

**TENTATIVE AGREEMENT
BETWEEN
ANTIOCH UNIFIED SCHOOL DISTRICT
AND
ANTIOCH EDUCATION ASSOCIATION**

2013-2014 Reopener Negotiations

May 6, 2014

The parties agree to the attached as full and final resolution of 2013-2014 reopener negotiations on the following items:

Article 11 – Hours

Article 12 – Salary & Extra Duty Schedules

Article 13 – H & W Benefits

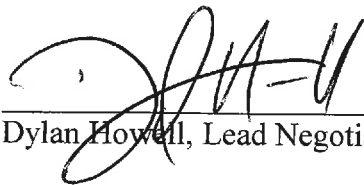
Article 15 – Class Size

Appendix G – Correct errors (i.e., Paid X times per year @ \$XXX)

Increase Testing Coordinator stipend from current \$1156/year to \$1,500/year
after application of 7/1/14 percentage increase

Common Core Standards MOU

AEA:

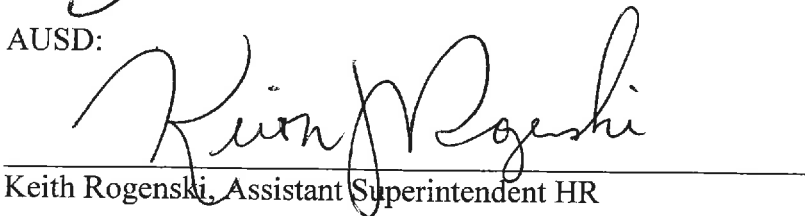


Dylan Howell, Lead Negotiator

5/6/14

Date

AUSD:



Keith Rogenski, Assistant Superintendent HR

5/6/14

Date

**ARTICLE 11
HOURS OF EMPLOYMENT**

11.2.2 Unit members shall not be required to attend more than (3) three meetings per month (as outlined in 11.2.1) outside of the contracted workday.

11.5 Mandated Online Trainings: The District shall provide time during the workday, excluding teacher preparation time, for unit members to complete on line training courses which are required of all employees.

**ARTICLE 12
SALARY SCHEDULE AND PAYMENT FOR PAID EXTRA DUTIES**

12.2 Compensation

12.2.1 For the 2013-2014 School Year, all salary schedules and advanced degree stipends in the Collective Bargaining Agreement shall be increased by 2.00%, effective July 1, 2013, and by an additional 2%, effective January 1, 2014.

12.2.2 The extra duty schedule, stipends, hourly rate, period substitution, and all other rates of pay shall be increased by 4.04% effective July 1, 2014.

12.3 Supplemental Pay

12.3.1 Certificated Hourly Rate of Pay: Effective July 1, **2014**, the certificated hourly rate of pay shall be ~~\$29.51~~ **\$30.70**. This certificated hourly rate of pay shall be added to the Extra Duty Schedule in Appendix G.

**ARTICLE 13
HEALTH AND WELFARE BENEFITS**

13.1 Health Benefit Plans: The health and welfare benefits outlined in this Article apply to all unit members, including those hourly unit members teaching in the Alternative Programs and/or Schools.

13.1.1 The District shall provide bargaining unit members the following health and welfare benefit plans. The specific plan designs shall be available to all bargaining unit members during open enrollment, and may be found on the AEA website (antiochteachers.org) or at the AUSD Human Resources Office.



- A. Medical Insurance: CalPERS Benefits Program
- B. Vision Insurance: VSP through California's Valued Trust
- C. Dental Insurance: Delta Dental through California's Valued Trust
- D. Life Insurance: Cigna Life Insurance
- E. Long Term Disability Insurance: Cigna Life Insurance
- F. Employee Assistance Plan: Cigna Life Insurance
- G. Long Term Health Care Insurance: Provident Unum

13.2 Eligibility

13.2.1 Full Time Unit Members: The District shall pay the cost of medical, dental and vision premiums as outlined immediately below for those bargaining unit members working full time. In addition, the District shall pay the full cost of basic life insurance, long term health care insurance and long term disability insurance.

Effective January 1, 2013 ~~2013~~ **2014** the District's monthly contribution to medical benefits per enrolled full-time unit member shall be:

- A. Single Party: The District shall pay no more than ~~ten thousand one hundred and forty (\$10,140)~~ **eleven thousand forty (\$11,040)** dollars annually toward the cost of medical, dental and vision. This includes the District's minimum annualized monthly contribution required by CalPERS.
- B. Two-Party: The District shall pay no more than ~~twelve thousand six hundred (\$12,600)~~ **fourteen thousand four hundred (\$14,400)** dollars annually toward the cost of medical, dental and vision. This includes the District's minimum annualized monthly contribution required by CalPERS.
- C. Family: The District shall pay no more than ~~fourteen thousand four hundred (\$14,400)~~ **sixteen thousand eight hundred (\$16,800)** dollars annually toward the cost of medical, dental and vision. This includes the District's minimum annualized monthly contribution required by CalPERS.

13.4 Tax Sheltered Annuities: Bargaining unit members may participate in the tax sheltered annuity program using the District approved provider list with the District providing payroll deduction for this purpose.

The District and AEA shall form a committee comprised of up to three (3) members each to further research and explore the programs offered by The Standard Insurance Company for life and long-term disability insurance and employee assistance. The District shall invite CSEA, Chapter #85 and Antioch Management Association to appoint up to three (3) representatives each to this committee. The parties shall select their representatives and the committee shall meet by

November 1, 2014. Upon completion of its work, the committee shall make a joint recommendation to the parties regarding districtwide use of The Standard Insurance Company for the aforementioned supplemental programs.

ARTICLE 15
CLASS SIZE

15.2 General Education Programs

Subject to the provisions included in sections 15.2.1 through 15.2.3 **15.2.5** below, class ratios during the term of this Agreement shall be as follows:

<u>Year</u>	<u>Grade(s)</u>	<u>Pupils</u>	<u>Teachers</u>	<u>Class Size Maximums</u>
<u>2013-2014</u>	<u>K-3</u>	<u>30</u>	<u>1</u>	<u>33</u>
<u>2014-2015</u>	<u>K-3</u>	<u>29</u>	<u>1</u>	<u>30</u>
<u>2015-2016</u>	<u>K-3</u>	<u>28</u>	<u>1</u>	<u>29</u>
<u>2016-2017</u>	<u>K-3</u>	<u>27</u>	<u>1</u>	<u>28</u>
	<u>4-5</u>	30	1	<u>33</u>
	<u>6-12</u>	26.6	<u>1</u>	<u>N/A</u>

15.2.1 To comply with class size provisions under the Local Control Funding Formula (LCFF), the ratios for Kindergarten, Grades 1-3 K-3, and Grades 4-6 above refer to class size averages by school site for Kindergarten through Grade 3 elementary general education classes.

15.2.2 The ratios for Grades 4-6 4-5 above refer to district wide averages for general education classes across all elementary schools.

15.2.3 The ratios for Grades 7 6-12 above refer to the number of pupils in each site compared with the number of full-time general education teaching staff assigned to the site.

a. Physical Education shall be enrolled with no more than fifty (50) students per class.

15.2.4 The district wide class averages specified herein shall be suspended during the first twenty (20) instructional days of the school year to allow the District sufficient time to balance classes and to reassign and/or hire and place staff as necessary.

15.2.5 The parties acknowledge that the site class size averages ratios and timeline identified for Grades K-3 in the table above were negotiated based upon the state's projection that the Local Control Funding Formula (LCFF) will be fully implemented over an 8-year time span (i.e., by the 2020-2021 school year). The parties further agree that, should funding for the K-3 Grade Span Adjustment under LCFF be eliminated, reduced, or suspended anytime during the period of this Agreement, the ratio site class size averages and maximums most recently in effect for Grades K-3 shall remain in effect. In such circumstance, either party may request in writing that the class size averages and maximums ratios for Grades K-3 be reopened for negotiations, and such negotiations shall commence within thirty (30) days of receipt of such request. In 2017-2018, if the law requires the District to make continued progress towards a K-3 class size average of 24 per site, and if the parties do not negotiate a local alternative, then the District will comply with the law.

Jhon *APR*

**Memorandum of Understanding
Between
Antioch Education Association
And
Antioch Unified School District

Common Core State Standards
May 6, 2014**

Shared Commitment

California has adopted the Common Core State Standards. These newly adopted Standards provide an opportunity for Antioch Education Association (AEA) and Antioch Unified School District (AUSD) to collaborate for a successful implementation. The AEA and the District agree that working in partnership will produce the greatest opportunity for a successful implementation. As partners, the parties will take joint responsibility and accountability to create a collaborative process that is driven from the school level upward, engaging District-level and site administrators and unit members with the opportunity to fully participate in the implementation of these standards.

AEA and the District mutually believe that by implementing the Common Core State Standards (CCSS) we will ensure that ALL students are ready for college, career, and citizenship in the 21st century. The CCSS framework is designed to build student independence as readers, writers, and thinkers through comprehensive literacy, disciplinary literacy, and algebraic thinking and reasoning. These standards are written in a way that in order for this effort to be successful, it will require the continued emphasis on a collaborative professional culture, new leadership roles for teachers and administrators, personalized learning for diverse learners, and increased emphasis on assessment for learning.

The parties hereby agree to the following:

AEA and AUSD Common Core Committee

1. The parties shall establish an advisory Common Core Committee (CCC).
 - a. Participation on the committee shall be voluntary, and will be composed of AEA members, administration, and may include parents.
 - i. The district may select up to 6 administrators, including the District's administrator selected as the Common Core Coordinator/CCC Co-Chair.
 - ii. The Association shall select up to 6 unit members, with representation from each of the 4 comprehensive grade level spans (K-2, 3-5, 6-8, 9-12,) a special education teacher, and an invitation for representation from the alternative school.
 - iii. In addition to the Association members above, the AEA may select up to 2 Reform Facilitator Coaches to serve on the committee.
 - iv. The District may invite up to 2 parents to be members of the CCC.
 - v. The CCC shall be jointly chaired by one District representative and one Association representative.
2. The committee shall meet at least four times during the school year, or more if the CCC deems necessary.

3. The committee shall serve as a steering committee, and as such, will discuss and help guide the implementation of Common Core, staff development, and will solicit input from sites and district office regarding CCSS implementation.
4. Decisions of the committee, when made, shall be reduced to writing and maintained by the parties. A note taker, designated by the committee, will be present and will provide the notes for committee review at least two weeks prior to the next scheduled meeting.
5. The committee shall not recommend any actions which violate the collective bargaining agreement between the parties.
6. This agreement shall become effective upon ratification by the parties, will remain in place during the Common Core implementation process in the 2014-2015 school year, and shall sunset on June 30, 2015.

Professional Development, Collaboration and Evaluation

1. Unit members required to implement Common Core State Standards shall receive training in Common Core Standards, curriculum, and methodologies. Common Core training shall be provided for all unit members.
2. Unit members may be required to attend any Common Core suggested workshops, meetings, and/or conferences after the contracted work day, as provided for in Article 11, Section 11.2 of the CBA.
3. Unit members shall not be required to attend Common Core workshops, meetings, and or conferences on the weekends and/or holidays.
4. School site Common Core recommendations and/or suggestions shall not violate the AEA/AUSD Collective Bargaining Agreement.
5. One (1) shortened Wednesday each month will be devoted to teacher collaboration related to Common Core implementation. Collaborating teachers will submit an agenda at least 24 hours in advance of the scheduled collaboration time to their site administrator outlining the topic(s) they will cover and/or address during their scheduled collaboration time. The site administrator may modify it to comport with appropriate objectives.
6. In order to encourage unit members' experimentation with and exploration of Common Core methodologies and strategies, permanent unit members who received all "Satisfactory" marks or higher on their most recent evaluation and who are scheduled for evaluation shall be evaluated on Standards 3, 4, 5, and 6 only during the 2014-2015 school year. Probationary and temporary unit members shall be evaluated in accordance with Article 19 of the CBA.

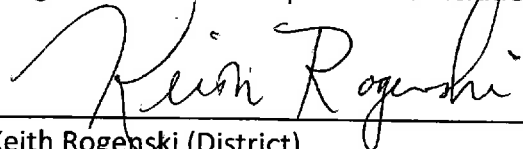
The signatures below acknowledge full understanding of and agreement with the provisions included below.



 Robert Strickler (Association)

5-6-14

 Date



 Keith Rogenski (District)

5/6/14

 Date