

**Antioch Education Association
and
Antioch Unified School District
Tentative Agreement
March 2021**

ARTICLE 12

SALARY SCHEDULE AND PAYMENT FOR PAID EXTRA DUTIES

- 12.1 The Certificated Salary Schedule and Extra Duty Schedule are set forth in attached Appendices:
- 12.1.1 Certificated Salary Schedule (Appendix A)
 - 12.1.2 School Psychologist, Social Worker, and Program Specialist Salary Schedule (Appendix B)
 - 12.1.3 Speech and Language Pathologist Salary Schedule (Appendix C)
 - 12.1.4 Alternative Programs and/or Schools Salary Schedule (Appendix D)
 - 12.1.5 Designated Subject Credential Salary Schedule (Appendix E)
 - 12.1.6 Push-In Reading Teacher Salary Schedule (Appendix F)
 - 12.1.7 Extra Duty Schedule (Appendix G)
 - 12.1.8 Preschool Salary Schedule (Appendix H)
 - 12.1.9 Counselor Salary Schedule (Appendix T)

*In the 2021-2022 school year, new salary schedules (Appendixes A, B, C, H, and T) shall be implemented. The intent of the new salary schedule is to remove the “years in AUSD” column, compact the longevity steps, and include National Board Certifications to “Advanced Degrees and Certifications”.

- 12.2 Compensation
- 12.2.1 Effective July 1, ~~2019~~ **2020**, all salary schedules and advanced degree stipends in the Collective Bargaining Agreement shall be increased by **3%**.
 - 12.2.2 The extra duty schedule, stipends, and hourly rate of pay shall be increased by **3%** effective July 1, ~~2019~~ **2020**.
 - 12.2.3 Payroll Warrants: Effective July 1, 2008, and every year thereafter, all new-to-the-District unit members shall receive eleven (11) equal paychecks on the last working day of each calendar month, with their first paycheck of the work year to be received on the last working day in August and their last paycheck to be received the last working day in June. These unit members shall have the option of enrolling in the District’s Summer Fund Program.
- 12.3 Supplemental Pay
- 12.3.1 Certificated Hourly Rate of Pay: Effective July 1, ~~2019~~ **2020** the certificated hourly rate of pay shall be ~~\$36.51~~ **(\$37.61)**. This certificated hourly rate of pay shall be added to the Extra Duty Schedule in Appendix G.
 - 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, including, but not limited to Credit Recovery, Academic Subjects, Math and Reading Interventions, preapproved Tutoring and Homework Clubs in academic subjects, Technology Classes, Summer School, Special Education Extended School Year, etc. Site Administration shall email all site unit members all opportunities to apply to teach a Before or After School Academic Support Program as listed in this article. The

District and the Association agree to meet to resolve any dispute regarding the application of the rate of pay for any Before or After School course.

12.3.3 Period Substitution

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F. Compensation for Period Substitution

1. Effective mid-year 2009, Bargaining unit members shall be paid for period substitution at a tiered rate of pay, or shall accumulate periods (secondary) or hours (elementary) for bank days, or shall be compensated in a combination thereof. The tiered rates of pay for period substitution are as follows:
 - a) Bargaining unit members on Steps 1-5 of the Certificated Salary Schedule shall be paid an hourly rate of ~~\$46.76~~ **(\$48.16)**, prorated on the quarter hour, rounded up.
 - b) Bargaining unit members on Steps 6-10 of the Certificated Salary Schedule shall be paid an hourly rate of ~~\$58.29~~ **(\$60.04)**, prorated on the quarter hour, rounded up.
 - c) Bargaining unit members on Steps 11 through Longevity Step 34+ on the Certificated Salary Schedule shall be paid an hourly rate of ~~\$68.30~~ **(\$70.35)**, prorated on the quarter hour, rounded up.

The remainder of Article 12 shall remain as status quo.

ARTICLE 13

HEALTH AND WELFARE BENEFITS

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: The Standard Insurance Company
- E. Long Term Disability Insurance: The Standard Insurance Company
- F. Employee Assistance Plan: Morrell Shepell
- ~~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, 2021** 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, eight hundred fifty six (\$11,856)~~ **twelve thousand, ninety-six (\$12,096)** 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 ~~sixteen thousand, nine hundred eighty (\$16,980)~~ **seventeen thousand, five hundred twenty (\$17,520)** 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 ~~twenty thousand, five hundred eighty (\$20,580)~~ **twenty-one thousand, three hundred (\$21,300)** dollars annually toward the cost of medical, dental and vision. This includes the District's minimum annualized monthly contribution required by CalPERS.

13.3.2 Bargaining unit members who work at least fifty (50%) percent but less than full time shall be provided a prorated proportional amount of the ~~three thousand (\$3000)~~ **three thousand, one hundred twenty (\$3,120)** dollars benefit.

Note: The remainder of this article shall remain status quo.

ARTICLE 15
CLASS SIZE

15.1 The District agrees to assign pupils to classes within its budgetary and financial limitations in compliance with the State law on the basis of the maximum pupil learning for tax dollar extended. Such assignments shall be guided by the potential of the individual pupil to learn, the pupil's modality of learning, the pupil's physical, social and psychological maturation level, and other relevant criteria as diagnosed by the professional staff and as decided by the appropriate school administrator.

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	TK-3	25	1	25 school site average
2019-2020	TK-3	25	1	30
2020-2021	TK, K	24	1	28*
2020-2021	1-3	24	1	29
<u>2021-2022</u>	<u>TK-3</u>	<u>24</u>	<u>1</u>	<u>28*</u>
	4-5	30	1	32
	6-8	26.6	1	38**
	6-12	26.6	1	No A-G class shall exceed 38 students.***

*If necessary, and within the 24:1 ratio, due to an increase in enrollment, ~~TK-3 and Kinder~~ classes may be increased by up to ~~two (2)~~ **one (1)** students. For each additional student, the teacher shall be compensated at the rate of \$15 per day for each student above the maximum.

**With the exception of PE and performing arts courses.

***In the high schools, classes designated as meeting the University of California (UC) and the California State University (CSU) systems uniform minimum set of courses required for admission as a freshman, as

found in the UC A-G course list for the AUSD schools, shall not exceed 38 students, with the exception of performing arts courses, designated as meeting the “F” requirement for visual and performing arts.

- 15.2.1 To comply with class size provisions under the Local Control Funding Formula (LCFF), the ratios for Grades TK-3, 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 4-5 above refer to class size averages by school site for Grade 4 through Grade 5 elementary general education classes.
- 15.2.3 The ratios for Grades 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. For purposes of this section, only the time during the day that a teacher is providing instruction to students will be counted. (For example, a teacher who is teaching three classes per day and is released for two periods per day to perform duties as an athletic director, will only be counted as a 0.6 FTE for purposes of this ratio). In addition, each comprehensive high school and each middle school will receive 0.2 FTE to accommodate inclusion of all students in the academic programs.
 - A. Physical Education shall be enrolled with no more than ~~forty-eight (48)~~ **forty-six (46)** students per class.
- 15.2.4 The parties acknowledge that the site class size averages and timeline identified for Grades K-3 in the table above where 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 2020-2022, 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.
- 15.3 The District agrees to assign pupils to classes in such a manner as to equalize, as nearly as possible, the teaching load within grade levels or subject discipline areas.
- 15.4 Elementary General Education Combination Classes
 - 15.4.1 The site administrator shall first consider requests for voluntary assignment to a combination class prior to assigning a unit member to the class.
 - 15.4.2 Teachers may make recommendations on the placement of students into combination classes.
 - 15.4.3 Members teaching a combination class shall receive an annual stipend of one-thousand five hundred dollars (\$1,500).
- 15.5 Special Education Programs
 - 15.5.1 No Resource Specialists or Secondary Education Specialist shall be assigned a caseload which exceeds twenty-eight (28) students.

- a. When a Resource Specialist or Secondary Education Specialist caseload goes above 28 students, he/she shall have the choice of serving those students and shall be compensated at the rate of \$15 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 or Secondary Education Specialist and authorization from AEA.
 - c. AEA and AUSD shall jointly create an authorization/agreement form for the agreement by the Resource Specialist or Secondary Specialist and authorization from AEA.
 - d. No Resource Specialist or Secondary Specialist receiving additional compensation shall have more than thirty two (32) students
- 15.5.2 Caseloads for Speech and Language Therapists/Pathologists shall be as provided for in Appendix J and Appendix K of this agreement.
- 15.5.3 Caseloads for Adapted Physical Education Specialists shall be no greater than fifty-five (55) students.
- 15.5.4 SDC size shall not exceed the following:

	Moderate/Severe	Mild/Moderate
Pre K/TK	9	12
TK-3 K-2	12	15
4-6 3-6	13	16

SDC class size for moderate/severe in grade 6-8 shall not exceed 15 and SDC class size for moderate/severe in grades 9-12 and shall not exceed 17.

- 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 three (3) students if the member voluntarily signs a waiver. For each additional student, the teacher shall be compensated at the rate of \$15 per day for each student above the maximum.
- 15.5.5 Beginning in the 2020-2021 school year, no elementary special day class (SDC) shall exceed three (3) grade levels.

The remainder of Article 15 shall remain as status quo.

Article 36 TECHNOLOGY

36.1 General Policies

- 36.1.1 The District shall provide each unit member with access to a computer and/or laptop with all necessary cables and connections and Internet service that can be used in their workspace/classroom.**
- 36.1.2 The District shall provide each unit member with legally purchased and licensed software for each computer workstation and/or network necessary for the support of educational programs provided by the District. Each unit member will utilize software in compliance with the district acceptable use agreement. This district is not responsible for providing tech support for software and equipment procured by a unit member.**
- 36.1.3 The District shall provide all services necessary to maintain the safe, secure, and effective functioning of all networks, communication equipment and lines, computers, projection device, peripherals, cables, cords and other devices under the supervision of unit members.**

- 36.1.4** The District shall replace or repair any malfunctioning district provided equipment regularly used in the course of a unit member's duties within 10 working days of submission of a work order and/or service request. In the case that equipment cannot be repaired within 10 days, unit members will be updated in writing of the expected timeline for repairs. Unit members must use the district official work order system for any service request related to technology. For work orders regarding other district provided equipment, members will be notified of a reasonable expected completion timeline.
- 36.1.5** Unit members shall have reasonable use of workstations, district approved software, print, scan and copier equipment during their normal work hours.
- 36.1.6** In recognition of the fact that technological devices and software are changing rapidly and that no contract provision can foresee the nature of these changes, the District and the Association agree to meet to address such issues.
- 36.2** Voice Line, and Voicemail Access
- 36.2.1** All unit members shall have a voice line available in their classroom. Voice lines shall have ability to call outside emergency 911 service.
- 36.3** Email
- 36.3.1** Unit members shall have access to email and other district approved communication tools. Use of any communication tool or software by unit members shall be in accordance with the AUSD acceptable use policy.
- 36.3.2** Antioch Education Association shall have the use of District e-mail to communicate with their unit members except as prohibited by law.
- 36.4** Videotaping of instruction to be televised later shall be made only with the unit member's prior written approval.
- 36.5** Technology Oversight Committee
- 36.5.1** The District and the Association agree to form a Technology Advisory Committee to make recommendations to the Superintendent or his/her designee regarding technology needs of the District.
- 36.5.2** The Committee shall be composed of two (2) District appointees, two (2) Association appointees, and two (2) CSEA appointees as needed.
- 36.5.3** The Committee shall create an agenda and determine how often they will meet.