TABLE OF CONTENTS

Article	Pages
1 Agreement	1
1.1 Statement of Agreement	1
1.2 EERA Statement	1
1.3 Individual Contracts	1
1.4 Supersede Board Rules, Regulations and Practices	1
1.5 Uniform Application	1
2 Recognition	1
2.1 Exclusive Representation	1
2.2 Definition of Employee	1
3 Wages	1-9
3.1 Salary Schedule	1
3.1.1 Unit Members	1
3.1.2 Direct Deposit	2
3.2 Exceptional Service	2
3.2.1 Per Diem	2
3.2.2 Adult Education	2
3.2.3 Additional Service	2
3.2.4 Extra Work/Comp Time (3.2.4.1-3.2.4.4)	2
3.3 One Semester/Half Salary	2
3.4 Payroll Period	2-3
3.4.1 Salary Payments (3.4.1.1-3.4.1.3)	2 3
3.4.2 End of the Month Pay Warrants	2
3.4.3 Reimbursement of salary	2
3.4.4 Extra Duty Pay of at least one semester	3
3.5 General Provisions	3-5
3.5.1 Appropriate Credentials	3
3.5.2 In-Service Credit Points	3
3.5.3 Service Credit for Placement (3.5.3.1-3.5.3.4)	3
3.5.4 Transcripts and Verification	3
3.5.5 Course Credit for Placement/Movement (3.5.5.1-3.5.5.2)	4
3.5.6 75% of School Year/Advancement	4
3.5.7 Armed Forces Service	4
3.5.8 Notice of Employment and Units	4
3.5.9 Masters/National Board/Doctorate (3.5.9.1)	4-5
3.5.10 CTE Salary Placement	5
3.6 Special Assignments (3.6.1-3.6.2)	5
3.6.1 Duty Definitions	5
3.6.2 Voluntary Duties	5
3.7 Extra duty Pay	5
3.7.1 Participation	5
3.7.2 Filling of Positions	5
3.7.3 Split Stipends	5
3.8 Hourly Rate of Pay	6
3.8.1 Compensation (3.8.1.1)	6
	-
3.8.2 Openings	6

3.8.3 Beyond Duty Year	6
3.8.4 Intervention Program (3.8.4.1-3.8.4.3)	6
3.9 Summer School/Super Saturday School	6
3.9.1 Rate of Pay/Duty Day (3.9.1.1)	6
3.9.2 Summer School: Elementary Class Size	6
3.9.3 Summer School: Secondary Class Size	6
3.10 CLAD/BCLAD Certificate Stipend/Reimbursement	6-7
3.10.1 Exam/Coursework	6
3.10.2 Certificate not Earned as Part of Credential Program	6
3.10.3 Document	6
3.10.4 Stipends (3.10.4.1-3.10.4.2)	7
3.10.5 Reimbursement for Training (3.10.5.1-3.10.5.3)	7
3.10.6 District Paying Cost of Training	7
3.11 Professional Development	7
3.11.1 Bargaining Team Discussion	7
3.11.2 Site/District-Initiated Professional Development	7
3.11.3 Member-Initiated Professional Development	7
3.11.4 Prior Approval	7
3.12 Mileage Reimbursement	7
3.12.1 IRS Mileage Rate	7
3.12.2 Monthly Stipend	7
3.12.3 Review of Stipend Amounts	7
3.12.4 Stipend Notification	7
3.13 Compensation Time	8
3.13.1 Comp Time Use During Year Earned (3.13.1.1)	8
3.13.2 Payment for Unused Comp Time	8
3.14 In-District Trainers	8
3.14.1 Voluntary Service	8
3.14.2 Compensation Time	8
3.14.3 Preparation Time	8
3.14.4 Release Time	8
3.15 BCLAD Yearly Stipend	8
3.16 Program Specialist Yearly Stipend	8
3.17 School Psychologist Credential Stipend	8
3.18 Speech Language Pathologist Credential Stipend	9

4 Hours of Employment	9-20
4.1 Duty Day	9-10
4.1.1 Member Duty Days (4.1.1.1-4.1.1.12) (2023-2024)	9
4.1.1. Member Duty Days (4.1.1.1-4.1.1.12) (2024-2025 et al)	9-10
4.1.2 Excess Work Hours (6/5ths) (4.1.2.1-4.1.2.2)	10
4.1.3 Duty Day on Minimum Days (4.1.3.1-4.1.3.2)	10
4.1.4 Secondary Preparation/Planning (4.1.4.1-4.1.4.4)	10-11
4.1.5 Elementary Preparation/Planning (4.1.5.1-4.1.5.7)	11-12
4.1.6 Adjunct Duties (4.1.6.1-4.1.6.9)	12-13
4.1.7 Emergency Substituting on Prep Time	13
4.1.8 Multi-Site Unit Member Compensation (4.1.8.1-4.1.8.3)	13
4.2 Site Meetings	13-15
4.2.1 Site Meeting Hours (4.2.1.1-4.2.1.6)	13-14

4.2.2 IEP/504 Meeting Compensation (4.2.2.1-4.2.2.2)	15-16
4.2.3 Participation on District Committees (4.2.3.1-4.2.3.2)	16
4.2.4 Parent/SST Meetings (4.2.4.1-4.2.4.3)	16
4.2.5 Parent Conferences (4.2.5.1-4.2.5.3)	16-17
4.2.6 Parent Conference Month Cap on Meetings	17
4.3 Work Year	17
4.3.1 Non-Pupil Work Days	17
4.3.2 Working More than 186 Days	17
4.4 School Year Calendars	17-18
4.4.1 Grade Reporting Windows	17
4.4.2 Minimum Days (4.4.2.1-4.4.2.2)	18
4.4.3 Late Start Day After Winter Break (2023-2024)	18
4.4.3.1 Minimum Day After Winter Break (2024-2025 et al)	18
4.5 Substituting on Prep Time	18
4.5.1 Comp Time and Pay (4.5.1.1-4.5.1.2)	18
4.5.2 Non-Classroom Unit Members	18
4.6 Reduced Services Employment Plan	19
4.6.1 STRS Regulations	19
4.6.2 Minimum Reduced Services Employment	19
4.6.3 Requirements	19
4.6.4 Compensation	19
4.6.5 Effects on Benefits	19
4.6.6 Request Procedures	19
4.6.7 Return to Full Employment	19
4.6.8 Sick Leave	19
4.7 Non-Classroom Unit Member Preparation Time	19
4.7.1 Scheduling of Prep Time	19
4.7.2 Release Days for SDC (4.7.2.1)	19
4.8 Prep time for Duty Day Release Days	19-20
4.8.1 Committees	19
4.8.2 District-Provided Professional Development	20
4.9 Resource Teacher Caseload Management Prep Time	20
4.9.1 Elementary Caseload Prep	20
4.9.2 Secondary Caseload Prep	20
4.10 Short-Term Independent Study (STIS)	20
4.10.1 STIS Emergency Requests	20
4.10.2 Excessive STIS Requests	20

5 Health and Welfare Benefits	20-22
5.1 Group Health Plans	20
5.1.1 Duration of Benefits (5.1.1.1-5.1.1.2)	20
5.2 Joint Health Committee	21
5.3 District Contribution Level	21
5.3.1 District Monthly Contribution Level (5.3.1.1)	21
5.3.2 Deductions & Over/Under Cap Allowances	21
5.3.3 Dental Coverage	21
5.3.4 Vision Coverage	21
5.3.5 In-Lieu Payments	21
5.3.6 Section 125 Plan Option	21

5.4 Retirement Health Plan	21
5.4.1 Retirement Health Options (5.4.1.1-5.4.1.3)	21
5.4.2 Delay Commencement of Benefits	21
5.4.3 Timeline of Commencement of Benefits	22
5.4.4 COBRA Coverage	22
5.5 TB Test	22

6 Leaves of Absence	22-28
6.1 Sick Leave Accounting	22
6.1.1 Sick Leave Hours (6.1.1.1-6.1.1.3) (2023-2024)	22
6.1.1 Sick Leave Hours (6.1.1.1-6.1.1.3) (2024-2025 et al)	22
6.1.2 Teachers (6.1.2.1-6.1.2.2)	22
6.1.3 Other Unit Members	22
6.2 Types of Leaves	22-23
6.2.1 Sick Leave (6.2.1.1-6.2.1.2)	22-23
6.2.2 Extended Disability Leave (6.2.2.1-6.2.2.3)	23
6.2.3 Pregnancy Leave	23
6.2.4 Child Rearing Leave (6.2.4.1-6.2.4.3)	23
6.2.5 Bereavement Leave	24
6.2.6 California Family School Partnership Act	24
6.2.7 Emergency Leave	24
6.2.8 Industrial Accident/Illness Leave	24
6.2.9 Leave for Education Improvement (6.2.9.1)	24-25
6.2.10 Meetings of Societies	25
6.2.11 Convention Leave	25
6.2.12 Political Leave (6.2.12.1-6.2.12.4)	25
6.2.13 Health Leave	25
6.2.14 Voluntary Unpaid Leave (6.2.14.1-6.2.14.4)	25-26
6.2.15 Jury Duty/Court Witness Leave	26
6.3 Return from Leaves	26
6.3.1 Leaves Granted by the Board (6.3.1.1-6.3.1.2)	26
6.3.2 Full Time to Part Time	26
6.3.3 District Need	26
6.3.4 Tentative School Assignment	26
6.3.5 Notification (6.3.5.1-6.3.5.3)	26
6.4 VTA Leave	27
6.4.1 40% President Release (6.4.1.1)	27
6.4.2 Bargaining Team Release	27
6.5 Exchange Days	27
6.5.1 Option of Exchanging Work Days (6.5.1.1-6.5.1.5)	27
6.5.2 Religious Observations (6.5.2.1-6.5.2.6)	27
6.6 Continuance of Benefits	28
6.7 Sick Leave Bank	28
6.7.1 Participation Window	28
6.7.2 New Unit Members	28
6.7.3 Sick Leave Bank Committee	28
6.7.4 Withdrawal of Days from the Bank	28
6.7.5 Unused Days	28
6.7.6 Revolving Account	28

6.7.7 Medical Documentation	28
6.8 Sick Leave Bonus	28

7 Assignments, Transfers, Vacancies and Seniority	28-36
7.1 Assignments	28
7.2 Notification of Assignment	29
7.2.1 Assignment Limitations (7.2.1.1-7.2.1.4)	29
7.3 Misassignment and Teacher Certification	29-30
7.3.1 Assignments Consistent with Credentials (7.3.1.1-7.3.1.4)	30
7.3.2 Notification of Authorizations	30
7.3.3 Misassignment at District Request	30
7.3.4 Nondisclosure of Misassignment	30
7.3.5 Reassignment in a Timely Manner	30
7.4 Involuntary Transfer/Reassignments	30-32
7.4.1 Reasons for Transfers (7.4.1.1-7.4.1.3)	30
7.4.2 Identification of Involuntary Transfers (7.4.2.1-7.4.2.4)	30-31
7.4.3 Site Closure	31
7.4.4 Notification of Transfer Pool (7.4.4.1-7.4.4.2)	32
7.4.5 Notification of Association President	32
7.4.6 Job Listings	32
7.4.7 Transfer Pool Meeting	32
7.4.8 Return to Previous Site	32
7.4.9 Charter School Members	32
7.4.10 Members Returning of Leave (7.4.10.1-7.4.10.2)	32
7.4.11 Site Shuffle	32
7.4.12 Declaration of Vacancies	32
7.4.13 Three Days of Paid Release During Work Year	32
7.4.14 Three Day of Paid Release Next Work Year	32
7.5 Reassignment of Itinerant Unit Members	32-33
7.5.1 Itinerant Unit Members	32
7.5.2 District Need	32
7.5.3 Limitations to Reassignment	32
7.5.4 Charter School Reassignment	33
7.6 Voluntary Transfer/Reassignment	33-34
7.6.1 Definition of Transfer	33
7.6.2 Definition of Reassignment (7.6.2.1-7.6.2.4)	33
7.6.3 Voluntary Request	33
7.6.4 Request Submission to HR (7.6.4.1-7.6.4.2)	33
7.6.5 Two or More Unit Members for a Vacancy	33
7.6.6 Criteria for Transfer Request	33
7.6.7 Denial of Transfer Request	33
7.6.8 Site Administration not Notified of Transfer Request	33
7.6.9 Returning of Leave	33
7.6.10 Two Days of Preparation Time	34
7.7 Vacancies	34
7.7.1 Definition of a Vacancy	34
7.7.2 Right to Return (7.7.2.1-7.7.2.2)	34
7.7.3 Notification of Vacancies to Association	34
7.7.4 Closing Date	34

7.7.5 Posting of Openings	34
7.7.6 Summer Break Requests	34
7.7.7 Two or More Unit Members Criteria	34
7.7.8 Filling of a Vacancy (7.7.8.1-7.7.8.4)	34
7.7.9 Denial Request for Reason	34
7.7.10 Vacancy during School Year	34
7.8 Seniority	35
7.8.1 Definition of Seniority	35
7.8.2 Breaking Ties for Seniority Date (7.8.2.1-7.8.2.5)	35
7.8.3 Lottery for Breaking Ties	35
7.9 Special Duties	35
7.10 Layoffs	35-36
7.10.1 March 1 st Deadline for Notification	35
7.10.2 Information to Association	35
7.10.3 March 15 th Deadline for Notification	35
7.10.4 March 15 th Temporary Employees	35
7.10.5 Negotiations of Impacts	36
7.10.6 Noncontracted Work	36
7.10.7 Restoration of Employment	36
7.10.8 COBRA	36
7.10.9 Ed Code Provisions	36
7.10.10 Team of Agreement	36

8 Part Time Employment/Job Sharing	36-37
8.1 Requests	36
8.2 Part Time Employment	36
8.2.1 Request Timeline	36
8.2.2 Adjunct Duties	36
8.2.3 Return to Full Time Status	36
8.2.4 75% of a School Year	36
8.2.5 Two Consecutive School Years to achieve 75%	36
8.3 Job Sharing	37
8.3.1 Proposals (8.3.1.1-8.3.1.10)	37

9 Class Size	38-42
9.1 Hiring Ratio Definition	38
9.1.1 Ratios for Grade Levels	38
9.1.2 Not Part of Ratio	38
9.1.3 Speech Language Pathologists Hiring Ratio	38
9.1.4 School Psychologists Hiring Ratio	38
9.1.5 Secondary Counselors Hiring Ratio	38
9.1.6 School Nurses Hiring Ratio	38
9.2 Balance-Elementary	38
9.2.1 Balance of Class Sizes	38
9.2.2 YRE Class Size Balance	38
9.2.3 TK-3 Class Size Limit (2023-2024) (9.2.3.1)	38
9.2.4 4-6 Class Size Limit (2023-2024) (9.2.4.1)	38
9.2.5 TK-6 Combo Class Size Limit (2023-2024) (9.2.5.1)	39
9.2.3 TK Class Size Limit (2024-2025 et al) (9.2.3.1)	39

9.2.4 K-3 Class Size Limit (2024-2025 et al) (9.2.4.1)	39
9.2.5 4-6 Class Size Limit (2024-2025 et al) (9.2.4.1)	39
9.2.6 K-3 Combo Class Size Limit (9.2.6.1)	39
9.2.7 4-6 Combo Class Size Limit (9.2.7.1)	39
	39
9.2.8 No 5/6 Combo Classes	
9.2.9 State Preschool Class Size Limit	39
9.3 Balance-Secondary	39-40
9.3.1 Balance of Class Sizes	39
9.3.2 Class Period Class Size Limit (9.3.2.1-9.3.2.2)	40
9.3.3 Student Contact Limit (9.3.3.1)	40
9.3.4 Student Contact Limit for 7-8 PE (9.3.4.1)	40
9.3.5 Grades 7-12 RSP Class Size Limit	40
9.3.6 Grades 7-12 SDC Class Size Limit	40
9.3.7 RSP/SDC Class Size Sharing (2023-2024) (9.3.7.1-9.3.7.2)	40
9.4 Exceptional Needs	40-41
9.4.1 Balanced Workload	40
9.4.2 Subs for Co-Teaching Class (IEP/504/SST)	41
9.4.3 Subs for Co-Teaching Class	41
9.5 Elementary Preparation Release Teachers	41
9.5.1 Definition	41
9.5.2 Sections of work per week (9.5.2.1-9.5.2.2)	41
9.5.3 Fifty-Minute Blocks	41
9.6 Caseload Waiver for RSP Teacher	41
9.6.1 Increase to Caseload	41
9.6.2 Extra Instructional Assistant Time	41
9.6.3 Caseload Managers vs. Service Providers	41
9.7 Caseload for SDC teachers	42
9.7.1 Caseload Limit	42
9.8 Caseloads for Blended Model	42
9.8.1 Consent	42
9.8.2 Caseload Limit	42
9.8.3 Preparation Time	42
9.8.4 SDC Release Days	42
9.8.5 Initial Assessments Rotation	42
9.8.6 Instructional Assistant Time	42
9.8.7 Non-Itinerant	42
9.8.8 Secondary Class Size Limit	42
9.9 Secondary Co-Teaching	42
9.9.1 Total Class Size Limit	42
9.9.2 SPED Student Limit	42
9.9.3 Support for Co-Teachers	42
9.9.4 Common Prep Time	42
9.9.5 Substitute; Paraprofessional Help	42
	.2

10 Procedures for Evaluation	43-45
10.1 Purpose of Evaluation	43
10.2 Probationary/Temporary Member Timeline	43
10.2.1 No Evaluation Cut Off Date	43
10.2.2 Non-Reelection Notification	43

10.3 Permanent Unit Members4310.3.1 Years to Be Evaluated (10.3.1.1)4310.3.2 Deadline to Complete Evaluation4310.3.3 Evaluation Timeline related to Leave of Absence4310.4 Notification of Procedures and Evaluator4310.4.1 Evaluation Forms4310.5 Alternate Methods of Evaluation4310.5.1 Type of Alternate Methods4310.6 Conference and Types of Evaluation Objectives4310.6.1 Initial Conference Deadline4310.6.2 Limit on Objectives (10.6.2.1-10.6.2.3)4410.7 Classroom Observations4410.7.1 Minimum Number of Observations44
10.3.2 Deadline to Complete Evaluation4310.3.3 Evaluation Timeline related to Leave of Absence4310.4 Notification of Procedures and Evaluator4310.4.1 Evaluation Forms4310.5 Alternate Methods of Evaluation4310.5.1 Type of Alternate Methods4310.5.2 CSTP Standards4310.6 Conference and Types of Evaluation Objectives43-410.6.1 Initial Conference Deadline4310.6.2 Limit on Objectives (10.6.2.1-10.6.2.3)4410.7 Classroom Observations4410.7.1 Minimum Number of Observations44
10.3.3 Evaluation Timeline related to Leave of Absence4310.4 Notification of Procedures and Evaluator4310.4.1 Evaluation Forms4310.5 Alternate Methods of Evaluation4310.5.1 Type of Alternate Methods4310.5.2 CSTP Standards4310.6 Conference and Types of Evaluation Objectives43-410.6.1 Initial Conference Deadline4310.6.2 Limit on Objectives (10.6.2.1-10.6.2.3)4410.7 Classroom Observations4410.7.1 Minimum Number of Observations44
10.4 Notification of Procedures and Evaluator4310.4.1 Evaluation Forms4310.5 Alternate Methods of Evaluation4310.5.1 Type of Alternate Methods4310.5.2 CSTP Standards4310.6 Conference and Types of Evaluation Objectives43-410.6.1 Initial Conference Deadline4310.6.2 Limit on Objectives (10.6.2.1-10.6.2.3)4410.7 Classroom Observations4410.7.1 Minimum Number of Observations44
10.4.1 Evaluation Forms4310.5 Alternate Methods of Evaluation4310.5.1 Type of Alternate Methods4310.5.2 CSTP Standards4310.6 Conference and Types of Evaluation Objectives43-410.6.1 Initial Conference Deadline4310.6.2 Limit on Objectives (10.6.2.1-10.6.2.3)4410.7 Classroom Observations4410.7.1 Minimum Number of Observations44
10.5 Alternate Methods of Evaluation4310.5.1 Type of Alternate Methods4310.5.2 CSTP Standards4310.6 Conference and Types of Evaluation Objectives43-410.6.1 Initial Conference Deadline4310.6.2 Limit on Objectives (10.6.2.1-10.6.2.3)4410.6.3 Mutually Agree on Objectives4410.7 Classroom Observations4410.7.1 Minimum Number of Observations44
10.5.1 Type of Alternate Methods4310.5.2 CSTP Standards4310.6 Conference and Types of Evaluation Objectives43-410.6.1 Initial Conference Deadline4310.6.2 Limit on Objectives (10.6.2.1-10.6.2.3)4410.6.3 Mutually Agree on Objectives4410.7 Classroom Observations4410.7.1 Minimum Number of Observations44
10.5.2 CSTP Standards4310.6 Conference and Types of Evaluation Objectives43-410.6.1 Initial Conference Deadline4310.6.2 Limit on Objectives (10.6.2.1-10.6.2.3)4410.6.3 Mutually Agree on Objectives4410.7 Classroom Observations4410.7.1 Minimum Number of Observations44
10.6 Conference and Types of Evaluation Objectives43-410.6.1 Initial Conference Deadline4310.6.2 Limit on Objectives (10.6.2.1-10.6.2.3)4410.6.3 Mutually Agree on Objectives4410.7 Classroom Observations4410.7.1 Minimum Number of Observations44
10.6.1 Initial Conference Deadline 43 10.6.2 Limit on Objectives (10.6.2.1-10.6.2.3) 44 10.6.3 Mutually Agree on Objectives 44 10.7 Classroom Observations 44 10.7.1 Minimum Number of Observations 44
10.6.2 Limit on Objectives (10.6.2.1-10.6.2.3) 44 10.6.3 Mutually Agree on Objectives 44 10.7 Classroom Observations 44 10.7.1 Minimum Number of Observations 44
10.6.3 Mutually Agree on Objectives4410.7 Classroom Observations4410.7.1 Minimum Number of Observations44
10.7 Classroom Observations4410.7.1 Minimum Number of Observations44
10.7 Classroom Observations4410.7.1 Minimum Number of Observations44
10.7.2 Negative Conclusions 44
10.7.3 Scheduled and Unscheduled Observations 44
10.8 Negative Observations 44
10.8.1 Recommendation for Improvement 44
10.8.2 District Assistance (10.8.2.1-10.8.2.3) 44
10.8.3 Additional Resources 44
10.8.4 Measure Improvement 44
10.8.5 Time Schedule of Progress 44
10.9 Evaluation Parameters 44
10.10 Other Unit Members' Role in Evaluation 44
10.11 Excluded Evaluation Parameters 45
10.11.1 Standardized Test Scores 45
10.11.2 Publishers' Norms 45
10.11.3 IEP Objectives 45
10.11.4 Tasks by Others 45
10.11.5 Electronic Recording Devices 45
10.11.6 Communication Devices 45
10.11.7 State/Federal Growth Targets 45
10.12 Preparation of the Final Evaluation Document 45
10.12.1 Deficiencies 45
10.12.2 Unsubstantiated Statements 45
10.12.3 Negative Comments 45
10.12.4 Non-School Related Personal Activities 45
10.12.5 PAR Program 45
10.13 Final Evaluation Conference 45
10.13.1 Number of Copies 45
10.13.2 Signature 45
10.13.3 Disputes by Unit Member of Content 45
10.14 Association Representation45

11 Grievance Procedures	45-48
11.1 Grievance Definitions	45
11.1.1 Grievance	45

11.1.2 Grievant	46
11.1.2 Onevant 11.1.3 Day	46
11.1.4 Twenty Day Deadline	46
11.2 Purpose of Grievances	46
11.2.1 Lowest Possible Level Solutions	46
11.2.2 Informal Discussion	46
11.2.3 Timelines Past the End of the School Year	46
11.3 Rights of Unit Members to Representation	46
11.3.1 No Reprisals	46
11.3.2 Representation at All Stages	46
11.4 Steps in Grievance Process	46-47
11.4.1 Level One – Immediate Supervisor	46
11.4.2 Level Two – Asst. Supt. Human Resources	46
11.4.3 Level Three – Superintendent	47
11.4.4 Level Four – School Board	47
11.4.5 Level Five – Arbitration (11.4.5.1-11.4.5.7)	47
11.5 Consolidation of Grievances	48
11.6 Miscellaneous	48
11.6.1 Inaction of District Administrator	48
11.6.2 Level Two Decisions	48
11.6.3 Release Time	48
11.6.4 Separate Grievance File	48
11.6.5 Forms and Distribution	48

12 Organizational Security	48-49
12.1 Join/Fee/Scholarship	48
12.1.1 Representation Fee	48
12.1.2 Religious Objections	48
12.1.3 Requirement to Comply	48
12.2 Payroll Deduction	49
12.3 Dues Maintenance	49
12.4 Indemnification	49
12.4.1 Agency Fee Legal Fees	49
12.4.2 Exclusive Rights of Association	49

13 No Concerted Refusal To Work	49
13.1 Strike Clause and/or Work Stoppage	49

14 Unit Member Safety	49-50
14.1 Unsafe Conditions	49
14.2 Emergency Facilities Closure	49
14.2.1 Make Up Days	49
14.3 District Maintenance Schedule	49
14.4 District Rules/Regulations Notification: Student Behavior	49
14.5 Short Term Pupil Suspension	49-50
14.5.1 Member Pupil Suspension Limit	49
14.5.2 Reporting and Notification of Suspension	49
14.5.3 Nonreturn to Class	50
14.5.4 No Placement of Student in Another Class	50

14.6 Reasonable Force	50
14.7 Reporting Cases of Assault	50
14.8 Payment for Personal Property/Equipment Loss	50
14.8.1 District Reimbursement for Loss of Personal Property	50
14.8.2 District Reimbursement for Loss of Personal Equipment	50
14.9 Notification of High Risk Students	50
14.10 Cameras and Monitoring Equipment	50
14.10.1 Evaluation and/or Discipline of Members	50
14.10.2 Signage in Multi-Use Areas	50
14.10.3 Notification of Footage Shared with Outside Agencies	50
14.10.4 Union Activities	50

15 Special Education	51-52
15.1 Individuals with Special Needs	51
15.2 CBEDS and SELPA	51
15.3 SELPA Class Size and Caseloads	51
15.4 SLP and School Psychologist Caseload Balance	51
15.4.1 Lead SLP and Psych Information	51
15.5 SLP Meeting Agendas	51
15.6 School Psychologist Meeting Agendas	51
15.7 Special Education Safety Committee	51-52
15.7.1 Makeup of Committee	51
15.7.2 Planning Committee	51
15.7.3 Reporting Deadline of Committee	51
15.7.4 Parameters of Collective Bargaining Agreement	52
15.8 Flex Hours for SPED Classroom Teachers	52
15.9 Flex Hours for Program Specialists	52
15.10 School Psychologist Worksite Requirements	52
15.11 SLP and School Psychologist Flex Hours (1/1/24-6/30/24)	52

16 Miscellaneous Provisions	52-54
16.1 Standardization of Instructional Minutes	52
16.1.1 Elementary Schools	52
16.1.2 Minimum Days (16.1.2.1-16.1.2.6)	52
16.2 Letters of Recommendations	53
16.3 School Psychologists, Nurses, Counselors, Program Specialists Replacement	53
16.3.1 Hiring of Long-Term Sub	53
16.3.2 Maintain List of Qualified Temps	53
16.3.3 Per Diem Rate of Pay	53
16.4 Professional Development Advisory Committee	53
16.4.1 Makeup of Committee	53
16.4.2 Planning Committee	53
16.4.3 Reporting Deadline of Committee	53
16.4.4 Parameters of Collective Bargaining Agreement	53
16.5 K-8 School Configurations	53
16.5.1 6 th Grade Alignment with 7 th /8 th grades	53
16.5.2 Negative Impacts	53
16.6 Buckingham Friday Meetings	54

17 Completion of Agreement	54	

18 Savings	54
18.1 Contrary to Law	54
18.1.1 Invalid Provisions	54

19 PAR (Peer Assistance and Review

54-58

20 Definitions		
20.1 District	58	
20.2 Association	58	
20.3 Immediate Supervisor	58	
20.4 Unit Member	58	
20.5 Day	58	
20.6 Duty Day	58	
20.7 Instructional Day	58	
20.8 Pupil-Free Day	58	
20.9 Paid Leave of Absence	58	
20.10 Immediate Family	58	
20.11 Daily Rate of Pay	58	
20.12 Site	58	
20.13 Year-Round Unit Member	58	
20.14 Summer School Unit Member	58	
20.15 Intersession Unit Member	58	
20.16 Library Media Teacher	58	
20.17 Job Sharing	58	
20.18 Part Time Employment	58	

21 Association Rights	59-60
21.1 Representation of Unit Members	59
21.2 District Mail Services	59
21.2.1 Privacy using District Mail Services	59
21.2.2 Privacy using District Electronic Mail Services (21.2.2.1)	59
21.3 Bulletin Boards	59
21.3.1 Bulletin Board Area	59
21.3.2 Electronic Bulletin Boards	59
21.4 Use of Buildings and Equipment	59
21.4.1 Right to Use Buildings and Equipment	59
21.4.2 Educational Technology Equipment	59
21.5 Access to Worksites	59
21.5.1 Conduct Association Business on Worksites	59
21.6 Access to District Information	59
21.6.1 Requests for Information (21.6.1.1-21.6.1.3)	59
21.7 Release Time	60
21.7.1 President or Designee	60
21.7.2 Bargaining Team	60
21.7.3 Grievants, Witnesses, Reps	60
21.7.4 Year Round Schools	60

21.8 Association Meetings	60
21.9 Budget Advisory Committee	60
21.10 Right to Confer	60
21.11 VTA Time before Instructional Year	60
21.12 VTA Access to New Member Orientations	60
21.13 VTA Access to New Member Information	60

Signature Page

61

Appendice			
Appendix	Section	Item	Page Number
А	A, C, G and K (Pages 1 and 2)	2023-2024 Salary Schedules	62-66
A	A, C, G and K (Pages 1 and 2)	2024-2025 Salary Schedules	67-71
В	A	2023-2024 Calendar: Elementary	72
В	В	2023-2024 Calendar: Middle School	73
В	С	2023-2024 Calendar: High School	74
В	D	2024-2025 Calendar: Elementary	75
В	E	2024-2025 Calendar: Middle School	76
В	F	2024-2025 Calendar: High School	77
В	G	2025-2026 Calendar: Elementary	78
В	Н	2025-2026 Calendar: Middle School	79
В	Ι	2025-2026 Calendar: High School	80
D	A	Teacher Observation/Discussion Form Standard 1	81
D	В	Teacher Observation/Discussion Form Standard 2	82
D	С	Teacher Observation/Discussion Form Standard 3	83
D	D	Teacher Observation/Discussion Form Standard 4	84
D	E	Teacher Observation/Discussion Form Standard 5	85
D	F	Teacher Observation/Discussion Form Standard 6	86
D	G	Individual Teacher Performance Evaluation	87
D	Н	Counselor Observation/Discussion Form Standard 1	88
D	Ι	Counselor Observation/Discussion Form Standard 2	89
D	J	Counselor Observation/Discussion Form Standard 3	90
D	К	Counselor Observation/Discussion Form Standard 4	91
D	L	Counselor Observation/Discussion Form Standard 5	92
D	М	Counselor Observation/Discussion Form Standard 6	93

D	N	Individual Counselor Performance	94
		Evaluation	
D	0	Nurse Observation/Discussion Form	95
		Standard 1	06
D	Р	Nurse Observation/Discussion Form Standard 2	96
D	Q	Nurse Observation/Discussion Form Standard 3	97
D	R		98
	ĸ	Nurse Observation/Discussion Form Standard 4	90
D	S	Individual Nurse Performance Evaluation	99
D	Т	School Psychologist Observation/Discussion	100
		Form Standard 1	
D	U	School Psychologist Observation/Discussion	101
		Form Standard 2	
D	V	School Psychologist Observation/Discussion	102
		Form Standard 3	
D	W	School Psychologist Observation/Discussion	103
		Form Standard 4	
D	Х	School Psychologist Observation/Discussion	104
		Form Standard 5	
D	Y	Individual School Psychologist Performance	105
		Evaluation	