

**SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT
SAN LUIS COASTAL TEACHERS ASSOCIATION**

TENTATIVE AGREEMENT

The San Luis Coastal Unified School District (“District”) and the San Luis Coastal Teachers Association (“Association”) enter into the following Tentative Agreement (“Agreement”) on May 3, 2022, to conclude negotiations for the 2022-23, 2023-24, and the 2024-25 school years.

The parties agree as follows:

1. Article III, Association Rights: Released Time, added language, date adjustment:

- Additional release time can be paid for by SLCTA if more than 20% release time is desired.
- Unless the parties agree otherwise, the Association’s entitlement to Presidential release time at District cost shall sunset on June 30, 2025.

Article III, as revised, is attached as **Exhibit A**.

2. Article VI, Hours of Work:

A. Mandatory Work Year

- Mandatory Work Year for School Nurses -
Change nurse’s mandatory work year from 190 to 198 days to cover ESY and summer school.
(Addition to first sentence.)
- Mandatory Work Year for Secondary Counselors -
Add 5 days to Counselors to the mandatory work year. Counselors will have discretion as to whether these days are attached to the beginning or end of their work year. Total of 198 days.

B. On Site Obligations

- Elementary Instructional Time- addition to current language
- Full Day Transitional Kindergarten and Full Day Kindergarten
- PS, TK and K teachers professional duties are 7 hours and 10 minutes. Including half-hour lunch. 150 minutes of weekly prep will be provided.

D. Additional Duties Relating to Unit Member’s Regular Assignment

- (last bullet added:) Complete mandatory legally required training

F. Supervisory and Advisory Duties Beyond... Regular Assignment

- Elementary Supervisory and Advisory Duties, added language
- Preschool, Transitional Kindergarten and Kindergarten Teachers who supervise TK/K students before, during, and after school shall be exempt from any other school-wide duty schedule.

H. Elementary Preparation/Supervision time

- Preschool, TK, K increase to 150 minutes a week.

(New) Letter J:

- **Secondary Teacher Collaboration Time (TCT)**
- TCT - Teacher Collaboration Time - is defined as a unit member deciding what other staff they collaborate with, including but not limited to: department chair, special education staff, department staff.
- ACT - Admin. Collaboration Time - is defined as the collaboration time coordinated by (school) site or district admin. including tasks pushed out to ILT to be addressed in the department.
- TCT time will be 50% of late start Mondays

- ACT time will be the other 50% of late start Mondays
- Both TCT and ACT should be focused on student learning, student well-being, and growing as educators in Professional Learning Communities discussing students, sharing strategies, and lesson planning together.
- TCT will not be used for: LCAP presentation from admin., tutoring students who need help, or trainings.

K. Parent Conferences and Focus weeks,

Added language:

- An Elementary Conference Committee composed of six (6) administrators and a unit member from each elementary site shall be maintained. Each party shall be responsible for appointing its own members. The number of members may vary with the consent of both the Association and the District. If the committee agrees changes need to be made, an MOU will be drafted and voted on by SLCTA membership.
- Unit members serving on the Elementary Conference Committee shall be entitled to release time for days actually served while working on the Committee. If the Elementary Conference Committee elects to meet on an unscheduled work day (e.g., spring break or the summer), participating unit members shall receive their per diem rate of pay.

Added language to second paragraph:

- During the last week of a semester or trimester, secondary members will not be required to attend any meetings, workshop, or inservice longer than thirty minutes unless needed to comply with the law or in an emergency.

N. Hourly Personnel and Unit Members Teaching Adult School Classes -

- Remove 'Hourly Personnel' from this subtitle.

O. Special Education Release Days and Supplemental Supports

- Add language: Up to three of the 8 release days can be taken outside of regularly scheduled school days, paid at per diem pay.

Article VI, as revised, is attached as **Exhibit B**.

3.. Article VIII, Discipline

- Delete Section D.

Article VIII, as revised, is attached as **Exhibit C**.

4. Article XI, Transfer Procedures

B. District-Initiated Transfers

- Release Time and Moving Assistance
- If a unit member is required and directed by the District to move at the same site outside the duty day, the District will compensate the member for the time it takes to move rooms, for a maximum of 16 hours at the teacher hourly rate. (Last sentence eliminated.)

F. Late Openings

- For unanticipated openings which occur two weeks prior to the school year and throughout the current school year, the District may, without complying with the posting and application procedures, fill the opening on a permanent basis with a unit member who has been declared "surplus" from his or her work location by virtue of an unanticipated drop in enrollment, program change or the like.

Article XI, as revised, is attached as **Exhibit D**.

5. Article XIV, Salary Schedules and Rules

- All Columns on Steps 1-10 on Appendix A will increase by \$1,000 to update the salary schedule.
- Additionally, all Unit members will receive the following increase in salary without contingencies:
 - a. **Salary 2022-23.** The 2021-22 salary schedules, including per diem hourly pay, shall be increased by four percent (4%) for all unit members effective July 1, 2022.
 - b. **Salary 2023-24.** The 2022-23 salary schedules, including per diem hourly pay, shall be increased by three percent (3%) for all unit members effective July 1, 2023.
 - c. **Salary 2024-25.** The 2023-24 salary schedules, including per diem hourly pay, shall be increased by three percent (3%) for all unit members effective July 1, 2024.

D. Step Advancement:

- A unit member who has been in paid status at least .75 FTE of the mandatory work year for the position will advance one step on the salary schedule upon their return to work the following school year.

J. Bonuses for Hard to Fill Positions, added language:

Service credit for hard to fill positions:

- To assist in the recruitment of hard to fill positions, the district may allow up to 20 years of service credit for new hires. When the district designates a position as hard to fill and hires new employees with this incentive, current employees serving in, or transferring to, the identified position will be eligible for a salary adjustment if they were not previously credited with more than 10 years of experience when initially hired in SLCUSD. This salary adjustment will not be retroactive to original date of hire and will take effect in the school year for which the incentive was authorized. Employees will receive an email from Human Resources notifying them their current assignment was designated a Hard to Fill Position. Employees will work with the Human Resources Analyst to verify years of service credit.

Payroll Errors:

- Any payroll error resulting in an incorrect payment shall be corrected as soon as practicable after discovery thereof, and normally will be remedied by a supplemental warrant within five (5) working days. If the error resulted in overpayment, the amount in question shall be deducted from subsequent warrants via a mutually agreed upon written repayment agreement in a reasonable manner so as to minimize hardship to the employee.

Standard Per Diem Hourly for all Unit Members

- All unit members who receive per diem will have it calculated by a 7 hrs 10 min work day.

Article XIV, as revised, is attached as **Exhibit E**.

6. Article XVIII, Duration and Renegotiation

- Article XVIII has been revised to reflect a three (3) year contract term from July 1, 2022 to June 30, 2025 with no reopeners.

Article XVIII, as revised, is attached as **Exhibit F**.

7. Appendix E: Extra Duty Pay

- Extra Duty Pay will be reevaluated collaboratively by a committee formed from SLCTA and the district prior to the end of this agreement. One unit member from elementary, middle and high school will join three district representatives for the committee.

A. Instructional Leadership Teams

- Meetings are held monthly
- Agenda is created by site Principal with input from ILT members
- Minutes are shared with site staff
- Agenda topics may include:
- Student Progress and Data
- Continuous improvement of the instructional core
- Upcoming Professional Development (PD, grade level collaboration, department collaboration)
- District Focus/Input, request for site feedback (curriculum focus, IMAP discussion, district committees requiring feedback, for instance, Report Card Committee)
- Site Systems Discussion (for example; event calendaring, restorative practices, site specific calendars/special schedules, advisory discussions)

B. Secondary

Added language:

- \$750 SST stipend to secondary schools for SST Coordinators. One stipend per site to coordinate SSTs.

D. Athletic Extra Duty Schedule, added language

- Elementary Athletics
- \$1,000 stipend per season

Appendix E, as revised, is attached as **Exhibit G**.

8. New Appendix F:

Supplement Allotted District Academic Amount Stipend with CTE grant funds
Career Technical Student Organizations Expectations*
SLCUSD Career Technical Student Organization - Skills USA, HOSA and FCCLA

Being a CTSO advisor is a CTE grant requirement and entails preparing students in class by teaching industry skills and career ready lessons as required in the pathway CTE standards. CTE department members identify and work with student leaders to prepare for regional, state and national conferences.

A. Out of school day CTSO duties covered in the stipend are but not limited to:

Tier 1 Teacher receives 25% of stipend

- Establish and supervise an ASB CTSO club.
- Create a school CTSO plan with students and submit necessary documentation to the Director of Secondary Schools
- Enroll and attend at least 1 Advisor training, usually at the beginning of the school year, sometimes on a Saturday, with students from the ASB CTSO club.

Tier 2 Teacher receives 50% of stipend

- Register students and the advisor and complete the necessary paperwork associated with participation at CTE conference(s) related to the academic competition.
- Prepare students both in and out of class to participate and complete in the conference(s) activities. Clarify contest/conference expectations and communicate needed information with participants and parents.
- Attend Regional Conference with qualified students

Tier 3 Teacher receives 100% of stipend

- Prepare and Attend State Conference with qualified students. If the State Conference takes place during school hours, absences will be covered by school related activities. If a conference takes place during non school hours for example Spring recess, there is no additional financial compensation for time. Expenses associated with conference attendance will be covered in alignment with standard district practices.

Tier 4 Teacher receives an additional 25% of stipend

- Prepare and Attend National Conference with qualified students.

B. Site administration will conduct monthly check-ins with all clubs and CTE advisors who are preparing for conference(s) competition. Site administration will be responsible for submitting the progress monitoring communication to the District CTE TOSA.

C. CTSO Pathway Accountability:

- All forms must be submitted to school site secretaries at least three weeks prior to the requested conference or trip.
- All purchase order requests associated with conference registration, travel and other expenses must be pre-approved by the site and District.
- All conference claim forms must be submitted to the school site secretary for processing within 5 business days of return.
- All field trip forms requests and travel itineraries must be submitted to the appropriate senior secretary for processing.
- For trips over 100 miles or where an overnight stay is needed, all District policies associated with these types of trips must be completed before traveling is approved.
- Note: Conference forms have to be submitted by teachers, if not, the conference may not be approved.

As a CTSO Advisor, I agree to the requirements as stipulated above.

Teacher Print Name

Signature

CTE Site Administrator Signature

Date

Appendix F, as revised, is attached as **Exhibit H**.

9. Other Articles.

- The parties agree that all other terms and conditions of the existing collective bargaining agreement shall remain unchanged.

10. Ratification Process.

- The Association agrees to present this Tentative Agreement in good faith to its membership for approval as soon as possible and to notify the District in writing that the Tentative Agreement has been approved or disapproved. If the Association ratifies this Tentative Agreement, the District agrees to present this Tentative Agreement in good faith to its governing board for their approval. The District agrees to notify the Association in writing that this Tentative Agreement has been approved or disapproved.

11. Effective Date.

- This Agreement shall be deemed effective on the date approved by the District's Governing Board.

12. CBA Update.

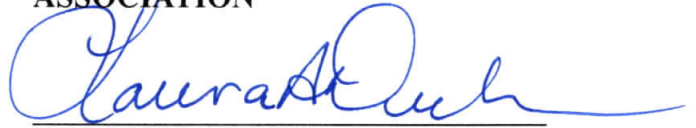
- Upon final approval by both the District and the Association, the District agrees to post the updated Collective Bargaining Agreement to the District's website.

DISTRICT



Dan Block
Director of Human Resources/District's
Negotiation's Chairperson

ASSOCIATION



Laurie Decker
Association Negotiation Chairperson