute rate. Primary consideration shall be made to contact off-track teachers who indicate an interest in substituting.
- 12.3.3 Sixth Period: The Association and the District agree to permit secondary bargaining unit member to each six (6) periods.
- A. Compensation
1. For Single and Multi Track School with a Single Teacher Assignment: When a bargaining unit member who is assigned a full time teaching assignment (5 periods) and then agrees to teach an additional period (6 periods) the unit member shall receive an additional twenty (20%) percent of his/her salary for the length of the assignment.
 2. For Multi Track and Cross Tracking Schools with Multi Teacher Assignments: When a bargaining unit member who is assigned a full time teaching assignment (5 periods) and then agrees to teach an additional period (6 periods), the teacher shall receive an additional twenty (20%) percent of his/her daily rate of pay for the days actually taught. For multi track schools, this will allow teachers to teach additional classes on tracks other than the track they are regularly assigned.

ARTICLE 19
EVALUATION

- 19.5 Dates for Evaluations: Multi Track Year Round Site
- 19.5.1 Prior to August 1 every school year: Blue and Green Track employees to be evaluated in a given year will be so informed in writing by the evaluators. Information shall include that listed in 19.4.1.B above.
- 19.5.2 Prior to September 1 every school year: Red and Yellow Track employees to be evaluated in a given year will be so informed in writing by the evaluators. Information shall include that listed in 19.4.1.B above.
- 19.5.3 Prior to August 15 every school year: An initial conference between evaluator and Blue and Green Track evaluatees will be held as provided for in the Certificated Personnel Evaluation System Guidelines.
- 19.5.4 Prior to September 15 every school year: An initial conference between evaluator and Red and Yellow Track evaluatees will be held as provided for in the Certificated Personnel Evaluation System Guidelines.

- 19.5.5. Prior to December 15 every school year:
- A. For non-tenured Blue and Green Track teachers the mid year evaluation conference and mid year evaluation form are to be completed by December 15.
 - B. If, at the option of either the permanent Blue or Green Track teacher or the evaluator, a mid year evaluation is to be made, a mid year conference and a mid year evaluation form is to be completed no later than December 15.

- 19.5.6 Prior to February 1 every school year:
- A. For non-tenured Red and Yellow Track teachers the mid year evaluation conference and mid year evaluation form are to be completed by February 1.
 - B. If, at the option of either the permanent Red or Yellow Track teachers or the evaluator, a mid year evaluation is to be made, a mid year conference and a mid year evaluation form is to be completed no later than February 1.

ARTICLE 31
MULTI-TRACK YEAR ROUND EDUCATION

31.1 Track Assignment

- 31.1.1 The assignment of teachers to tracks will be done through a cooperative effort between staff and site administrator according to the following procedures:
- A. Teachers of each grade level or subject area shall have an opportunity to meet as a group to determine unanimity or designate conflict areas. The results of this meeting will be reported to the site administrator.
 - B. The meeting would be held before March 15.
 - C. If the teachers at a particular grade level cannot reach unanimous agreement, District seniority will prevail.
 - D. At the elementary level, track vacancies that occur after March 15 (for the following school year) shall be filled by the following procedures:
 - 1. The remaining teachers on that grade level have the opportunity to choose the vacant tracks before the position is filled.
 - 2. The new person will fill the vacant track.
 - E. At the middle school level, track vacancies that occur after March (for the following school year) shall be filled by the following procedure:
 - 1. The remaining teachers on that grade level within a subject area have the opportunity to choose the vacant tracks before the position is filled. Subject area shall be determined by the majority of classes within the subject areas assigned to a particular teacher. Grade level shall be determined by the grade level of the majority of students within the subject area.

2. The teachers teaching within that grade level/subject area shall have the opportunity to request the remaining vacant tracks. Grade level/subject area changes are subject to the principal's final approval.
 3. After these steps have been taken the positions shall be opened. The new person(s) will fill the vacant track(s).
- F. Principals will announce any in-school grade level changes before track selections are made and before rotation decisions by grade level are made, except those necessitated by enrollment or number of staff position changes. Involuntary assignment of a teacher to a grade level that has been previously to be a roving system will require another vote on this issue.
- G. Children whose parents are teachers at year round school within the District shall be given priority in track placement.

31.2 Storage: A storage cabinet with lock shall be provided to each classroom teacher in the year round education program. Unit members shall not be required to move the storage cabinets. The storage cabinets shall be in the unit members' assigned room prior to the first day the teacher is scheduled to return. The storage cabinet shall not be removed before 5:00 p.m. of the last day of the track, without teacher approval.

31.3 Support Staff

31.3.1 Multi Track Year Round specialty teaches including librarians, counselors, P.E. teachers, music teachers, computer teachers, home economics teachers, industrial technology teachers, publications teachers, leadership teachers, art teachers, resource specialists, speech therapists, psychologists, social workers, adapted P.E. teachers and other specialists may extend or vary their work year through selection of the following contracts: Year round, extended or specialty designed calendar. Any extension of contract shall be at the unit member's per diem rate for additional contract days. This shall not include intersession of summer school assignments

31.3.2 A specially designed calendar for support personnel will be established through consultation with the unit member's immediate supervisor and submitted for approval to the Associate Superintendent of Human Resources no later than sixty (60) school days prior to the beginning of the unit members' work year. If an employee requesting a specially designed calendar cannot reach a mutually agreeable work calendar sixty (60) school days prior to the beginning of the unit member's work year, the employee must then choose between a year round or extended calendar. It is understood that a modified work year shall be approved by the District.

31.1.3 A cooperative effort will be made to provide all tracks with equitable access to support personnel.

31.3.4 Employees working an extended work year shall be entitled to an additional sick day for each fifteen (15) additional days worked.

31.3.5 Unit members on extended contract whose assignment covers more than one (1) track may not be required to attend more than one (1) additional evening meeting beyond the number required of other unit members.

- 31.3.6 Specialist caseloads should not be increased because only three-fourths (3/4) are “on track” except where extended contracts are accepted by the specialist.
- 31.3.7 Effective January 1, 1997 the standard work year for full time Project Specialists at Multi Track Year Round sites, or those serving Multi Track Year Round sites, will be one hundred and ninety-five (195) days. Employees working less than full time as a Project Specialist will have their work year prorated proportionate to the percentage of their time as a Project Specialist. This work year may be modified at the sole discretion of the District based on a change in categorical funding or a change in budget priorities on the part of the corresponding school site committee. It is mutually agreed and understood that any such change on the part of the District is not subject to negotiations or the grievance process. It is the intent of this section that no Project Specialist will be negatively impacted, e.g. having their work year involuntarily falls below that of a full time equivalent. The implementation and application of this section will be dependent upon approval from the State Teachers’ Retirement System. Any negative implications that result from a STRS ruling or interpretation of this section must be mutually resolved between AEA before this section may be implemented. Nothing in this section will preclude the District from performing its responsibilities with regard to staffing and/or assignment of staff.
- 31.4 Substitutes: See Article 12: Salary and Payment for Non-Teaching and Extra Curricular Duties.
- 31.5 Shared Classrooms
- 31.5.1 Teachers assigned to share several classrooms shall, as a group, determine whether the Roving or Rotation system will be used. This will be voted upon yearly. A unanimous vote by a grade level or those sharing the room will be needed for the Roving system to be used.
- 31.5.2 If the group is unable to make a unanimous decision, the Rotation system will be used.
- 31.5.3 At the elementary level:
- A. No first year teacher will be assigned a “roving” position.
 - B. Any compensation to the “rover” will be provided by the grade level teachers.
 - C. At elementary multi track schools, Special Day Class teachers will not rotate rooms.
 - D. In order to accommodate class size reduction at the kindergarten level, it is agreed that kindergarten teachers may rotate classrooms until July 1, 2002. Kindergarten teachers who team teach may be scheduled on the same track.
- 31.5.4 At the middle school/junior high school level: Any teacher at the middle school/junior high school level may be required to rotate rooms where room utilization at the school site is severely impacted.
- 31.6 Track Out Day
- 31.6.1 Whereas the Association and the District agree that the intent of establishing minimum days at year round sites at the end of each track was to provide teachers an

opportunity to perform necessary work due to the rotational (or roving) system, the Association and the District further agree:

- A. Each bargaining unit member shall attempt to maximize instruction time during minimum days. It is also understood that there are some necessary preparatory activities that students must complete on that day.
- B. A common checklist shall be used at all sites establishing the basic professional duties to fulfill following the student minimum day.
- C. Each teacher, after completing the aforementioned duties, shall initial the checklist in the school office prior to leaving campus. In the event that a teacher is going off track, but is not rotating, said teacher shall perform equivalent preparatory work for the beginning of the next track.

31.6.2 Rotating Teachers

- A. Rotating teachers tracking out when there is no free room day are encouraged to finish their responsibilities by noon so as to lessen the impact on the teachers tracking in.
 - 1. Contract hours will last until noon on track out days, as long as teachers have fulfilled all responsibilities as outlined in Section 31.6.1 above.
 - 2. The last two (2) days for the teacher tracking off will be minimum days.

31.6.3 Non Rotating Teachers

- A. Basic contract hours on track out days shall be six (6) hours, however, contract hours for all on-rotating bargaining unit members of these days may be reduced at the discretion of the site administrator.
- B. The last day for the teacher tracking off will be a minimum day.

31.7 Track On Day

- 31.7.1 Track on days for teachers who must rotate and do not have a free room day to prepare their classroom will be a minimum day.
- 31.7.2 The teacher tracking on may be granted, with principal approval, an exchange day (one-half or one full day). This day could be on a week end or other time outside normal working hours, in order to provide classroom preparation time.

31.8 Communications

- 31.8.1 All necessary communications shall be provided to off track teachers in a timely manner.
- 31.8.2 Posting of Vacant Positions: All position vacancies shall be posted on EdJoin school site bulletin boards, the AUSD Website Home Page or any other manner by which unit members may become knowledgeable of vacant positions.

- 31.8.3 Interviews for Vacant Positions: All off track unit members on the transfer list shall automatically be offered an interview for positions of the type indicated on the transfer list, regardless of whether they apply at the time of the posting or not. Off track members shall first be called for an interview and if they are not reachable, shall be mailed the applicable posting.
- 31.8.4 If possible, all District or building surveys and Association elections shall be conducted only during track changes so that all unit members have a chance to participate.
- 31.8.5 All extended contract openings not filled by the site specialist will be posted.
- 31.9 Committee/Task Force: Multi Track Year Round Education unit members shall have the opportunity to serve as mentors or on District or Building committees and/or Task Forces. Year Round Education unit members who are “off track” shall not be required to attend meetings of any kind. Unit members may voluntarily attend while “off track” at no cost to the District. Unit members who are requested by the administration to attend will be offered the “off track” substitute rate of pay. In lieu of pay, unit members may request bank days or continuing education units, if applicable (as described in Article 31, Multi Track Year Round Education, Section 8 above). No unit members shall be required to attend committee or task force meetings when they are “off track.”
- 31.10 YRE Review Committee: The District will establish a committee consisting of three (3) administrators (chosen by the District) and three (3) members of the Antioch Education Association (chosen by AEA). The purpose of the committee is to attempt to informally resolve any issues arising from Year Round Education.

APPENDIX N

ANTIOCH CHARTER ACADEMIES I AND II (ACA) The Learner-Centered School, Inc.

MEMORANDUM OF UNDERSTANDING Between ANTIOCH UNIFIED SCHOOL DISTRICT And the ANTIOCH EDUCATION ASSOCIATION/CTA/NEA

June 30, 2008

The Antioch Education Association/CTA/NEA (Association) and the Antioch Unified School District (District) hereby agree to the following terms and conditions of employment for unit members and teachers working for the Learner-Centered School, Inc. (Corporation) at either the Antioch Charter Academy I (ACA I) or the Antioch Charter Academy II (ACA II):

1. Term: This MOU shall commence on July 1, 2008 and end on June 30, 2011.
2. Professional Collaboration
 - A. Professional Development: The District and the Association agree that professional development activities sponsored by the District or the Corporation (Agencies) shall be open to unit members and teachers from both Agencies, depending upon space availability and scheduling. Examples of professional development opportunities shall include, but not be limited to, Staff Development Buy Back Days, in-service training sponsored by a specific school site, and district-wide training involving teachers from a number of school sites. Both Agencies may charge the other a proportional fee to cover the cost of incidentals (materials, notebooks, copies, etc.) and/or the cost of the trainers. Any fees to be charged shall be known in advance of the professional offering. The aforementioned fees may be waived by either Agency.
 - B. Curricular and Professional Opportunities: The District and the Corporation agree to share curricular and professional opportunities where appropriate and feasible. Examples of curricular and professional opportunities shall include, but not be limited to, orientation for incoming 9th graders to the District's high schools, exhibits of student art, performing arts nights, instruction to new and emerging educational technologies, textbook presentations by vendors, and presentations by the California State Teachers Retirement System and similar groups.
 - C. Collaboration: To further the professional collaboration between the Agencies, the District and the Corporation shall each designate an informal liaison to coordinate between the two educational communities. The individuals selected to serve as this communication link between the Agencies shall work on an as needed basis to coordinate the above described professional endeavors.
3. Induction Program
 - A. To assist Louise Brecht, Kathy Estrada and Sarah McLean to achieve their professional clear credentials, they shall be continued as Induction Program Teachers in the District's Induction Program.

- B. Teachers hired by the Corporation beginning with the 2008-2009 work year shall be admitted to the District's Induction Program on space available basis. If a teacher participates in the District's Induction Program during their first year of service and if they are making normal progress in the Program, they shall also be continued in the Program for their second year.

4. Right to Return

- A. The Right to Return for Specific Bargaining Unit Members at ACA I: As set forth below, specific bargaining unit members teaching at ACA I shall have up to a three (3) year right to return to the District in a certificated position for which they are credentialed and qualified.

1) Right to Return after the 2008-2009 Work Year

- a) For the 2008-2009 work year, the following unit members shall be granted a one (1) year leave of absence with the right to return to the District as outlined in Section 4.A above:

Shauna Cramer	Shellie Irwin
Jeannie Dubitsky	Janice Langley
Marianne Dubitsky	Michelle Mankewich
Edna Heller	Tim Rubin
Debbie Hobin	
Amber Hummel	

- b) No later than February 15, 2009, the unit members listed above in Section 4.A.1.a shall notify the District in writing of their intent to return to the District as a certificated teacher for the 2009-2010 work year or shall submit a letter of resignation effective the last working day of the 2008-2009 work year.

2) Right to Return for the 2009-2010 and 2010-2011 Work Years

- a) For those unit members who resign from the District under Section 4.A.1.b immediately above, the District shall provide priority rehire rights to positions for which they are credentialed and qualified at the beginning of either the 2009-2010 or 2010-2011 work year, whichever is requested by the unit member.

- i) Return to District Service for 2009-2010 Work Year: No later than February 15, 2009, the eligible unit members who resigned under Section 4.A.1.b above shall notify the District in writing of their intent to return to the District for the 2009-2010 work year. If notice is not given, the unit members shall continue teaching at either ACA I or ACA II for the 2009-2010 work year, retaining their right to return to the District for the 2010-2011 work year.

- ii) Return to District Service for 2010-2011 Work Year: No later than February 15, 2010, eligible unit members who resigned under Section 4.A.1.b above shall notify the District in writing of their intent to return to the District for the 2010-2011 work year. If no notice is given, or if a unit member leaves the employ of the Corporation at any time, their right to return outlined in Section 4 is forfeited.

- b) If a unit member exercises their right to return to the District, they shall specifically retain their seniority date of hire and their appropriate tier for retiree

health benefits as outlined in Sections 13.7 of the Conceptual Agreement by the Parties in bargaining for a successor agreement to the current July 1, 2004 – June 30, 2007 Agreement. They shall also be fully credited with their cumulative years of teaching experience and educational units as outlined in Article 12: Salary Schedule and Payment for Paid Extra Duties in the Agreement between the Parties.

- c) Unit members’ appropriate tiers for retiree health benefits as described in Sections 13.7 of the Conceptual Agreement by the Parties in bargaining for a successor agreement to the current July 1, 2004 – June 30, 2007 Agreement and their seniority dates of hire are as follows:

<u>Tier One: 1 Year of Service</u>	<u>Seniority Date of Hire</u>
Jeannie Dubitsky	September 1, 1974
Shellie Irwin	August 30, 1988
Debbie Hobin	August 29, 1991
Edna Heller	June 30, 1995
Janice Langley	August 13, 1999

<u>Tier Two: 15 Years of Service</u>	
Tim Rubin	August 26, 2003
Amber Hummel	November 29, 2004
Marianne Dubitsky	August 22, 2005
Michelle Mankewich	August 30, 2005
Shauna Cramer	August 29, 2006

- d) Upon written notification of their intent to return, unit members exercising their right to return under either Sections 4.A.2.a.i) or 4.A.2.a.ii) above shall be fully covered under Article 17: Transfers of the Agreement between the Parties.

B. The Right to Return for One Specific Bargaining Unit Member and Other Teachers: As set forth below, one bargaining unit member at ACA I and three (3) teachers at ACA II may have up to a three (3) year right to return to the District in a certificated position for which they are credentialed and qualified.

1) Right to Return after the 2008-2009 Work Year

- a) For the 2008-2009 work year, the following unit member and teachers shall be assigned by the District to teach for the Corporation:

Louise Brecht
 Kathy Estrada
 Angie Keller
 Sarah McLean

- b) During the 2008-2009 work year, the teachers listed in Section 4.B.1.a above shall be collaboratively evaluated by the Principal of ACA I and a designated elementary principal from the AUSD. This evaluation shall be conducted under Article 19: Evaluation Procedures in the Agreement between the Parties, including the timelines and content as set forth in Sections 19.4.1 and 19.4.2. For the purpose of this Section, the mid-year evaluation outlined in Section 19.4.3.A shall be considered sufficient for the District to determine whether the aforementioned teachers qualify for the three (3) year right to return as outlined

in Section 4.A above. A mid-year evaluation with a rating of ‘Satisfactory’ in the categories of standards shall qualify a teacher for the three (3) year right to return. No later than February 1, 2009, the District shall notify each teacher if they do or do not qualify.

2. Right to Return for the 2009-2010 and 2010-2011 Work Years

- a) If qualified for the three (3) year right to return described in Section 4.A above, a teacher must, no later than February 15, 2009, notify the District in writing of their intent to return to the District as a certificated teacher for the 2009-2010 work year or submit a letter of resignation from the District effective the last working day of the 2008-2009 work year.
- b) If qualified for the three (3) year right to return described in Section 4.A above, then Sections 4.A.2.a – 4.A.2.c above apply. For the purpose of Section 4.A.2.c, the unit member and teachers’ appropriate tier for retiree health benefits (as described in Sections 13.7 of the Conceptual Agreement by the Parties in bargaining for a successor agreement to the current July 1, 2004 – June 30, 2007 Agreement) and their original dates of hire are as follows:

<u>Tier Two: 15 Years of Service</u>	<u>Original Date of Hire</u>
Angie Keller	August 29, 2006
Louise Brecht	August 22, 2007
Kathy Estrada	August 22, 2007
Sarah McLean	August 22, 2007

- C. In order to successfully implement the right to return outlined in Section 4 of this Memorandum of Agreement, it is incumbent upon both the District and the Corporation to share any and all documents they believe will assist a unit member (ACA I) or teacher (ACA II) make a smooth transition back to the AUSD if they so desire to exercise their right to return.

5. Health Benefit Programs

- A. For the 2008-2009 work year, unit members and teachers listed in Sections 4.A.1.a and 4.B.1.a above shall continue to receive the District’s health and welfare benefits as described in Sections 13.1.1 of the attached Conceptual Agreement by the Parties in bargaining for a successor agreement to the current July 1, 2004 – June 30, 2007 Agreement.
- B. By further agreement, all new teachers hired by the Corporation to teach at ACA I or II during the 2008-2009 work year shall be considered District employees for the purpose of coverage under the District’s health and welfare benefit plans outlined in Section 13.1.1 of the attached Conceptual Agreement by the Parties in bargaining for a successor agreement to the current July 1, 2004 – June 30, 2007 Agreement.
- C. It is the understanding of the District and the Association that the District and the Corporation shall, in a separate Memorandum of Understanding between those Parties, agree on a reimbursement schedule whereby the Corporation will pay to the District the full and complete cost (including any administrative costs) of the health and welfare benefits described in Sections 5.A and 5.B above, with said payments to commence on such dates so as to ensure continued health and welfare benefits for those unit members described in 5.B. and to timely provide health and welfare benefits for each new hire.

6. Retiree Health Benefits:

- A. Any unit members at ACA I who qualify for retiree benefits as outlined in Section 13.7 in the attached Conceptual Agreement by the Parties in bargaining for a successor agreement to the current July 1, 2004 – June 30, 2007 Agreement and who are at least fifty-five (55) years of age may: formally resign from the District prior to the first contractual day of the 2008-2009 work year; continue working for the Corporation; and receive retiree health benefits from the District as described in Section 13.7. Any unit member who retires from the District as outlined in this Section shall forfeit their right to return as outlined in Section 4 of this Memorandum of Understanding.

- B. Any unit members at ACA I who qualify for retiree benefits as outlined in Section 13.7 in the attached Conceptual Agreement by the Parties in bargaining for a successor agreement to the current July 1, 2004 – June 30, 2007 Agreement and who are at least fifty-five (55) years of age and resigned from the District as outlined in Section 4.A.1.b above shall preserve their right to return as outlined in Section 4 of this Memorandum of Agreement; may continue working for the Corporation; and may resign from the District and receive retiree health benefits anytime prior to the first working day of the 2011-2012 work year.

APPENDIX O

**SPECIFIC CONTRACT WAIVER FOR
DOZIER-LIBBEY MEDICAL HIGH SCHOOL**

**MEMORANDUM OF UNDERSTANDING
Between
ANTIOCH UNIFIED SCHOOL DISTRICT
And the
ANTIOCH EDUCATION ASSOCIATION/CTA/NEA**

APRIL 6, 2009

The Association and the District, while agreeing Dozier-Libbey Medical High School (DLMHS) shall operate under all tenets of the Agreement between the Parties, specifically agree to the applicability of the following Sections:

Adjusted Workday: There shall be an adjusted workday for DLMHS which allows differentiated lengths of workdays. However, as outlined in Section 11.1.2 of the Agreement between the Parties, it is specifically recognized that unit members at Dozier-Libbey MHS shall “work the same number of hours as the other unit members.”

Unit Member Schedules: Copies of unit members’ individual teaching schedules shall be provided to the Association President. If changes are required in said schedules, the DLMHS Principal and Association President shall discuss those changes. If disagreements arise over changes in schedules, representatives of the two Parties shall meet to determine if the changes adhere to the Agreement or if there needs to be modification of this Memorandum of Agreement.

Preparation Time: The present secondary preparation/conference policy may be modified to allow more joint collaboration time for unit members, as long as non-instructional time (including prep time) is not reduced.

Full Time Unit Members Working Part-Time at DLMHS: Driving time to or from DLMHS shall not diminish preparation/conference time and non-instructional time, including a unit member’s right to a thirty (30) minute duty free lunch under the Agreement.

It is the intent of the Parties that this MOU shall remain in full force and effect during the 2009-2010 and 2010-2011 work years, and shall sunset on June 30, 2011. This MOU may be modified by mutual agreement of the Parties during the effective dates of this MOU. This MOU shall be included in the next regularly scheduled ratification by the Parties.

APPENDIX P

SPECIFIC CONTRACT WAIVER FOR THE EMPLOYMENT CONTRACTS OF UNIT MEMBERS PARTICIPATING IN THE CaMSP GRANT

**MEMORANDUM OF UNDERSTANDING
Between
ANTIOCH UNIFIED SCHOOL DISTRICT
And the
ANTIOCH UNIFIED EDUCATION ASSOCIATION**

April 6, 2009

The Association and the District, in support of the California Mathematics and Science Partnership (CaMSP) Grant, hereby agree to the following terms and conditions of employment for the unit members participating in the Grant:

Term: This MOU shall commence on April 1, 2009, and end on June 30, 2012. If either Party desires changes in this MOU between the aforementioned dates, the Parties agree to meet and discuss the changes.

Eligibility: In order to participate and remain in the Grant, a bargaining unit member must be a classroom teacher in grades 3-5 or teach at least one math class in either grade 6 or 7.

Hourly Stipend: All hours worked in conjunction with the Grant as specified by Attachment A shall be paid at the Certificated Hourly Rate of Pay in Section 12.3.1 of the Agreement between the Parties.

Yearly Stipend: In addition to the hourly stipend above, all participating unit members who complete all requirements of year 2 (two) of the Grant shall receive a stipend of not more than six hundred dollars (\$600.00). All participating unit members who complete all of the requirements of year 3 of the Grant shall receive a stipend of not more than one-thousand one hundred-fifty dollars (\$1,150). The amount of these stipends may fluctuate depending on the number of participants; however, unit members shall all be paid the same stipend.

Units: All unit members who take additional credits in conjunction with the Grant shall be eligible to earn salary credits for movement on the Certificated Salary Schedule in addition to receiving the hourly rate of pay as established above.

Mileage: No mileage shall be paid for any travel that is completed in conjunction with the Grant.

Assessment: In order to measure the effects of professional development under the Grant, all participating unit members shall complete the required content knowledge and pedagogical assessments beginning in the spring of 2009 and annually in the summer for years 2 (two) and 3 (three), as well as a final assessment in the spring of 2012.

In addition, a control group of unit members shall be part of a matched cohort for research purposes. For those unit members who agree to participate in the matched cohort, they shall also complete the required assessments as outlined immediately above. The test timeline for the matched cohorts may be slightly adjusted. Unit members participating in the matched cohort shall be compensated at the Certificated Hourly Rate of Pay in Section 12.3.1 of the Agreement between the Parties for taking these aforementioned assessments.

These assessments shall not be part of any evaluation of participating unit members, including those unit members serving as matched cohorts.

Unit Member Agreement: All participating unit members shall sign the attached Unit Member Agreement. Also attached to this MOU for future reference is the “Antioch Unified School District Intensive and Follow-Up Model.”

This MOU shall be included in the next regularly scheduled ratification by the Parties.

APPENDIX Q

DESIGNATED SUBJECT CREDENTIAL SALARY SCHEDULE

MEMORANDUM OF UNDERSTANDING
Between
ANTIOCH UNIFIED SCHOOL DISTRICT
And the
ANTIOCH EDUCATION ASSOCIATION/CTA/NEA

June 30, 2009

It is the intent of the Parties to the Agreement to place unit members with a Designated Subject Credentials but without a Bachelors Degree on a new salary schedule called the Designated Subject Credential Salary Schedule. This Memorandum of Understanding outlines the Salary Schedule Policies that shall govern initial step and column placement and column movement on the new schedule.

Salary Schedule Policies for Designated Subject Credential Salary Schedule

1. Initial Column Placement

- A. To be placed on the Designated Subject Credential Salary Schedule, a bargaining unit member shall possess a Designated Subject Credential by the California Commission on Teacher Credentialing.
- B. Credited Units Prior to Hire by the District
 - 1) "Credited Units" shall be for courses, programs and semester units (or quarter unit conversion thereof) in the unit member's designated subject or related subject area that the unit member enrolled in and completed prior to hire by the District. These credited units may include lower division units.
 - 2) All units must be verified by official transcripts.
 - 3) Credit will be allowed only if a grade of "C" or better was achieved in the course. Where no letter grade is given, "pass" or "credit" are acceptable.
 - 4) The maximum number of credited units allowed for initial salary placement is sixty (60) semester units (or quarter conversion thereof).
 - 5) Continuing Education Units (CEU) will not be considered for initial salary placement.

2. Step Placement – Experience Credit

- A. Bargaining unit members initial step placement shall be based on verified work experience in the unit member's designated subject or related subject area. The resulting number of years of verified work experience shall be applied to the "Years of Experience in Field for Initial Placement" column on the Designated Subject Credential Salary Schedule. The resulting initial step placement shall be found in column 2 of titled "Annual Salary Schedule Step." Unit members shall receive full credit for any and all years of work experience for initial step placement. For the purpose of this Section, one (1) "year" equals a minimum of 1500 clock

hours, and the work experience may be full time, part-time and paid or unpaid. Clock hours may be aggregated from different employers.

B. Credit for previous work experience must be verified by the former employer, and will be applied retroactively when received. Verification of work experience means written confirmation of the unit member's past employer(s) on company letterhead that attests to and/or includes the following:

- 1) Employer's name, address and telephone number.
- 2) The working relationship of the person signing the verification to the applicant.
- 3) Beginning and ending dates of employment.
- 4) Complete description of duties.
- 5) A statement as to whether or not the employment was full time. If the employment was less than full time, an accounting of the number of hours the unit member was employed is required.
- 6) If the unit member was self-employed or if the unit member's experience was avocational, verification shall include a statement, signed by the unit member under penalty of perjury, detailing the information described in Sections 1-5 immediately above, and must be further substantiated, in writing, by other person(s) having first-hand knowledge of the unit member's self-employment or avocation, such as the unit member's accountant, major supplier of goods, or major user of good or services.

3. Column Movement

- A. Lower division units shall be allowed for salary credit if earned in the unit member's designated subject or related subject area.
- B. Continuing Education Units that relate to a unit member's assignment shall be allowed. Continuing Education Units not related to a member's assignment may be authorized by the District. Any coursework activities on District time or paid for by the District do not qualify for salary credit.

- C. Credit will be allowed only if a grade of “C” or better was achieved in the course. Where no letter grade is given, “pass” or “credit” are acceptable.
- D. As a standard formula for non-college unit coursework, ten (10) hours of work equals one (1) semester unit of salary credit.
- E. A record from the training facility, union, industry training program or accrediting institution must be submitted to the Human Resources Office upon satisfactory completion of the work. If the unit member is unable to receive a grade card or transcript, a letter of verification on the training facility, union, industry training program or accrediting institution’s letterhead from the instructor or college shall be accepted.
- F. When a bargaining unit member becomes eligible for advancement to a higher column on the salary schedule, it is the unit member’s responsibility to submit all verification of training, transcripts or grade cards to the Human Resources Office by the last working day of October. All unit members shall be paid for column advancement retroactive to July 1.

This MOU shall sunset on June 30, 2010, be continued as an MOU for an additional year, or shall be moved to Article 12 in the Agreement by the Parties. This MOU shall be included in the next regularly scheduled ratification by the Parties.

APPENDIX R

**SPECIFIC CONTRACT WAIVER FOR
DELTA ACADEMY FOR THE PERFORMING ARTS**

**MEMORANDUM OF UNDERSTANDING
Between
ANTIOCH UNIFIED SCHOOL DISTRICT
And the
ANTIOCH EDUCATION ASSOCIATION/CTA/NEA**

August 10, 2009

The Delta Academy for the Performing Arts (herein referred to as DAPA) shall adhere to all tenets of the Agreement between the Parties, except as provided below:

Advisory Period: In addition to regular classes, teachers at Delta Academy for the Performing Arts will teach a daily advisory period. This period may include academic support, college and career counseling, or other activities the bargaining unit members and site administration deem appropriate.

Advisory period will occur on Monday, Tuesday, Thursday and Friday for the first thirteen (13) minutes of the day, with the primary function to “check in” with students. On Wednesdays, the advisory period will be held the last 30 minutes of the student instructional day, with the primary function to preview the coming "week.” For this purpose of this Section, a school week is defined as Thursday through Wednesday.

Unit Member Collaboration: Every Wednesday of the work year shall be a shortened day for students. Unit members will meet for collaboration from 9:25 a.m. until 11:25 a.m. and the student instructional day shall begin at 12:00 p.m.. The lunch period will be designated as 11:25 a.m. until 11:55 a.m.

After-School Program: Unit members volunteering to participate in the after-school program, whether academic or artistic, shall be compensated at the negotiated hourly rate of pay in Section 12.3.1 of the Agreement between the Parties. This compensation is in lieu of the negotiated stipends found in Appendix G: Extra Duty Salary Schedule, paid at other district schools. The expectation is that these voluntary assignments shall be conducted each school day with students, for the length of the term (academics) or production (arts).

It is the intent of the Parties that this MOU shall remain in full force and effect during the 2009-2010 work year and shall sunset on June 30, 2010. This MOU may be modified by mutual agreement of the Parties during the effective dates of this MOU. This MOU shall be included in the next regularly scheduled ratification by the Parties.

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