

**Language to Implement the Tentative Agreement between
Antioch Unified School District and
Antioch Education Association/CTA/NEA
Reached on April 24, 2017**

**ARTICLE 11
HOURS OF EMPLOYMENT**

11.3 Collaboration Time

The first early release Wednesday per month will be designated as collaboration time with team members. This collaboration time will be teacher driven. Each collaboration group shall turn in the minutes recorded and a sign in of those present.

11.5 Elementary Report Cards

For the 2017-2018 and 2018-2019 school years, for each report card period, all elementary unit members shall be provided at least two early release Wednesdays for report card preparation. These days shall be given during the two weeks prior to the due date required to submit grades to site administration. The Report Card access window will be a minimum of two weeks prior to the first day of conferences. During the 2018-2019 school year negotiations, the District and the Association shall evaluate and bargain elementary report card preparation Wednesdays.

11.12.7 The District shall provide an online gradebook for use by unit members. Additionally, the District shall provide initial training, as well as ongoing support and training as needed. After training, unit members who are the teacher of record shall use the District provided online gradebook to provide assignment titles and grades at least every three weeks. The District may make this gradebook information accessible to parents as a means to engage parents regarding student achievement.

ARTICLE 12

SALARY SCHEDULE AND PAYMENT FOR PAID EXTRA DUTIES

12.2 Compensation

12.2.1 For the 2016-2017 School Year, all salary schedules and advanced degree stipends in the Collective Bargaining Agreement shall be increased by 2%, effective July 1, 2016.

12.2.2 The extra duty schedule, stipends, hourly rate, period substitution, and all other rates of pay shall be increased by 2% effective July 1, 2016.

12.2.3 For the 2016-2017 School Year, all salary schedules and advanced degree stipends in the Collective Bargaining Agreement shall be increased by 1%, effective July 1, 2017.

12.2.4 The extra duty schedule, stipends, hourly rate, period substitution, and all other rates of pay shall be increased by 1% effective July 1, 2017.

The remainder of 12.2 will be renumbered.

12.3 Supplemental Pay

12.3.2 Before or After School Academic Support Programs Per Diem Rate of Pay:

Effective on the first day of the 2017-2018 school year, the academic support rate of pay shall be the unit member's hourly per diem rate of pay. The per diem rate of pay shall be based on the 7 hour, 5 minute work day set forth in the collective bargaining agreement. (see Article 11.1.1) This rate of pay shall apply to all certificated teaching positions, such as Credit Recovery, Math and Reading Interventions, Technology Classes, Summer School, Special Education Extended School Year, etc.

The rest of Article 12 will be renumbered accordingly.

The remainder of Article 12 shall remain status quo.

ARTICLE 13

HEALTH AND WELFARE BENEFITS

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, 2017 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 eleven thousand seven hundred thirty six (\$11,736) 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 ~~fifteen thousand six hundred (\$15,600)~~ **sixteen thousand eighty (\$16,080)** 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 ~~eighteen thousand three hundred (\$18,300)~~ **nineteen thousand twenty (\$19,020)** dollars annually toward the cost of medical, dental and vision. This includes the District's minimum annualized monthly contribution required by CalPERS.

13.3.1 For unit members who waive medical coverage, the District shall provide a minimum of three thousand (\$3,000) dollars annually for full-time bargaining unit members participating in the IRC section 125 Plan to be used to pay premiums for medical, dental and vision coverage. **Unit members must show proof of enrollment in a group plan each year in order to qualify.** Participation in dental and vision plans are mandatory. Unused portions may be taken in salary or used for expenses authorized by relevant IRS regulations. This money is in no way to be construed or negotiated as part of the regular pay rate, but is to be part of the Health and Welfare Benefits.

The remainder of Article 13 shall remain status quo.

ARTICLE 15
CLASS SIZE

15.2 General Education Programs

Subject to the provisions included in sections 15.2.1 through 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> |
|------------------|-----------------|---------------|-----------------|-------------------------------|
| 2013-2014 | K-3 | 30 | 1 | 33 |
| 2014-2015 | K-3 | 29 | 1 | 30 |
| 2015-2016 | K-3 | 28 | 1 | 29 |
| 2016-2017 | K-3 | 27 | 1 | 28 |
| 2017-2018 | K-3 | 26 | 1 | 27 |
| 2018-2019 | K-3 | 25 | 1 | 25 school site average |
| | 4-5 | 30 | 1 | 33 |
| | 6-12 | 26.6 | 1 | N/A |

15.2.4 The parties acknowledge that the site class size averages and timeline identified for Grades K-3 in the table above were negotiated based upon the state's projections 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 site class size averages and maximums most recently in effect for Grades K-3 shall remain in effect. In such circumstances, either party may request in writing that the class size averages and maximums for Grades K-3 be reopened for negotiations, and such negotiations shall commence within thirty (30) days of receipt of such request. In 2018-2019 **2019-2020**, 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.

15.2.5 The 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.

15.5 Special Education Programs

15.5.1 No Resource Specialists shall be assigned a caseload which exceeds twenty-eight (28) students.

- a. **When a Resource Specialist caseload goes above 28 students, he/she shall have the choice of serving those students and shall be compensated at the rate of \$12 per day for each student over the caseload of 28 students.**
- b. **The agreement for caseload overages shall be implemented only with the agreement of the Resource Specialist and authorization from AEA.**
- c. **AEA and AUSD shall jointly create an authorization/agreement form for the agreement by the Resource Specialist and authorization from AEA.**
- d. **No Resource Specialist receiving additional compensation shall have more than thirty (30) students.**

15.5.4 SDC size shall not exceed the following:

| | <u>Moderate/Severe</u> | <u>Mild/Moderate</u> |
|-----------------|------------------------|----------------------|
| <u>Pre K/TK</u> | <u>10</u> | <u>12</u> |
| <u>TK-3</u> | <u>13</u> | <u>15</u> |
| <u>4-6</u> | <u>14</u> | <u>16</u> |

- a. **If necessary, due to an increase in Special Education enrollment after the beginning of the school year, a self-contained class size maximum may be increased by up to two (2) students if the member voluntarily signs a waiver. For each additional student, the teacher shall be compensated at the rate of \$12 per day for each student above the maximum.**

Note: The remainder of article 15 will remain status quo.

APPENDIX G – EXTRA DUTY SCHEDULE

The parties agreed to add a MS After School Athletic Program stipend for Coaches at \$1,380 annually per sport.

*******Noteworthy MOU Agreement – NOT INCLUDED IN TENTATIVE AGREEMENT*******

The adjunct assignments of *Testing Coordinator* and *Datawise Leader* will be reduced from two positions to one position and be renamed, *School Educational Technology Leader*. The individuals in this position will receive a stipend of \$2,500/year to be disbursed in two equal installments of \$1,250 each.

The duties of this position will include, but are not limited to the following:

- Providing teacher training, and support in the AUSD assessment and data management systems
- Attending and actively participate as a member of the AUSD Educational Technology Team
- Preparing monthly reports and other documentation as required
- Coordinating with site administration to plan, organize, and administer local, district, state, and federal testing

As stated in Appendix G, the decision to fill or not fill any authorized extra duty position shall be at the sole discretion of the District.

MOU for Transitional Kindergarten Transfer Procedures

MOU for Dual Immersion Transfer Procedures