

Galt Joint Union Elementary School District Board of Education

"Building a Bright Future for All Learners"

Special Board Meeting
February 6, 2024
5:30 p.m. Closed Session
7:00 p.m. Open Session

Galt Joint Union Elementary School District
1018 C Street, Suite 210, Galt, CA 95632

To join the webinar remotely:
<https://galt-k12-ca.zoom.us/j/88130042073>
Webinar ID: 881 3004 2073
Or Telephone:
408-638-0968

AGENDA

Anyone may comment publicly on any item within the Board's subject matter jurisdiction to the Galt Joint Union Elementary School District Board of Education. However, the Board may not take action on any item not on this Board meeting agenda except as authorized by Government Code section 54954.2.

- Complete a public comment form indicating the item you want to address and give it to the board meeting assistant.
- Individual speakers shall be allowed three minutes to address the Board on each agenda or non-agenda item.
- Public comments emailed to superintendent@galt.k12.ca.us 24 hours before the board meeting will be posted on the GJUESD website with the agenda. Email public comment is limited to 450 words.
- The Board shall limit the total time for public input on each item to 20 minutes. With Board consent, the president may increase or decrease the time allowed for public presentation, depending on the topic and the number of persons wishing to be heard.

Board of Education Meetings are recorded.

A. 5:30 p.m. – Closed Session Location: Galt Joint Union Elementary School District Office Conference Room

B. Announce items to be discussed in Closed Session, Adjourn to Closed Session

1. CONFERENCE WITH REAL PROPERTY NEGOTIATORS, Pursuant to Government Code, §54956.8
Property: 320 W Elm Avenue [APN 148-0140-057-0000]
Agency Negotiator(s): P. Addison Covert, Parker & Covert LLP Attorney At Law
Negotiating Parties: Galt Joint Union Elementary School District and City of Galt
Under Negotiations: Purchase, sale, exchange, or lease of real property
2. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION, Government Code §54956.9
Significant exposure to litigation – one potential case
3. CONFERENCE WITH LABOR NEGOTIATOR, Government Code §54957.6
Agency Negotiator: Lois Yount, Claudia Del Toro-Anguiano, Kuljeet Nijjar, Alejandra Garibay
 - Employee Agency: (GEFA) Galt Elementary Faculty Association
 - Employee Agency: (CSEA) California School Employee Association
 - Non-Represented Employees

C. Adjourn Closed Session, Call Meeting to Order, Flag Salute, Announce Action Taken in Closed Session

D. Board Meeting Protocol

232.465 Board Consideration of Approval of Agreement Between Galt Elementary Faculty Association and Galt Joint Union Elementary School District Regarding Article XVIII – Salary and Contract Language Changes MOTION

E. Pending Agenda Items

1. Acceleration Blocks
2. School Resource Officer (SRO) Report
3. BP 1325 Advertising and Promotion Process and Procedures
4. AR/E 3517 Facilities Inspection and Education Code 35292.6

F. Adjournment

The next regular meeting of the GJUESD Board of Education: February 21, 2024

Board agenda materials are available for review at the address below. Individuals who require disability-related accommodations or modifications, including auxiliary aids and services, to participate in the Board meeting should contact the Superintendent or designee in writing.

Lois Yount, District Superintendent
Galt Joint Union Elementary School District
1018 C Street, Suite 210, Galt, CA 95632
superintendent@galt.k12.ca.us



Board Meeting Agenda Item Information

Meeting Date: February 6, 2024	Agenda Item: Closed Session
Presenter: Lois Yount	Action Item: Information Item: XX
<ol style="list-style-type: none"> <li style="margin-bottom: 15px;">1. CONFERENCE WITH REAL PROPERTY NEGOTIATORS, Pursuant to Government Code, §54956.8 Property: 320 W Elm Avenue [APN 148-0140-057-0000] Agency Negotiator(s): P. Addison Covert, Parker & Covert LLP Attorney At Law Negotiating Parties: Galt Joint Union Elementary School District and City of Galt Under Negotiations: Purchase, sale, exchange, or lease of real property <li style="margin-bottom: 15px;">2. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION, Government Code §54956.9 Significant exposure to litigation – one potential case <li style="margin-bottom: 15px;">3. CONFERENCE WITH LABOR NEGOTIATOR, Government Code §54957.6 Agency Negotiator: Lois Yount, Claudia Del Toro-Anguiano, Kuljeet Nijjar, Alejandra Garibay <ul style="list-style-type: none"> ▪ Employee Agency: (GEFA) Galt Elementary Faculty Association ▪ Employee Agency: (CSEA) California School Employee Association ▪ Non-Represented Employees 	



Revised December 21, 2023
Galt Joint Union Elementary School District
BOARD MEETING PROTOCOL

SESSION INTRODUCTION

1. The meeting is being recorded.
2. The meeting is open to the public.
3. The meeting is being broadcast live through Zoom teleconference.

PUBLIC COMMENT

1. Public comments are three minutes per agenda item.
2. The Board shall limit the total time for public comment for each agenda item to 20 minutes.
3. With Board consent, the Board President may increase or decrease the time allowed for public comment.
4. To make a public comment in person, complete a public comment form indicating the item you would like to address and give it to the board meeting assistant.

EMAIL PUBLIC COMMENT

1. Public comments emailed to superintendent@galt.k12.ca.us 24 hours before the board meeting will be posted to the GJUESD website with the agenda.
2. Email public comment is limited to 450 words.

BOARD VOTE AND CONNECTIVITY

1. Each motion will be followed by a roll call vote for action items.
2. Should a board member attend the meeting remotely and lose connectivity by teleconference or phone, the meeting will be delayed five minutes.

REGULAR BOARD MEETINGS SHALL BE ADJOURNED BY 10:30 P.M.





Board Meeting Agenda Item Information

Meeting Date: February 6, 2024	Agenda Item: 232.465 Board Consideration of Approval of Agreement Between Galt Elementary Faculty Association and Galt Joint Union Elementary School District Regarding Article XVIII – Salary and Contract Language Changes
Presenter: Lois Yount	Action Item: XX Information Item:

GEFA and the District have reached a tentative agreement regarding Article XVIII Salary and related items for 2023-2024.

1. Article XVIII - Salary:
 - A. Cells in Class I & II of the certificated teacher salary shall be increased by 6% retroactive to July 1, 2023.
 - B. Cells in Class III, IV, V & VI of the certificated teacher salary shall be increased by 3.5% retroactive to July 1, 2023.
 - C. The nurse, psychologist and preschool permit teacher salary schedules shall be increased by 3.5% retroactive to July 1, 2023.
 - D. The salary schedule for language, speech, and hearing specialists shall be increased by \$10,000 and 3.5% retroactive to July 1, 2023.
 - E. The preschool teacher salary schedule shall be increased to reflect a Full Time Equivalent (FTE) position at 7.5 hours beginning July 1, 2024.
 - F. All bargaining unit members shall receive a 1% off-schedule bonus retroactive to July 1, 2023.
 - G. The Special Education Special Resource Specialist and Special Day Class Teacher stipend shall be increased to \$3,500 retroactively to July 1, 2023.
 - H. Retroactive to July 1, 2023 longevity will increase as follows:
 - a. 10-15 years of service - \$950
 - b. 16-19 years of service - \$1,225
 - c. 20-24 years of service - \$1,500
 - d. 25-29 years of service - \$1,750
 - e. 30+ years of service - \$2,500

2. Changes in contract language for the following Articles:
 - A. Article V – Hours
 - B. Article VI – Workyear

Galt Joint Union Elementary School District

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- C. Article IX - Reassignments
- D. Article X - Transfers
- E. Article XII - Leaves
- F. Article XIII - Class Size
- G. Article XX - Salary Schedule Procedure
- H. Article XXIII - Preschool Permit Teacher
- I. Article XXIV - Term/Living Contract

This agreement has been reviewed by the Sacramento County Office of Education fiscal team and ratified by GEFA.

Fiscal Impact:

- \$1,155,838 ongoing increase
- \$\$226,050 one-time payment

Board approval is recommended.

Attachments:

1. Tentative Agreement
2. Proposed New Contract Language
3. Current Contract Language
4. Public Disclosure

**Tentative Agreement between
Galt Joint Union Elementary School District (District) and
Galt Elementary Faculty Association (GEFA)
January 9, 2024**

The parties agree to the following Tentative Agreement during 2023-24 negotiations:

1. Article XVIII - Salary:

- A. Cells in Class I & II of the certificated teacher salary shall be increased by 6% retroactive to July 1, 2023.
- B. Cells in Class III, IV, V & VI of the certificated teacher salary shall be increased by 3.5% retroactive to July 1, 2023.
- C. The nurse, psychologist and preschool permit teacher salary schedules shall be increased by 3.5% retroactive to July 1, 2023.
- D. The language, speech and hearing specialist salary schedule shall be increased by \$10,000 and 3.5% retroactive to July 1, 2023.
- E. The preschool teacher salary schedule shall be increased to reflect a Full Time Equivalent (FTE) position at 7.5 hours beginning July 1, 2024.
- F. All bargaining unit members shall receive a 1% off-schedule bonus retroactive to July 1, 2023.
- G. The stipend for Special Education Special Resource Specialist and Special Day Class Teacher shall be increased to \$3,500 retroactive to July 1, 2023.
- H. Retroactive to July 1, 2023 longevity will increase as follows:
 - a. 10-15 years of service - \$950
 - b. 16-19 years of service - \$1,225
 - c. 20-24 years of service - \$1,500
 - d. 25-29 years of service - \$1,750
 - e. 30+ years of service - \$2,500


2. Changes in contract language for the following Articles:

- A. Article V - Hours
- B. Article VI - Workyear
- C. Article IX - Reassignments
- D. Article X - Transfers
- E. Article XII - Leaves
- F. Article XIII - Class Size
- G. Article XX - Salary Schedule Procedure
- H. Article XXIII - Preschool Permit Teacher
- I. Article XXIV - Term/Living Contract

The parties recognize this Tentative Agreement is subject to ratification through GEFA processes and by the governing Board after the required AB 1200 review by the Sacramento County Office of Education.

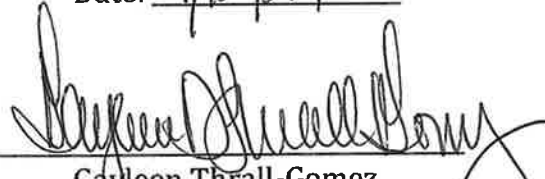
Tentative Agreement has been reached on January 9, 2024.

Date: 1/9/24



Lois Yount
Superintendent

Date: 1/12/24



Gayleen Thrall-Gomez
GEFA President

2023-2026 AGREEMENT

BETWEEN

GALT JOINT UNION ELEMENTARY SCHOOL DISTRICT

AND

GALT ELEMENTARY FACULTY ASSOCIATION

Board President

GEFA President

Updated as of January 23, 2024

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ARTICLE V

HOURS

- A. A regular workday for all teachers shall be seven (7) hours.
- B. The regular teacher workday shall include a duty-free lunch period of at least thirty (30) minutes, or equivalent to the student lunch period. Middle school will be provided with a passing before and after lunch.

Morning Relief Period:

- a. Full day elementary teachers have a morning recess.
 - b. Middle school teachers will have either a prep before lunch or have the early lunch.
- C. Staff are required to attend no more than one (1) staff meeting after school per month. Staff meetings should be no longer than sixty (60) minutes beyond contract hours. Site administration has the flexibility to schedule professional development during regular staff meetings. In a month where a mandatory Professional Development/Training (ex: "Takeaway Tuesdays") is scheduled, no mandatory staff meeting or additional training after contract hours shall be held.

D. Adjunct Duty

- 1. The District recognized that teachers participate in adjunct duties, duties that extend beyond the normal work day, on an assigned and/or voluntary basis. Teachers are responsible for adjunct duties, when mandated by District and/or site, for a maximum of five (5) additional non-compensated hours per month.
- 2. SCOE Teacher Inductions participants, intern teachers, teachers involuntarily placed in PAR, GEFA president and bargaining chair, and teachers participating in the Sly Park Outdoor Learning or Washington D.C. field trip are excused from non-compensated committee work. The teachers must participate in staff meetings, required trainings, Open House, Back-to-School Night, and SST/MTSS/IEP meetings.
- 3. For effective use of District and/or site-mandated hours, and to avoid any scheduling conflicts, each school shall designate a place for posting mandated activities.

4. Activities shall be planned as far in advance as possible, and except for emergency situations, teacher shall be notified at least forty-eight (48) hours in advance.
5. Adjunct duties that count towards the five (5) hour adjunct duty limit include Open House, Back-to-School Night, staff meetings (outside the contract day), SSTs/MTSS/IEP meetings (outside the contract day), non-compensated committee work, non-compensated staff development, and parent informational-events or activities. Other activities may be considered with prior administrator approval. Once the five (5) hour adjunct duty limit is met, teachers shall be compensated at the adjunct duty rate for mandatory duties that exceed the five (5) hour limit.
6. Adjunct duties that do not count toward the five (5) hour adjunct duty limit include Parent Conferences, Academic Progress Conferences, Report Card preparation, any compensated committee work and compensated staff development activities. Information regarding staff development activities shall include teacher compensation and time expectations. Compensation includes either:
 - a. A stipend designed for a specific staff development activity,
 - b. The Adjunct-Duty rate for mandatory site and/or District staff development that extends beyond the regular work day.
7. Certificated staff required to participate in Open House, Back-to-School Night, and Parent Conferences will not be required to attend any site or District level meetings scheduled the day before or the day(s) on which the activity takes place. Certificated staff required to complete report cards will not be required to attend district or site-level meetings beyond the contract day during the last week of each trimester and the following week. Staff will not be required to attend district or site-level meetings beyond the contract day for the final two weeks of the final trimester of the school year, except for promotional activities planning at the middle school.
8. Seven (7) "minimum days" shall be scheduled for parent conferences in Full Day TK through Grade 8. In years in which MTYRE is in place and the MTYRE calendar is one-hundred seventy-seven (177) instructional days or longer, the instructional day shall not exceed 4.5

hours per day during Parent Conference week. During the middle school conferences, the instructional day shall not exceed 4.75 hours. In years in which the MTYRE calendar is one-hundred seventy-six (176) instructional days or less, daily instruction shall end following the regular modified Wednesday dismissal time.

9. On those days when teachers are required to return for Open House and Back-to-School nights, teachers shall be permitted to leave school after students have been dismissed for the day.
10. Teachers shall attend up to ninety (90) minutes per site, per event for Back-to-School and Open House nights. Teachers shall not be required to attend these events beyond 7:30pm.
11. Compensation shall be provided for the following additional adjunct duties:
 - a. Extended Day teachers will receive the hourly adjunct duty rate.
 - b. SCOE Teacher-Induction coordinator and all teacher mentors will receive an honorarium.
 - c. Intramural and/or interscholastic sports coaches will receive a stipend determined by the district.
 - d. Club advisors for clubs approved by the site administration shall receive stipends determined by the site.
 - e. Independent Study (IS):
 - 1) TK-6 Teachers administering Independent Study contracts shall be compensated at a rate of two (2) hours of adjunct duty per Independent Study contract.
 - 2) For 7-8 teachers, the two (2) hours of adjunct duty pay, per contract, shall be prorated among the core subject matters (Language Arts, Math, Social Studies, and Science).
 - 3) For IS contracts of more than five (5) days, teachers shall be compensated an additional 1 hour of adjunct duty pay.
 - f. Two (2) hours of adjunct duty shall be paid to TK-6 teachers and 0.5 hours to 7-8 teachers for every ten (10) consecutive days of work prepared for the home-hospital program.
12. All positions receiving compensation shall be posted.
13. All adjunct duties that receive compensation (stipend, adjunct duty rate, and/or District credit) are not

considered part of the five (5) hour adjunct duty limit.

- E. On the day prior to Thanksgiving, Winter, and Spring recess, teachers shall be permitted to leave after students have been dismissed.
- F. Instructional planning/preparation time
 1. Planning/prep time at the middle school shall be provided to each classroom teacher within the regular student-contact time. Preparation time provided shall be equivalent to one period per day. All other teachers shall build equivalent preparation time into their schedule. In the event preparation time is not taking place, teachers shall work with the school principal to ensure preparation time is provided.
 2. Classroom teachers (grades 4-6) shall be provided with one-hundred-twenty (120) minutes of teacher preparation time weekly during their student-contact time with no individual preparation period being less than thirty (30) minutes in length. Classroom teachers (full-day TK-3rd) shall be provided with seventy (70) minutes of teacher preparation time weekly during their student contact time.
 3. Part-time teachers shall be provided preparation time on a prorated basis. All other teachers shall build equivalent preparation time into their schedule. In the event preparation time is not taking place for Special Education teachers, they shall work with the school principal to ensure that preparation time is provided.
 4. The principal and all teachers at each elementary site shall determine the methods to be used for equitable scheduling of preparation time. Monday preparation time shall be rotated among teachers at all grade levels at all sites on an annual basis.
 5. A teacher, who is unable to receive his/her preparation time because of the absence of a specialist teacher, shall be provided with an equivalent "make-up" time within thirty (30) days. A "make-up" schedule shall be determined by mutual agreement of the site principal and the teacher. A teacher who is unable to receive his/her preparation time because of the absence of a specialist teacher, within thirty (30) days, shall be compensated at the current, adjunct rate, on a pro-rated basis. Make up

preparation time shall not be made up or compensated for the following:

- short work week
- holiday
- parent conference
- minimum day
- staff-development days

6. On scheduled, non-student contact workdays, teachers shall receive a minimum of thirty-five (35) minutes for preparation time.

G. Preparation Teachers

Preparation teachers may be assigned a maximum of thirty-six (36) instructional periods per week with adequate passing time of up to five (5) minutes between preparation periods. Preparation teachers shall be entitled to their own preparation time equivalent to intermediate grade teachers' minutes per week, to be built into their schedule, with no individual preparation period being less than thirty (30) minutes. Adequate travel time between sites shall be built into the work day for those preparation teachers who are assigned to more than one site in a day.

- H.
1. School Psychologists and the District Nurse shall work eight (8) hours per day.
 - a) A duty-free lunch period of thirty (30) minutes.
 - b) A fifteen (15) minute break, twice a day.
 2. School Psychologists and the District Nurse shall attend additional meetings of nursing staff, grade level, special education, county workshops and other site meetings as requested by administration.
 3. School Psychologist and the District Nurse shall work a one hundred ninety-five (195) day school year commensurate with the approved school calendar.
 4. It is expected each School Psychologist and the District Nurse will make appropriate long-range plans for his/her professional duties as well as attend all required site staff meetings and site/district professional opportunities.
 5. School Psychologists and the District Nurse may exchange up to five (5) non-student work days after the end of the instructional year for the equivalent amount of work (8-hour day) done during holidays and breaks. Employees wishing to exchange days during the school year must submit a request to their site

administrator prior to the break or holiday they will be working.

6. Adjunct duty hours for School Psychologists and the District Nurse will only include required professional development, IEPs, and assessment and IEP report development. If a meeting begins during the contracted day and extends beyond 4:00pm, the School Psychologists and/or District Nurse shall stay until the meeting is completed.

- I. 1. Dismissal on Modified Wednesdays for elementary schools will be ninety (90) minutes less than the regular school day. Dismissal on Modified Wednesdays for middle schools shall be one-hundred five (105) minutes less than the regular school day.
- 2. Modified Wednesdays include ninety (90) minutes per week that are set aside for grade-level or department planning and collaboration. For Middle School when teaming is in place: Collaboration will be 30 minutes of team collaboration and 60 minutes of department collaboration. The agenda for this collaboration time will be set by the grade level or department. Minutes/notes shall be made available to administration. Specialists will be given the flexibility to meet with site/district grade-level or department teams.
- 3. Once a month after student contact hours, District Speech and Language Therapists and Psychologists will meet for 90 minutes of District Wide, job-like collaboration. Excluding months that have a Fifth Wednesday, August, November, and December. Collaboration notes will be submitted to the Director of Educational Services.
- 4. When a fifth Wednesday occurs, excluding the first month of school, it shall be used for District and/or Site Administration articulation purposes. Activities extending beyond the regular work day shall be included in the five (5) hour adjunct duty limit.

J. Partial Day Kindergarten or Transitional-Kindergarten Hours

1. In addition to their regularly scheduled student contact time, kindergarten or transitional-kindergarten teachers shall be required to provide a minimum of ninety (90) minutes of support per day (Monday, Tuesday, Thursday, and Friday) to a partner teacher (regardless of sharing a classroom). In the event that there is no partner teacher to provide

support, the school will provide an instructional assistant for ninety (90) minutes. In return, the kindergarten or transitional-kindergarten teacher receiving instructional assistant support shall provide ninety (90) minutes of instructional support (M, T, Th, F) to the school.

2. Beginning in 2022-23, transitional-kindergarten adult to student ratio will be no more than 1:12.
3. The contract day for all kindergarten or transitional-kindergarten teachers will begin five (5) minutes prior to the AM student-contact time.

K. Full-Day Kindergarten or Full-Day Transitional-Kindergarten

1. The District may offer full-day kindergarten or full-day transitional-kindergarten at a school site. Full-day kindergarten or full-day transitional-kindergarten teacher positions shall be filled on a voluntary basis. No teacher shall be involuntarily transferred or reassigned to teach in a full-day kindergarten or full-day transitional-kindergarten class. Full-day kindergarten or full-day transitional-kindergarten teachers shall receive the same preparation periods, lunch periods, and recess breaks as provided for grades 1-3 teachers.
2. Beginning in 2022-2023, transitional-kindergarten adult to student ratio will be no more than 1:12.

L. Minimum Days

1. The last day of each trimester shall be a minimum day. Dismissal on these dates will be 1:00 p.m. for elementary schools and 1:15 p.m. for middle schools.

M. Unfilled Absence Coverage

1. Upon the absence of a teacher, and in the event the administrator is unable to cover the position, teachers needed to substitute for one (1) hour or more shall be compensated in the following manner:
 - a) Half-day Kindergarten or transitional-kindergarten teachers needed to serve as a substitute for another half-day kindergarten or transitional-kindergarten teacher shall be compensated with substitute pay at the ½ daily rate and provided a duty-free lunch.
 - b) Kindergarten or transitional-kindergarten through sixth grade teachers needed to serve in the absence of a teacher for which there is

no substitute shall be compensated the substitute rate that would have been paid. Should more than one teacher serve a class in the absence of a substitute, then the substitute rate shall be divided equally among the teachers providing instruction.

2. Middle school teachers who volunteer to substitute during their prep, upon the absence of a teacher, shall be compensated for one (1) hour at the adjunct duty rate for each period covered.

ARTICLE VI

WORKYEAR

Traditional Calendar

- A. The work year shall include one-hundred eighty-six (186) teacher workdays:
1. One-hundred eighty (180) instructional days (student contact days).
 2. Three (3) teacher work days that will be scheduled the week prior to the beginning of each school year (pre-service).
 - Up to one day (6 hours), can be determined by site administration.
 - The remaining two (2) days shall be worked by the teacher at his/her work site.
 3. Three (3) staff development days that follow the regulations established by SB 1193, Ed. Code 44579-44579.4:
 - Two (2) days to be determined by site leadership and one (1) day to be determined by the District.
 - In the event that additional articulation is necessary, the District may determine the use of up to two (2) of the three (3) days.

Teachers New to the District

- B. Teachers new to the District shall attend two (2) days of pre-in-service orientation paid at their daily rate, in addition to the one-hundred eighty-six (186) teacher workdays described above.

ARTICLE IX

REASSIGNMENTS

(MYTRE REASSIGNMENTS: See Appendix)

- A. A reassignment refers to any action, which results in the change of grade level and/or subject matter of a teacher within the same school site.
- B. All teachers shall be advised of their tentative assignments for the following year no later than March 1st.
- C. If any teacher's tentative assignment is changes after March 1st and prior to the commencement of the school year, he/she will be notified in writing.
- D. Reassignment (voluntary or involuntary) shall be based on one or more of the following:
 - 1. Class sizes/changing enrollment
 - 2. Special training and/or certification e.g., BCLAD or CLAD
 - 3. District/school needs
 - 4. Recent, in-district experience e.g., grade levels/subject taught, evaluations.
- E. When reassignments are necessary due to reduction within a grade level, the grade level teacher with the least district seniority will be subject to involuntary reassignment.
- F. Teachers subject to involuntary reassignment for the following school year shall receive notice by the closest work day to February 23rd.
- G. A teacher who is involuntarily reassigned shall, upon written request, be given a written statement of the specific reasons why he/she was reassigned, and shall be entitled to conference if requested.
- H. Any teacher requesting reassignment shall notify the site principal in writing by February 15th. This will not preclude interested teachers from applying for positions that occur after February 15th.
- I. No requests for voluntary reassignment shall be granted unless any and all teachers subject to involuntary reassignment have been placed within the applicable posting period.

- J. New teachers may be hired but not assigned to vacancies unfilled or occurring before March 1st. Newly opened positions occurring between March 1st and the March 15th posting period shall be first offered to current certificated staff before new teachers are considered. Newly opened positions occurring after March 15th shall be open to anyone with the appropriate credential, with preferential consideration given to qualified internal candidates.
- K. Tentative reassignments that are solely the result of grade level/subject reduction shall be considered tentative until the first day of student instruction of the following year. If an opening occurs in that grade level/subject, prior to the first day of instruction, affected teachers shall be permitted to return to their previous year's grade level/subject.

ARTICLE X

TRANSFERS

A. Definitions

1. A transfer refers to any action, which results in the movement of a teacher from one (1) school site to another.
2. A vacancy is defined as either a newly created position or an existing position created by either termination, resignation, or retirement.

B. Timeline

1. Known vacancies shall be posted at each school on the closest workday to March 2nd, March 16th, and/or again on the closest workday to April 15th.
2. The posting shall be for a period of not less than five (5) contract days.

C. All efforts shall be made to have transfers occur prior to the beginning of the school year. No transfers shall occur later than October 15th.

D. New teachers assigned to vacancies after October 1st shall not be considered permanently assigned to such a position during the school year in which they are hired.

E. Involuntary Transfers

1. Prior to March 2nd, March 16th, and/or April 15th, the Superintendent shall notify the least senior teacher(s) subject to involuntary transfer due to school closure, program closure or reduction, or excess staff.
2. A teacher may be involuntarily transferred for just cause (proper and sufficient reasons).
 - i. In determining just cause (proper and sufficient reasons), a finding adverse to the teacher is not required, but only a showing that the transfer is in the District's best interest.
3. A teacher who is involuntarily transferred shall, upon written request, be given a written statement of the specific reasons why he/she was transferred and shall be entitled to a conference if requested.
4. Teachers notified shall be given a list of known vacancies on the closest work day prior to February 27th, March 16th, and/or April 15th. Each shall rank up to their top five preferences by the end of the

- applicable posting period. Choice of placement will be based on district-wide seniority. Failure to rank the list by the end of the posting period, shall be considered a waiver of that teacher's preference.
5. Teachers subject to involuntary transfer due to just cause will not be placed until teachers who are subject to involuntary transfer due to school closure, program closure or reduction, or excess staff have been placed.
 6. The involuntary transfer process is complete when the teacher subject to involuntary transfer is placed in a position for which they are qualified. If there are no positions available for which they are qualified, the process is continued into the next posting period.
 7. Placement will be made no later than the end of the April 15th posting period.
 8. A teacher shall not be involuntarily transferred more than once in three (3) years. Teachers subject to involuntary transfer shall not be involuntarily reassigned in that same year.

F. Voluntary Transfers

1. No requests for voluntary transfer shall be granted unless any and all teachers subject to involuntary transfers have been placed within the applicable posting period.
2. Any teacher requesting a transfer shall notify the District Office, in writing, of the vacancy desired no later than the end of the posting period.
3. In making transfers, the Superintendent shall consider transfer requests and the vacancies created if such transfers are approved.
4. Transfers shall be based on one (1) or more of the following:
 - a. Special training and/or certification, e.g., BCLAD or CLAD
 - b. District/school needs
 - c. Recent, in-district experience, e.g., grade levels/subjects taught, evaluations.
5. A teacher who is not selected shall, upon written request, be given a written statement of the specific reason(s) why he/she was not selected and shall be entitled to a conference if requested.
6. At any time prior to the commencement of the school year, two (2) or more teachers may mutually agree to exchange jobs, provided it is approved by the Site Principal(s) and Superintendent.

ARTICLE XII

LEAVES

A. Sick Leave

1. Bargaining unit members shall earn ten (10) days paid sick leave per year, for illness, injury, disability, and/or medical appointments.
 - a. If employed less than 1.0 FTE, sick leave will be prorated.
2. A teacher regularly employed for less than five (5) days a week shall be entitled to sick leave on a prorated basis.
3. Pay for any absences shall be the same as if the bargaining unit member served during the absence, providing the bargaining unit member has not exhausted such leave.
4. Unused sick leave shall accrue without limitation.
5. Credit for sick leave need not be accrued prior to taking leave and it may be taken at any time during the school year.
 - a. If a bargaining unit member is terminated and has used more sick leave than was earned, the amount used but not earned shall be deducted from his/her final warrant.
6. Any bargaining unit member who leaves the District after at least one year of employment and accepts a certificated position in another district, county office of education or community college district within one year shall have transferred with him/her the total amount of accumulated sick leave.
 - a. The District shall not require new employees to waive their leave accumulated in a previous district.
7. Whenever possible, bargaining unit members must report in the employee management system in advance of taking sick leave in order that other arrangements may be made for the services needed.
8. Normally for minor illnesses, a doctor's statement will not be required. However, the District reserves the right to require a bargaining unit member to submit a doctor's statement or other verification to engage for the following reasons:
 - a. in the ADA interactive process, as necessary to comply with the law, or
 - b. if there is a valid reason to believe that the bargaining unit member is abusing this article, or

- c. when the information is necessary to determine which leave, if any, is appropriate.
9. Bargaining unit members returning to work from sick leave involving major surgery of illness lasting more than five (5) days may be required by the District HR department to present a doctor's release verifying medical permission to return to work.
 10. After all earned sick leave days have been used, a bargaining unit member who is absent from his/her duties on account of illness or accident for a period of five (5) school months or less, whether or not the absence arises out of or in the course of the employment of the bargaining unit member, the amount deducted from the salary due him/her for any month in which the absence occurs shall not exceed the sum which is actually paid a substitute employee employed to fill his/her position during his/her absence or, if no substitute employee was employed, the amount which would have been paid to the substitute had he/she been employed. Regular sick leave, accumulated sick leave, and the Education Code Section 44977 five (5) month extended sick leave period shall run consecutively. The five months of Education Code Section 44977 extended sick leave shall, however, run concurrently with Federal Medical Leave ("FMLA") or California State Family Care and Medical Leave ("CFRA") provisions. When extended sick leave is used for the purpose of child bonding, it is a separate entitlement of California paid family leave.
 - a. An employee shall not be provided with more than one (Education Code Section 44977) five (5) month extended sick leave period per illness or accident. If a school year ends before the five (5) month period is exhausted, and the employee is still suffering from the same illness or injury, the employee shall be entitled to take the subsequent year's sick leave allotment followed by the balance of the (Education Code Section 44977) five (5) month extended sick leave and all other leave, in the subsequent year. Catastrophic sick leave, if applicable, shall run concurrently with extended sick leave.
 - b. When a Bargaining unit member has exhausted all available sick leave, including regular accumulated sick leave and the (Education Code Section 44977) five (5) month period of extended sick leave, and the bargaining unit member is not

medically able to resume the duties of their position, the bargaining unit member shall, if not placed in another position, be placed on a reemployment list for a period of twenty four (24) months if the Bargaining unit member is on probationary status, or a period of thirty nine (39) months, if the Bargaining unit member is a permanent employee of the District. This twenty-four (24) or thirty-nine (39) month period begins at the end of the (Education Code Section 44977) five (5) month extended sick leave. When the employee is medically able, during the twenty-four (24) or thirty-nine (39) month period, the certificated employee shall be returned to employment in a position for which he/she is credentialed and qualified. The employee does not have the right to return to a particular school or program; the employee will be assigned to employment which meets the needs of the District and the students.

11. Upon the request of the bargaining unit member and at the recommendation of accepted medical provider counsel, the Board may grant up to one year's leave of absence for benefit of the Bargaining unit member's health without pay.
12. Upon retirement, bargaining unit members shall be credited for retirement purposes, the amount of accumulated unused sick leave as provided for in the rules established by the State Teachers' Retirement System (STRS).

B. Bereavement Leave

1. In the event of a death in a bargaining unit member's immediate family, a teacher shall be entitled to five (5) days bereavement leave with pay. Such leave is not deducted from any other leave. The bargaining unit member shall notify the District as soon as possible before taking such leave.
2. Members of the immediate family for the purposes of this agreement shall mean the spouse or registered domestic partner, parent, parent-in-law, foster parent, grandparent, great-grandparent, child, child-in-law, stepchild, foster child, grandchild, sibling, aunt, uncle, niece, nephew, or any relative living in the immediate household of the member.

C. Absence for Jury Duty and Court Witnesses

1. Bargaining unit members may be absent from duty for jury duty without loss of pay. Bargaining unit members must may be asked to present proof of jury duty service to Human Resources such as the Jury clerk slip or summons; otherwise, the absence will be recorded as personal necessity. If a unit member has exhausted personal necessity leave, the unit member will receive unpaid leave for lack of official jury duty documentation.
2. The bargaining unit member shall endorse to the District any pay, exclusive of mileage, received for his/her services. In return, the District will issue to the member full salary payment.
3. Bargaining unit members subpoenaed as a court witness (other than personal business and not brought about through the connivance or misconduct of the unit member) may be absent from duty. The difference between the witness fee (if any) and the unit member's salary will be made up by the District for up to twenty (20) days. Bargaining unit members must present proof of service as a witness to Human Resources; otherwise, the absence will be recorded as personal necessity. If a unit member has exhausted personal necessity leave, the unit member will receive unpaid leave for lack of official witness duty documentation.

D. Family Care and Medical Leave (FMLA/CFRA)

1. Bargaining unit members are eligible for unpaid leave under the Federal Family and Medical Leave Act ("FMLA") and the California Family Rights Act ("CFRA"). Family care and medical leave shall be granted consistent with the applicable laws and implementing regulations.
2. Eligibility: To be eligible for family care and medical leave, on the date which leave is to begin, a bargaining unit member must have been employed by the District for at least twelve (12) months, and have been employed for at least one thousand two hundred and fifty (1,250) hours of service during the twelve (12) month period immediately preceding the commencement of the leave.
3. Family Care and Medical Leave Entitlement: Consistent with state and federal law, eligible bargaining unit members are entitled to a total of twelve (12) workweeks of unpaid leave (subject to state and federal parental and maturity maternity leave provisions)

during any twelve (12) month period for any one or more of the following reasons:

- a. The birth of a child and to care for the newborn child
 - b. The placement with the bargaining unit member of a child for adoption, or foster care by the unit member
 - c. To care for the bargaining unit member's child, spouse, or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling or someone else with a blood or family-like relationship with the employee ("designated person") who has a serious health condition.
 - i. A bargaining unit member may identify one designated person per twelve (12) month period.
 - d. Due to a serious health condition of the bargaining unit member that makes them unit member unable to perform the functions of their bargaining unit member's position, except that disabilities resulting from pregnancy, childbirth, or related medical conditions are covered under pregnancy disability leave (California Pregnancy Disability Leave (PDL), Pregnant Workers Fairness Act (PWFA) and FMLA); and
 - e. Due to any qualifying exigency arising out of the fact that the unit member's spouse, domestic partner, child, parent, or next of kin as defined by FMLA/CFRA is a covered military member active on duty (or has been notified of an impending call or order to active duty) in support of a contingency operation (FMLA/CFRA).
4. Family Care and Medical Leave to Care for a Covered Service Member with a Service Injury or Illness:
- a. Consistent with state and federal law, an eligible bargaining unit member may take FMLA/CFRA leave to care for a covered service member with a serious injury or illness if the unit member is the spouse, domestic partner, child, parent, or next of kin as defined by FMLA/CFRA of the service member.
 - b. An eligible unit member's entitlement is limited to a total of twenty-six (26) workweeks of leave during a single (12) month period to care for a covered service member with a serious injury or illness.

- c. The District shall determine the single twelve (12) month period in which the twenty-six (26) weeks-of-leave entitlement described in this paragraph occurs using the twelve (12) month period measured forward from the date a unit member's first FMLA/CFRA leave to care for the covered service member begins.
 - d. During the single (12) month period described above, an eligible unit member's FMLA leave entitlement is limited to a combined total of twenty-six (26) workweeks of FMLA leave for any qualifying reason.
- 5. Pay Status and Benefits:
 - a. Except as provided in this section, the family care and medical leave will be unpaid, unless the employee has available sick leave. If the employee has available sick leave the employee will be required to utilize such leave.
 - b. The District shall continue to provide District contributions toward group health benefits during the period of leave on the same basis as coverage would have been provided had the bargaining unit member not taken family care and medical leave. The bargaining unit member will be required to continue to pay the unit member's share of premiums payments, if any. Payment is due at the same time as it would be if made by payroll deduction.
- 6. Relationship of Family Care and Medical Leave to Other Leaves:
 - a. Any leave of absence that qualifies as family care and medical leave and is designated by the District as family care and medical leave will be counted as running concurrently with any other paid or unpaid leave to which the bargaining unit member may be entitled for the same qualifying reason.
- 7. Relationship to Pregnancy Disability Leave:
 - a. The family care and medical leave provided under this section is in addition to any leave taken on account of pregnancy, childbirth, or related medical conditions for which a bargaining unit member may be qualified under state law.
- 8. Status Upon Returning from Leave:
 - a. Except as provided by law, on return from family care and medical leave, an employee is entitled to be returned to the same or equivalent position the

employee held when leave commenced, or to an equivalent position with equivalent benefits, pay, and other terms and conditions of employment. Use of family care and medical leave will not result in the loss of any employment benefit that accrued prior to the start of an eligible employee's FMLA/CFRA leave.

E. Pregnancy Disability Leave

1. A bargaining unit member who is pregnant may be entitled to up to four (4) months of disability leave from the District. Bargaining unit members who are temporarily disabled due to pregnancy, miscarriage, childbirth and recovery therefrom shall be entitled to all benefits of sick leave and the Pregnant Workers Fairness Act (PWFA). Where the leave is foreseeable, teachers shall notify their principal and the Human Resources Department, in writing two (2) months before the leave is projected to begin.
 - a. Prior to the beginning of a bargaining unit member's leave, the District requires a written statement from the bargaining unit member's physician providing a statement informing the District that the bargaining unit member is unable to perform the essential job duties or that she is unable to perform these duties without undue risk to their pregnancy, or other persons; the first date the unit member will be unable to work due to disability; and the expected date that they will return to work.
2. The bargaining unit member may continue to work as long as their health will permit as certified by her doctor.
3. The bargaining unit member shall return to duty after convalescence from childbirth. The convalescence period shall be determined by their physician. They shall resume duties in the same or equivalent position held prior to the childbirth.
4. If the bargaining unit member needs accommodations or is unable to perform the essential functions of their job due to a medically verifiable reason, certified by their physician, after childbirth, the District will provide reasonable accommodations or modifications as required by the PWFA or other state and federal laws.
5. If the bargaining unit member wishes to extend leave beyond the convalescent period as certified by their physician, they must request a child bonding and/or child-rearing leave as further outlined in the Article.

Child-rearing leave under this Article shall run concurrently with state and federal family leave.

F. Child Bonding Leave

1. Bargaining unit members may elect to utilize up to 12 weeks of child bonding leave occasioned by the birth of the bargaining unit member's child, or the placement of a child with the bargaining unit member in connection with the employee's adoption or foster care of the child as provided by the California Family Rights Act (CFRA).
2. For mothers, the 12-week child bonding leave shall commence at the conclusion of (but need not be immediately following) any pregnancy disability leave.
3. For non-birthing parents, the 12-week child bonding leave shall commence on the first day of such leave.
4. Pursuant to Education Code section 44977.5, if a bargaining unit member exhausts their accumulated sick leave prior to expiration of the 12-week child bonding leave, they shall be entitled to receive at least 50 percent of their regular salary for the balance of the 12-week period.
5. The bargaining unit member shall request such leave as soon as practicable, but under no circumstances less than twenty (20) workdays prior to the date on which the leave is expected to begin. Such request shall be in writing and shall include a statement as to the dates the bargaining unit member wishes to begin and end the leave.
6. Leave under this section must be completed within one year of the birth, adoption, or foster care placement of a child with the bargaining unit member.
7. Unit members returning from leave pursuant to this section shall be entitled to assignment to a similar position in the District consistent with the assignment provisions of this Agreement.
8. Where both parents are employees of the district, the two parents are entitled to share a total of 12 total workweeks of bonding leave.

G. Reproductive Loss Leave

1. Bargaining unit members who have been employed for at least thirty (30) days, will be entitled to take up to five (5) days of unpaid leave as a result of a failed adoption, failed surrogacy, miscarriage, still birth, or unsuccessful assisted reproduction. This leave can be taken following any related paid leaves; but must be

taken within three (3) months of the loss. This leave cannot exceed twenty (20) days in a twelve (12) month period if multiple loss events occur.

H. Unpaid Child Rearing Leave

1. Upon request, the District shall provide a bargaining unit member who is a natural or adopting parent an unpaid leave of absence for the purpose of rearing their infant child. A bargaining unit member shall notify the District that they intend to take such leave at least four (4) weeks prior to the anticipated date on which the leave is to commence. Child rearing leave will be expanded to allow a unit member to have the leave extended on a year-to-year basis for bona fide child rearing, not to exceed one year under any circumstances.

I. Use of Sick Leave in Cases of Personal Necessity

1. A bargaining unit member may elect to use his/her current year's earned sick leave for Personal necessity leave.
2. A maximum of seven (7) days of accumulated leave may be used in any school year for personal necessity leave.
3. When possible, a bargaining unit member requesting personal necessity leave shall notify the school principal within three (3) working days, prior to using the leave.
4. Personal Necessity leave should not be used on the following days; however, the District reserves the right to allow Personal Necessity leave on those days:
 - a. Day before or after a holiday or vacation period (including summer recess),
 - b. Travel time prior to and after holiday and vacation periods (including summer recess),
 - c. On staff development days.
5. Under no circumstances shall Personal Necessity leave be used to engage in a strike or work stoppage, political campaign or demonstration, or to seek or engage in other employment.

J. Health Leave

6. A bargaining unit member who may be entitled to unpaid leave for the balance of the GJUESD school year if he/she has exhausted all available paid leave under this Article and state and federal laws, and who is medically unable to return to work may request unpaid leave. Where unpaid leave is requested due to a

medical reason, the District shall comply with the provisions of the American with Disabilities Act (ADA) and state law.

K. Study Leave

1. The District shall grant a bargaining unit member an unpaid leave of absence to pursue educational improvement and advancement.
2. Such leave shall be for a minimum of one (1) semester and a maximum of one (1) year.
3. A bargaining unit member shall apply to the District for such leave prior to March 1st and must demonstrate to the District his/her absence will be of benefit to both the bargaining unit member and the District.
4. This leave shall be limited to one (1) bargaining unit member at any given time. In the event that there is more than one (1) applicant for a given period of time, the bargaining unit member who applies first shall be given first consideration.
5. This leave shall be irrevocable unless mutually agreed otherwise.

L. Association Leave

1. The Association shall have a total of fifteen (15) days of paid leave to utilize for local, state or national conventions or for conducting their lawful business pertinent to Association business. Representatives of the Association shall be excused from school duties upon two (2) days advance notification by the Association President. The Association shall pay for the cost of substitutes used.
2. An unpaid leave of absence of up to two (2) years may be granted to any member of the Association for the purpose of serving as a full-time state officer of the California Teachers Association or the National Education Association.
3. The Association shall receive up to three (3) days of paid leave for the purposes set forth in [1] without having the cost of a substitute deducted. These days shall be used prior to implementation of the fifteen (15) days provided for in [1].
4. In addition to the Association leave provided above, the Association president shall have the right to take up to ten (10) days of paid leave paid by the District for meeting with the District concerning grievances and other contract management issues.

M. Industrial Accident Leave

1. For purposes of this article, the term "duty" refers to all scheduled working days, including legal and Board declared holidays, on which a bargaining unit member is authorized to receive salary payment.
2. The term "qualifying for worker's compensation" presupposes that an accident report has been filed according to established procedure and the District's Worker's Compensation Carrier considers the claim valid. In the event of rejection of the claim by the District's Worker's Compensation Carrier, industrial accident leave shall not apply.
3. Bargaining unit members who are absent from duty because of illness or injury resulting from industrial accident leave under the following conditions:
 - a. Industrial accident leave applies from the first day of such absence from duty to and including the last day of such absence from duty but not exceeding sixty (60) working days in any fiscal year for the same industrial accident.
 - b. The amount of salary paid to such bargaining unit members in any calendar month will be the salary they would have received had they not suffered the industrial accident or illness.
 - c. If the bargaining unit member is still absent from duty as a result of such industrial accident leave, they shall then be entitled to the benefits provided by law and District policy for accrued sick leave, extended sick leave, and advanced sick leave, respectively.
 - d. For any days of absence from duty as a result of the same industrial accident, whether the bargaining unit member receives salary payments under industrial accident leave or other paid leave, the bargaining unit member shall endorse to the district any wage loss benefit check from the District's Worker's Compensation Carrier which would make their total compensation from both sources exceed 100 percent of the amount they would have received as salary had they not suffered the industrial accident or illness.
 - e. Days of absence under industrial accident leave shall not be deducted from the bargaining unit member's sick leave accumulations but the amount of industrial accident leave shall be reduced by one day for each day or partial day of such

authorized absence from duty regardless of a compensation award.

- f. If an industrial accident absence beginning in one fiscal year extends into the next fiscal year, the bargaining unit member shall be entitled in the new fiscal year for the same accident or illness only to the amount of unused industrial accident leave remaining at the end of the fiscal year in which the industrial accident occurred.
- g. Allowable industrial accident leave shall not be accumulated from year to year.
- h. In order to be eligible for industrial accident leave, the bargaining unit member while absent from duty with the District shall remain within the State of California unless prior approval is granted by the Board for travel outside the State.
- i. A Bargaining unit member shall be eligible to return to work upon submission of a physician's statement that they are able to assume their duties.

N. Family School Partnership Act ("FSPA")

- 1. Employee's with children in TK-12 or in a licensed day care program may take up to forty (40) hours of leave each school year to enroll, find or re-enroll a child in a school or with a licensed day care provider; or to participate in activities at their child's school or licensed daycare. No more than eight (8) hours per month of FSPA leave may be taken, unless there is an emergency. Emergencies for this leave provision are defined as behavioral or disciplinary problems with the child, school closures, the school requests the child be picked up, or a natural disaster. There is no monthly limit for emergencies, but the forty (40) hour limit is still applicable. Employees must give reasonable notice before use of FSPA leave. Employees taking FSPA leave must use Personal Necessity Leave if it is available to them, if the employee does not have Personnel Necessity Leave available the FSPA leave will be unpaid. If both parents work for the District, only the first parent to request time may be approved time off under this Section.

ARTICLE XIII

CLASS SIZE

- A. Class sizes are limited to the following:
1. Elementary:
 - a. TK classes shall not exceed 21 students with a 1:12 adult:student ratio
 - b. K-3 - not to exceed 21 per classroom
 - c. 4-6 - 30 per class
 2. Middle School:
 - a. All general education classes except for P.E. shall maintain an average of 32 students over five (5) periods; no class shall exceed 34 students.
 - b. An average of 45 students per P.E. class
 3. Special Education:
 - a. Special-Day caseload is not to exceed eighteen (18) students. If this class size is exceeded, the teacher will receive compensation as listed in 4.1.
 - b. All Special-Day Classes will be staffed with no less than one (1) Special Education Instructional Assistant (SPED IA).
 - c. Moderate/Severe: TK-8: will maintain a 1:7 adult:student ratio
 - d. Mild/Moderate:
 - i. Elementary: will maintain a 1:8 adult:student ratio
 - ii. Middle School: will maintain a 1:9 adult:student ratio
 - iii. Sites that operate the Intensive Intervention Program will be provided an RBT or BMT designated for the Intensive Intervention Program outside the classroom staffing ratios.
 - iv. Specially-assigned ("One to One") SPED IAs and the students they assist shall not count in the adult:student ratios.
 - v. Resource Specialist Program (RSP) student caseloads shall not exceed twenty-eight (28) students. Caseload is defined by California Education Code 56362.
 - vi. When an SDC mild/moderate, self-contained classroom includes more than three (3) grade levels, an additional

instructional assistant will be provided, and one additional IA for every additional grade level thereafter.

4. Compensation:
 - a. Tk-8: If class size limits are exceeded for ten (10) or more days in a month, teachers will be compensated at \$150 per month.

5. Speech-Language Pathologist (SLP):
 - a. TK-8: Caseload per Education Code section 56363.3. The average caseload for language, speech, and hearing specialists in special education local plan areas shall not exceed fifty-five (55) cases.
 - b. K-6 Autism SDC Programs: Caseload shall not exceed twenty-five (25) per FTE Speech-Language Pathologist.
 - c. TK/Preschool: Caseload shall not exceed forty (40) FTE Speech-Language Pathologist.
 - d. Caseload can only exceed these limits if agreed upon by the SLP, Site Administrator, and the Director of Special Education (or designee).

B. Mainstream

1. The principal, teachers, and special education teachers shall meet to determine student mainstreaming needs prior to regular education class sizes or class lists being finalized.
2. Elementary students who are mainstreamed for fifty percent (50%) or more of the school day, without the support of an IA, shall normally be considered in the regular-education class size, but be included on the special-education caseload.
3. Elementary general education teachers that are over 21 in primary and over 30 in intermediate when SDC students are mainstreamed daily for a core subject will receive the \$150 class size overage (if not already receiving class size overage).
4. Elementary and Middle School SDC students, who are accompanied in the classroom by an instructional assistant or teacher and for whom the special-education teachers is responsible for assessment and/or report card, shall not be included in the regular education class size.

ARTICLE XVIII

SALARY

- A. Salary:
Refer to current salary schedules in Appendix A.
- B. Teachers must be in a paid status at least seventy-five percent (75%) of the previous work year in the District to be eligible for step advancement and/or credit towards longevity.
- C. Any teacher may apply for any compensated extra service offered by the District.
- D. The District shall mail June/July or off-track teacher salary warrants to the address provided by the teacher.
- E. Teachers shall be eligible for step advancement, on a prorated basis, if they are employed for no less than the equivalent of one-hundred percent (100%) of a full-time employment contract over two consecutive years.
- F. Teachers shall receive an additional \$2,000 for a Master's Degree per year.
- G. **Effective July 1, 2023**, and prospectively, longevity increments for years of service only with the District shall be set as stipends rather than percentage increments as follows:
 - 1. **10-15 years of District service:**
\$950.00 earned in the 10th year and until year 15
 - 2. **16-19 years of District service:**
\$1,225.00 earned in the 16th year and until year 20
 - 3. **20-24 years of District service:**
\$1,500.00 earned in the 20th year until year 25
 - 4. **25-29 years of District service**
\$1,750.00 earned in the 25th year until year 30
 - 5. **30-plus years of District service**
\$2,500.00 earned in the 30th year.

The unit member shall receive the longevity incentive included in salary.

This prospective modification of longevity steps for District service is mutually negotiated by the District and GEFA pursuant to Education Code section 45028, subdivisions (a) (1) and Government Code section 3543.2 subdivisions (d) and (e).

ARTICLE XX
SALARY SCHEDULE PROCEDURES

INITIAL PLACEMENT, ADVANCED TRAINING, COURSE SELECTION
APPROVAL, AND SALARY SCHEDULE CREDIT

- A. 1. **Effective July 1, 2023**, teachers beginning District service shall be granted a full step for each complete year of previous experience in California public schools, not to exceed **fifteen (15) years**.
- 2. Initial placement shall be determined by credential and college credit earned beyond the Bachelor's degree.
- 3. Placement of teachers beginning district service with out-of-state experience shall be at the discretion of the Superintendent.

- B. The purpose of advanced training is to benefit both teachers and students. Therefore, coursework should be selected primarily to improve instructional competence of teachers.

- C. 1. A teacher who will advance from one (1) class to another by September 1st shall file a Declaration of Intent with the Superintendent prior to February 15th.
- 2. If the teacher is unable to complete the units outlined in the Declaration of Intent, the Salary Notification document shall be revised to reflect accurate placement.

- D. 1. Coursework selected by a teacher for unit credit will be submitted on the Request for Course Approval form (RCA) to their principal for justification and 'initial' approval or disapproval.
- 2. Teachers desiring approval for such coursework shall submit a completed RCA to their principal at least fifteen (15) calendar days prior to when the class begins.
- 3. Teachers taking classes for unit credit without prior approval have no assurance that approval will be granted.

- E. 1. The Teacher will be notified of the 'initial' approval/disapproval within five (5) working days of submitting the RCA to the principal.
- 2. The RCA will then be sent to the Superintendent/designee for 'final' approval/disapproval.

3. The Teacher will be notified of the 'final' approval/disapproval within five (5) working days of the Principal submitting the RCA to the Superintendent/designee.
- F. Approval/disapproval will be determined using one (1) or more of the following criteria for coursework:
1. Directly related to subject areas stated on the teacher's credential.
 2. Necessary for completion of a new teaching major or minor, if required by the District.
 3. Necessary for credential additions or modifications, if requested by the District.
 4. Subject presently taught in the District or tentatively planned for District implementation.
 5. Toward a Master's or Doctoral degree that is directly related to the teacher's current assignment and District instructional guidelines.
 6. Directly related to a teacher's current assignment (may include extra-curricular activities).
- G.
1. All coursework must be taken at or through an accredited institution.
 2. Accredited institutions are defined as postsecondary institutions commonly recognized colleges and universities (e.g. Sac State, UC Davis, National University) as determined by the CTC Accreditation Advisory Council. (Education Code 44370 and 94302)
- H. Travel Study Courses shall be considered for approval only when offered through an accredited college or university.
- I. Online courses shall be considered for approval only when offered through an accredited college or university.
- J.
1. In order to obtain salary schedule credit for approved completed coursework for the September 1 - August 31 year, teachers shall submit official transcripts to the Business Office by September 1.
 2. If an official transcript is not available by the above date, other verification of completion, including grade reports, must be submitted to the Business Office for review by September 1. Credit will not be posted until the official transcript is received by the Business Office, but no later than December 1, in order to be credited for that year.

3. It is the teacher's responsibility to see that all proper information is provided to the Business Office according to the above timelines.
- K. Units shall accrue from year to year until sufficient units have accumulated for salary schedule class advancement.
- L. Effective July 1, 2023, probationary teachers are limited to two (2) class movement each year.
- M.
1. Salary schedule credit will not be granted for a teacher attending a conference/workshop scheduled during the teacher's regular paid workday.
 2. If a teacher pays for a unit by taking a course which requires additional work as a result of such above attendance, salary schedule credit will be granted up to a maximum of one (1) unit per semester.
- N. No audited classes, D or F grades, or class withdrawals shall be acceptable.
- O.
1. If a teacher questions the principal's or superintendent's decision disapproving a course, he/she may appeal to the Course Evaluation Committee whose decision will be final.
 2. This committee will be composed of two (2) teachers chosen by GEFA and two (2) administrators chosen by the District who shall attempt to reach consensus.

GALT JOINT UNION SCHOOL DISTRICT
REQUEST FOR COURSE APPROVAL

Teacher _____ School _____

Assignment _____ Date _____

Course Title _____

Check Appropriate Box(es) :

Course # _____ College/University Class _____
Class Date(s) _____ CEU (Continuing Ed. Unit) _____
Institution _____ Travel Study _____
Correspondence _____

Semester Unit ____ Quarter Unit ____

Number of Units Anticipated _____

Justification:

Principal _____ Date _____

Approved ____ Disapproved ____

Superintendent/Designee _____

Date _____

Approved ____ Disapproved ____

cc: Teacher
Principal
Supt./Designee
Business Office

ARTICLE XXIII
PRESCHOOL PERMIT TEACHERS

A. Credentialing Requirements

1. Child Development Associate Teacher Permit
A minimum of 12 semester units in early childhood education or child development.
2. Child Development Teacher Permit
24 Semester units of early childhood education/child development.
3. Child Development Master Teacher Permit
Authorized to serve as a coordinator of curriculum and staff development in a child care and development program.
4. Child Development Site Supervisor Permit
Authorized to supervise a child care and development program operating at a single site.
5. Child Development Program Director Permit
Authorized to supervise a child care and development program operated at a single site or multiple sites.

B. General Provisions Applicable to Pre-School Unit Members

1. Class Size and Ratio
 - a. Class size and ratio shall be determined by Community Care Licensing, Title 22 and California Department of Education, Title 5 regulations. The standard class size is 24 students and one adult to child ratio of 1:8.
2. Leaves
 - a. Unit members shall follow Article XII-Leaves, of the collective bargaining agreement for all leaves.
3. Adjunct Duties
 - a. Required adjunct duties are Back-to-School Night, Fall Family Night, two (2) Academic Parent Teacher team meetings, and time to plan and prepare for these meetings. Maximum of ten (10) hours per year.
 - b. Nothing in this Article shall preclude any bargaining unit member from voluntary participation in school related activities that he/she deems appropriate.
4. Evaluation
 - a. Follow Article VII Evaluation Procedures.

5. Compensation
 - a. Any cost adjustment shall not, without mutual agreement, exceed the State COLA for the preschool program.
 - b. Each year of service (75% or more), will advance the unit member one (1) vertical step in their Class column.
 - c. Movement across the schedule must meet the requirements of Article XX Salary Schedule procedure of this collective bargaining agreement.
 - d. Unit members with a Master's degree from an accredited institution shall receive the Master's degree stipend pursuant to Article XVIII, Salary, Paragraph F.
 - e. A newly hired teacher will receive up to ten (10) years credit for full-time out of the district experience. 75% of the days in the permit teachers out of district work year is required to qualify for each year of out of the district credit.
 - f. Preschool teachers shall receive benefits. Unit members whose regular workday is five and one quarter (5 ¼) hours shall be eligible for seventy-five percent (75%) District benefit coverage.

C. Pre-School Teachers Work Year

1. Work Year: 181 days
175 student contact days
3 Pre-service days
3 Staff Development days

The individual unit member's work year shall be 181 days. The pre-school student calendar follows the State required calendar days.

D. Contract Hours beginning July 1, 2024

1. Full-Day (1.0 FTE): 7.5 hours which includes 30 minutes of preparation time
2. Part-Day (.75 FTE): 5.625 hours which includes 22 minutes of preparation time
3. Part Time (.60 FTE): 4.50 hours which includes 18 minutes of preparation time
4. Full day teachers shall have a 30-minute duty free lunch period and a 10-minute morning relief period.
5. On weeks when morning teachers attend Wednesday collaboration, they may go on off duty status when their students leave on Friday.

E. Parent Conferences

1. All preschool teachers shall have two-full-day release days in the fall and one ½ day release day in the spring to conduct parent conferences.

F. Preparation Period

1. Full time (7.5 hour/day) unit members shall have the support of an instructional assistant 5 days per week in the afternoon to assist with prep time and shall also utilize the nap period for preparation. Part time unit members shall utilize their contracted non-student time for preparation.
2. Beginning July 1, 2024, Full-Time members shall have a 7.5 hours day. The additional thirty (30) minutes for protected non-student preparation time shall be scheduled before or after the normal student day, at the discretion of the teacher.
3. Beginning July 1, 2024, Part-Day (.75 FTE) members shall have an additional twenty-two (22) minutes for protected non-student preparation time that shall be scheduled before or after the normal student day, at the discretion of the teacher.
4. Beginning July 1, 2024, Part Time (.60 FTE) members shall have an additional eighteen (18) minutes for protected non-student preparation time that shall be scheduled before or after the normal student day, at the discretion of the teacher.

G. Site Director: The district may adopt either of the following Site Director Models (dependent on funds).

1. A Preschool Site Director may teach a ½ day preschool class @ .75 FTE and serve as Site Director @ .25 FTE. The Site Director shall not evaluate unit members at their sites. Under the direction of the Educational Services Department, the Preschool Site Director will provide daily support to the CSPP program, to include, but not limited to parent engagement, communication, coaching for CSPP teachers, DRDPs, ECERS, Parent Evaluation, CSPP Evaluation, Dual Language Learners Survey, monitor QRIS grant implementation and the end of year CSPP Program Evaluation. The Preschool Site Director will monitor compliance with Child Care Licensing rules and regulation; additional responsibilities may include representative admin designee at parent meetings, for example SSTs, IEPs. (per posting)

2. Preschool Site Director may be a 1.0 FTE non-teaching position (if additional funding available). A full time Site Director shall be included within the GEFA bargaining unit. Full time responsibilities will include additional duties such as parent and student matters, IEPs and SSTs. The Site Director will not participate in the observation and evaluation process of staff.

3. The Preschool Site Director, in addition to being a 1.0 FTE teaching position, in which case, shall receive a stipend of ten-thousand dollars (\$10,000).

H. Preschool Lead/Site Supervisor

1. Under the direction of the Site Principal, a Preschool Lead/Site Supervisor shall be responsible for:

a. Administration of the CA State Preschool Program (CSPP)

b. Site Supervisor duties: DRDP and ECERS (in coordination with preschool teacher team), parent survey, Dual language learners survey and a year of CSPP Evaluation.

2. If the Site Supervisor has a 1.0 FTE teaching position, the Site Supervisor shall receive a stipend of five-thousand dollars (\$5,000); If the Site Supervisor has a 0.75 FTE, they will be compensation as 1.0 FTE.

ARTICLE XXIV

TERM

- A. This Agreement between the Galt Joint Union Elementary School District (GJUESD) and the Galt Elementary Faculty Association (GEFA) shall remain in full force and effect from July 1, 2023, up to and including June 30, 2026, and shall remain in effect until a successor agreement is negotiated and ratified by both parties.

- B. The Galt Elementary Faculty Association (GEFA) and the Galt Joint Union Elementary School District (GJUESD) agree that issues that may arise during the contract term may be discussed and resolved via consensus and/or the creation of limited-term Memorandum(s) of Understanding (MOU). Either party may reopen salary and benefits and two (2) additional Articles each contract year within the stated term.

- C.
 - 1. The Communications Committee shall consist of the GEFA President, Vice President and Bargaining Chairperson. This committee shall meet with the Superintendent and/or a designated representative (s) once a month.

 - 2. The Communications Committee and the District representatives can mutually agree to modify the frequency and attendees of the meetings. The District will provide substitute coverage for the affected teachers.

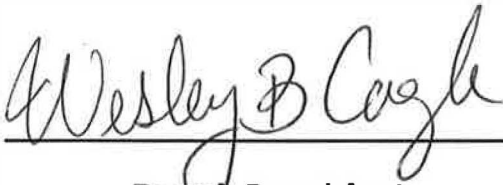
2022-2023 AGREEMENT

BETWEEN

GALT JOINT UNION ELEMENTARY SCHOOL DISTRICT

AND

GALT ELEMENTARY FACULTY ASSOCIATION



Board President



GEFA President

Updated as of February 15, 2023

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ARTICLE V

HOURS

- A. A regular workday for all teachers shall be seven (7) hours.
- B. The regular teacher workday shall include a duty-free lunch period of at least thirty (30) minutes, or equivalent to the student lunch period. Middle school will be provided with a passing before and after lunch.

Morning Relief Period:

- a. Full day elementary teachers have a morning recess.
- b. Middle school teachers will have either a prep before lunch or have the early lunch.

C. Adjunct Duty

- 1. The District recognized that teachers participate in adjunct duties, duties that extend beyond the normal work day, on an assigned and/or voluntary basis. Teachers are responsible for adjunct duties, when mandated by District and/or site, for a maximum of five (5) additional non-compensated hours per month.
- 2. SCOE Teacher Inductions participants, intern teachers, teachers involuntarily placed in PAR, GEFA president and bargaining chair, and teachers participating in the Sly Park Outdoor Learning or Washington D.C. field trip are excused from non-compensated committee work. The teachers must participate in staff meetings, required trainings, Open House, Back-to-School Night, and SST/MTSS/IEP meetings.
- 3. For effective use of District and/or site-mandated hours, and to avoid any scheduling conflicts, each school shall designate a place for posting mandated activities.
- 4. Activities shall be planned as far in advance as possible, and except for emergency situations, teacher shall be notified at least forty-eight (48) hours in advance.
- 5. Adjunct duties that count towards the five (5) hour adjunct duty limit include Open House, Back-to-School Night, staff meetings (outside the contract day), SSTs/MTSS/IEP meetings (outside the contract day), non-compensated committee work, non-compensated staff development, and parent informational-events or activities. Other activities may be considered with

prior administrator approval. Once the five (5) hour adjunct duty limit is met, teachers shall be compensated at the adjunct duty rate for mandatory duties that exceed the five (5) hour limit.

6. Adjunct duties that do not count toward the five (5) hour adjunct duty limit include Parent Conferences, Academic Progress Conferences, Report Card preparation, any compensated committee work and compensated staff development activities. Information regarding staff development activities shall include teacher compensation and time expectations.

Compensation includes either:

- a. A stipend designed for a specific staff development activity,
 - b. The Adjunct-Duty rate for mandatory site and/or District staff development that extends beyond the regular work day.
7. Certificated staff required to participate in Open House, Back-to-School Night, and Parent Conferences will not be required to attend any site or District level meetings scheduled the day before or the day(s) on which the activity takes place. Certificated staff required to complete report cards will not be required to attend district or site-level meetings beyond the contract day during the last week of each trimester and the following week.
 8. Five (5) "minimum days" shall be scheduled for parent conferences in Full Day TK through Grade 8. In years in which MTYRE is in place and the MTYRE calendar is one-hundred seventy-seven (177) instructional days or longer, the instructional day shall not exceed 4.5 hours per day during Parent Conference week. During the middle school conferences, the instructional day shall not exceed 4.75 hours. In years in which the MTYRE calendar is one-hundred seventy-six (176) instructional days or less, daily instruction shall end following the regular modified Wednesday dismissal time.
 9. On those days when teachers are required to return for Open House and Back-to-School nights, teachers shall be permitted to leave school after students have been dismissed for the day.
 10. Teachers shall attend up to ninety (90) minutes per site, per event for Back-to-School and Open House

nights. Teachers shall not be required to attend these events beyond 7:30pm.

11. Compensation shall be provided for the following additional adjunct duties:
 - a. Extended Day teachers will receive the hourly adjunct duty rate.
 - b. SCOE Teacher-Induction coordinator and mentors will receive an honorarium.
 - c. Intramural and/or interscholastic sports coaches will receive a stipend determined by the district.
 - d. Club advisors for clubs approved by the site administration shall receive stipends determined by the site.
 - e. Independent Study (IS):
 - 1) TK-6 Teachers administering Independent Study contracts shall be compensated at a rate of two (2) hours of adjunct duty per Independent Study contract.
 - 2) For 7-8 teachers, the two (2) hours of adjunct duty pay, per contract, shall be prorated among the core subject matters (Language Arts, Math, Social Studies, and Science).
 - 3) For IS contracts of more than five (5) days, teachers shall be compensated an additional 1 hour of adjunct duty pay.
 - f. Two (2) hours of adjunct duty shall be paid to TK-6 teachers and 0.5 hours to 7-8 teachers for every ten (10) consecutive days of work prepared for the home-hospital program.
12. All positions receiving compensation shall be posted.
13. All adjunct duties that receive compensation (stipend, adjunct duty rate, and/or District credit) are not considered part of the five (5) hour adjunct duty limit.

D. On the day prior to Thanksgiving, Winter, and Spring recess, teachers shall be permitted to leave after students have been dismissed.

E. Instructional planning/preparation time

1. Planning/prep time at the middle school shall be provided to each classroom teacher within the regular student-contact time. Preparation time provided shall be equivalent to one period per day. All other teachers shall build equivalent preparation time into

- their schedule. In the event preparation time is not taking place, teachers shall work with the school principal to ensure preparation time is provided.
2. Classroom teachers (grades 4-6) shall be provided with one-hundred-twenty (120) minutes of teacher preparation time weekly during their student-contact time with no individual preparation period being less than thirty (30) minutes in length. Classroom teachers (full-day TK-3rd) shall be provided with seventy (70) minutes of teacher preparation time weekly during their student contact time.
 3. Part-time teachers shall be provided preparation time on a prorated basis. All other teachers shall build equivalent preparation time into their schedule. In the event preparation time is not taking place for Special Education teachers, they shall work with the school principal to ensure that preparation time is provided.
 4. The principal and all teachers at each elementary site shall determine the methods to be used for equitable scheduling of preparation time. Monday preparation time shall be rotated among teachers at all grade levels at all sites on an annual basis.
 5. A teacher, who is unable to receive his/her preparation time because of the absence of a specialist teacher, shall be provided with an equivalent "make-up" time within thirty (30) days. A "make-up" schedule shall be determined by mutual agreement of the site principal and the teacher. A teacher who is unable to receive his/her preparation time because of the absence of a specialist teacher, within thirty (30) days, shall be compensated at the current, adjunct rate, on a pro-rated basis. Make up preparation time shall not be made up or compensated for the following:
 - short work week
 - holiday
 - parent conference
 - minimum day
 - staff-development days
 6. On scheduled, non-student contact workdays, teachers shall receive a minimum of thirty-five (35) minutes for preparation time.

F. Preparation Teachers

Preparation teachers may be assigned a maximum of thirty-six (36) instructional periods per week with adequate

passing time of up to five (5) minutes between preparation periods. Preparation teachers shall be entitled to their own preparation time equivalent to intermediate grade teachers' minutes per week, to be built into their schedule, with no individual preparation period being less than thirty (30) minutes. Adequate travel time between sites shall be built into the work day for those preparation teachers who are assigned to more than one site in a day.

- G.
 - 1. School Psychologists and the District Nurse shall work eight (8) hours per day.
 - a) A duty-free lunch period of thirty (30) minutes.
 - b) A fifteen (15) minute break, twice a day.
 - 2. School Psychologists and the District Nurse shall attend additional meetings of nursing staff, grade level, special education, county workshops and other
 - 3. School Psychologist and the District Nurse shall work a one hundred ninety-five (195) day school year commensurate with the approved school calendar.
 - 4. It is expected each School Psychologist and the District Nurse will make appropriate long-range plans for his/her professional duties as well as attend all required site staff meetings and site/district professional opportunities.
 - 5. School Psychologists and the District Nurse may exchange up to five (5) non-student work days after the end of the instructional year for the equivalent amount of work (8-hour day) done during holidays and breaks. Employees wishing to exchange days during the school year must submit a request to their site administrator prior to the break or holiday they will be working.

- H.
 - 1. Dismissal on Modified Wednesdays for elementary schools will be ninety (90) minutes less than the regular school day. Dismissal on Modified Wednesdays for middle schools shall be one-hundred five (105) minutes less than the regular school day.
 - 2. Modified Wednesdays include ninety (90) minutes per week that are set aside for grade-level or department planning and collaboration. The agenda for this collaboration time will be set by the grade level or department. Minutes/notes shall be made available to administration. Specialists will be given the flexibility to meet with site/district grade-level or department teams.

3. When a fifth Wednesday occurs, excluding the first month of school, it shall be used for District articulation purposes. Activities extending beyond the regular work day shall be included in the five (5) hour adjunct duty limit.

I. Kindergarten or Transitional-Kindergarten Hours

1. In addition to their regularly scheduled student contact time, kindergarten or transitional-kindergarten teachers shall be required to provide a minimum of ninety (90) minutes of support per day (Monday, Tuesday, Thursday, and Friday) to a partner teacher (regardless of sharing a classroom). In the event that there is no partner teacher to provide support, the school will provide an instructional assistant for ninety (90) minutes. In return, the kindergarten or transitional-kindergarten teacher receiving instructional assistant support shall provide ninety (90) minutes of instructional support (M, T, Th, F) to the school.
2. Beginning in 2022-23, transitional-kindergarten adult to student ratio will be no more than 1:12.
3. The contract day for all kindergarten or transitional-kindergarten teachers will begin five (5) minutes prior to the AM student-contact time.

J. Full-Day Kindergarten or Full-Day Transitional-Kindergarten

1. The District may offer full-day kindergarten or full-day transitional-kindergarten at a school site. Full-day kindergarten or full-day transitional-kindergarten teacher positions shall be filled on a voluntary basis. No teacher shall be involuntarily transferred or reassigned to teach in a full-day kindergarten or full-day transitional-kindergarten class. Full-day kindergarten or full-day transitional-kindergarten teachers shall receive the same preparation periods, lunch periods, and recess breaks as provided for grades 1-3 teachers.

K. Minimum Days

1. The last day of each trimester shall be a minimum day. Dismissal on these dates will be 1:00 p.m. for elementary schools and 1:15 p.m. for middle schools.

L. Unfilled Absence Coverage

1. Upon the absence of a teacher, and in the event the administrator is unable to cover the position, teachers needed to substitute for one (1) hour or more shall be compensated in the following manner:
 - a) Half-day Kindergarten or transitional-kindergarten teachers needed to serve as a substitute for another half-day kindergarten or transitional-kindergarten teacher shall be compensated with substitute pay at the $\frac{1}{2}$ daily rate and provided a duty-free lunch.
 - b) Kindergarten or transitional-kindergarten through sixth grade teachers needed to serve in the absence of a teacher for which there is no substitute shall be compensated the substitute rate that would have been paid. Should more than one teacher serve a class in the absence of a substitute, then the substitute rate shall be divided equally among the teachers providing instruction.
2. Middle school teachers who volunteer to substitute during their prep, upon the absence of a teacher, shall be compensated for one (1) hour at the adjunct duty rate for each period covered.

ARTICLE VI

WORKYEAR

Traditional Calendar

- A. The work year shall include one-hundred eighty-six (186) teacher workdays:
1. One-hundred eighty (180) instructional days (student contact days).
 2. Three (3) teacher work days that will be scheduled the week prior to the beginning of each school year (pre-service).
 - Up to one day (6 hours), can be determined by site administration.
 - The remaining two (2) days shall be worked by the teacher at his/her work site.
 3. Three (3) staff development days that follow the regulations established by SB 1193, Ed. Code 44579-44579.4:
 - Two (2) days to be determined by site leadership and one (1) day to be determined by the District.
 - In the event that additional articulation is necessary, the District may determine the use of up to two (2) of the three (3) days.
- B. 1. Teachers new to the District shall have a one-hundred eighty-eight (188) day work year, which will include two (2) days of pre-in-service orientation.
2. For payroll purposes their daily rate will be defined as their placement on the salary schedule divided by on-hundred eighty-eight (188).

MTYRE Calendar

See "Appendix E"

ARTICLE IX

REASSIGNMENTS

(MYTRE REASSIGNMENTS: See Appendix)

- A. A reassignment refers to any action, which results in the change of grade level and/or subject matter of a teacher within the same school site.
- B. All teachers shall be advised of their tentative assignments for the following year no later than April 1st.
- C. If any teacher's tentative assignment is changes after April 1st and prior to the commencement of the school year, he/she will be notified by mail.
- D. Reassignment (voluntary or involuntary) shall be based on one or more of the following:
 - 1. Class sizes/changing enrollment
 - 2. Special training and/or certification e.g., BCLAD or CLAD
 - 3. District/school needs
 - 4. Recent, in-district experience e.g., grade levels/subject taught, evaluations.
- E. When reassignments are necessary due to reduction within a grade level, the grade level teacher with the least district seniority will be subject to involuntary reassignment.
- F. Teachers subject to involuntary reassignment for the following school year shall receive notice by the closest work day to March 1st.
- G. A teacher who is involuntarily reassigned shall, upon written request, be given a written statement of the specific reasons why he/she was reassigned, and shall be entitled to conference if requested.
- H. Any teacher requesting reassignment shall notify the site principal in writing by February 15th. This will not preclude interested teachers from applying for positions that occur after February 15th.
- I. No requests for voluntary reassignment shall be granted unless any and all teachers subject to involuntary reassignment have been placed within the applicable posting period.

- J. New teachers may be hired but not assigned to vacancies unfilled or occurring before the end of the April positing period. Newly opened positions occurring between the end of the April posting period and the May 15th posting period shall be first offered to current certificated staff before new teachers are considered.

- K. Tentative reassignments that are solely the result of grade level/subject reduction shall be considered tentative until the first day of student instruction of the following year. If an opening occurs in that grade level/subject, prior to the first day of instruction, affected teachers shall be permitted to return to their previous year's grade level/subject.

ARTICLE X
TRANSFERS

- A.
 - 1. A transfer refers to any action, which results in the movement of a teacher from one (1) school site to another.
 - 2. A vacancy is defined as either a newly created position or an existing position created by either termination, resignation, or retirement.

- B.
 - 1. Known vacancies shall be posted at each school on the closest workday to March 30, April 15 and/or again on the closest workday to May 15.
 - 2. The posting shall be for a period of not less than five (5) contract days. Off track MTYRE teachers shall be notified by mail.

- C. All efforts shall be made to have transfers occur prior to the beginning of the school year. No transfers shall occur later than October 15.

- D. New teachers assigned to vacancies after October 1st shall not be considered permanently assigned to such position during the school year in which they are hired.

- E. Involuntary Transfers
 - 1. Prior to March 30, April 15, and/or May 15, the Superintendent shall notify the least senior teacher(s) subject to involuntary transfer due to school closure, program closure or reduction, or excess staff.
 - 2. A teacher may be involuntarily transferred for just cause (proper and sufficient reasons).
 - i. A teacher may be involuntarily transferred for just cause (proper and sufficient reasons).
 - ii. In determining just cause (proper and sufficient reasons), a finding adverse to the teacher is not required, but only a showing that the transfer is in the District's best interest.
 - 3. A teacher who is involuntarily transferred shall, upon written request, be given a written statement of the specific reasons why he/she was transferred and shall be entitled to a conference if requested.
 - 4. Teachers notified shall be given a list of known vacancies, as of March 15, April 15 and/or May 15 and

each shall rank up to their top five preferences by the end of the applicable posting period. Choice of placement will be based on district-wide seniority. Failure to rank the list by the end of the posting period, shall be considered a waiver of that teacher's preference.

5. Teachers subject to involuntary transfer due to just cause will not be placed until teachers who are subject to involuntary transfer due to school closure, program closure or reduction, or excess staff have been placed.
6. The involuntary transfer process is complete when the teacher subject to involuntary transfer is placed in a position for which they are qualified. If there are no positions available for which they are qualified, the process is continued into the next posting period.
7. Placement will be made no later than the end of the May 15th posting period.
8.
 - a. A teacher shall not be involuntary transferred more than once in three (3) years.
 - b. Teachers subject to involuntary transfer shall not be involuntarily reassigned in that same year.

F. Voluntary Transfers

1. No requests for voluntary transfer shall be granted unless any and all teachers subject to involuntary transfers have been placed within the applicable posting period.
2. Any teacher requesting a transfer shall notify the District Office, in writing, of the vacancy desired no later than the end of the posting period.
3. In making transfers, the Superintendent shall consider transfer requests and the vacancies created if such transfers are approved.
4. Transfers shall be based on one (1) or more of the following:
 - a. Special training and/or certification, e.g., BCLAD or CLAD
 - b. District/school needs
 - c. Recent, in-district experience, e.g., grade levels/subjects taught, evaluations.
5. A teacher who is not selected shall, upon written request, be given a written statement of the specific reason(s) why he/she was not selected and shall be entitled to a conference if requested.

6. At any time prior to the commencement of the school year, two (2) or more teachers may mutually agree to exchange jobs, provided it is approved by the Site Principal(s) and Superintendent.

ARTICLE XII

LEAVES

A. Sick Leave

1. Full-time School Psychologists shall be entitled to ten (10) days paid sick leave per year, for illness, injury, disability, and/or medical appointments.
2. Full-time teachers shall be entitled to ten (10) days paid sick leave per year, for illness, injury, disability, and/or medical appointments.
3. A teacher regularly employed for less than five (5) days a week shall be entitled to sick leave on a prorated basis.
4. Pay for any absences shall be the same as if the teacher served during the absence, providing the teacher has not exhausted such leave.
5. Unused sick leave shall accrue without limitation.
6. Credit for sick leave need not be accrued prior to taking leave and it may be taken at any time during the school year.
7. The District may require a physician's written verification of illness if, in its opinion, absence has been excessive.
8. The District shall provide each teacher, during the first month of each school year, a written statement of:
 - a. Accumulated sick leave
 - b. Sick leave entitlement

B. Bereavement Leave

1. In the event of a death in a teacher's immediate family, a teacher shall be entitled to three (3) days bereavement leave with pay. The superintendent/designee may approve an additional two (2) days if needed by the teacher. Such leave is not deducted from any other leave. The teacher shall notify the District as soon as possible before taking such leave.
2. Members of the immediate family means spouse, father, mother, grandmother, grandfather, great-grandparents, grandchild of the teacher or of the spouse of the teacher, son, son-in-law, daughter, daughter-in-law, brother, sister, foster child or foster parent of the teacher, aunt, uncle, niece, nephew, or any relative living in the immediate household of the teacher.

C. Jury Duty

A teacher shall be entitled to paid leave for required service on a jury. The teacher shall endorse to the District any pay, exclusive of mileage, received for his/her services. In return, the District will issue to the teacher full salary payment.

D. FMLA/CFRA Leave

The District shall comply with the California Family Rights Act of 1991, as amended, and the Federal Family and Medical Leave Act of 1993. The District shall respond to any unit member questions regarding eligibility for State or Federal family leave, including a meeting with Association representatives if requested by the employee.

E. Pregnancy Disability Leave

1. Pregnancy Disability Leave applies to teachers who are disabled due to pregnancy, childbirth, or a related medical condition as defined under the Pregnancy Disability Leave Law.
2. Where the leave is foreseeable, teachers shall notify their principal and the Human Resources Department, in writing two (2) months before the leave is projected to begin.
3. The length of the leave of absence, including the date on which the leave shall commence and the date on which the teacher shall resume duties, shall be determined by the teacher's physician. The length of this leave is generally 6-8 weeks and may not exceed 16 weeks.
4. The teacher shall provide written notice and physician verification to the Human Resources Department as soon as possible regarding the expected date on which the leave will commence, and the expected date on which the teacher may resume duties. If the physician determines that the projected beginning or ending date needs to be changed, the teacher will provide the physician's written certification to the District, as soon as possible.
5. Available sick leave will be used only during leave which has been authorized by a physician. Extended illness leave/difference pay will be used when the teacher remains on a physician authorized leave but has exhausted all available sick leave. If sick leave/difference pay is exhausted, any remaining authorized leave shall be without pay.

F. Child Rearing/Bonding Leave

1. Teachers may elect to utilize up to 12 weeks of child bonding leave occasioned by the birth of the teacher's child, or the placement of a child with the teacher in connection with the teacher's adoption or foster care of the child as provided by the California Family Rights Act (CFRA).
2. Pursuant to Education Code section 44977.5, in order to qualify for child bonding leave, teachers must have completed one-year (twelve months of service) for the District but are not required to have at least 1,250 hours of service during the previous one-year (twelve months) period.
3. For mothers, the 12-week child bonding leave shall commence at the conclusion of any pregnancy disability leave.
4. For non-birthing parents, the 12-week child bonding leave shall commence on the first day of such leave.
5. Pursuant to Education Code section 44977.5, if a teacher exhausts his/her accumulated sick leave prior to expiration of the 12-week child bonding leave, s/he shall be entitled to extended illness leave/difference pay during the remainder of the 12-week period.
6. Pursuant to the CFRA, child bonding leave must be completed within one year of the birth, adoption, or foster care placement of a child with the teacher.
7. Where the leave is foreseeable, teachers shall notify their principal and the Human Resources Department, in writing two (2) months before the leave is projected to begin.
8. Where both parents are employees of the district, the two parents are entitled to share a total of 12 total workweeks of bonding leave.

G. Unpaid Child Rearing Leave

1. Upon written request, the District shall grant a teacher an unpaid leave of absence for the purpose of rearing their natural, adopted, step, or foster child.
2. Where the leave is foreseeable, a teacher shall request this leave at least two (2) months prior to the anticipated date on which the leave is to commence.
3. This leave shall be effective for no less than two (2) months but no longer than the end of the school year during which the leave is taken.

H. Personal Necessity Leave

1. A teacher may elect to use his/her current year's earned sick leave for Personal Necessity as follows:
 - a. Death, accident, or illness/medical appointment of a teacher's immediate family member.
 - b. Accidents involving a teacher's property or the property of a teacher's immediate family member, of such an emergency nature that the teacher's presence is required during the workday.
2. Personal Necessity does not require advance written notice, although a teacher is required to inform his/her site supervisor as soon as possible. The teacher shall file an absence form on returning to duty or a salary deduction will be made.

I. Personal Business Leave

1. Sick leave may be used by the teacher, at his/her election for personal business.
2. No such accumulated leave in excess of seven (7) days may be used in any school year for the purposes enumerated in this section.
3. In the event that the teacher's sick leave days have been depleted, a salary deduction will be made.
4. Personal business leaves are not granted to extend a vacation period or to provide additional days off immediately preceding or following a holiday.
5. This leave may be used under the following conditions:
 - a. Requires at least three (3) workdays written notice to the site supervisor, except in unforeseen or unavoidable situations.
 - b. Shall not be used to engage in a strike, demonstration, picketing, or any other activities related to a work stoppage or political campaigning.
 - c. Shall not be taken to seek or engage in other employment.

J. Health Leave

1. A teacher may be entitled to unpaid leave for the balance of the school year if he/she has exhausted all accumulative or extended sick leave.
2. This leave shall be extended up to one (1) year if supported by medical verification that the teacher will be able to return to duty at the end of that year. Following this extension, the teacher shall not be entitled to return to his/her same position and shall not receive credit for a salary step increase.

3. The teacher may continue benefits if he/she chooses, provided he/she pays the full premium costs to the District.

K. Study Leave

1. The District shall grant a teacher an unpaid leave of absence to pursue educational improvement and advancement.
2. Such leave shall be for a minimum of one (1) semester and a maximum of one (1) year.
3. A teacher shall apply to the District for such leave prior to March 1st and must demonstrate to the District his/her absence will be of benefit to both the teacher and the District.
4. This leave shall be limited to one (1) teacher at any time. In the event that there is more than one (1) applicant for a given period of time, the teacher who applies first shall be given first consideration.
5. This leave shall be irrevocable unless mutually agreed otherwise.

L. Association Leave

1. The Association President or his/her designee shall be provided fifteen (15) days of release time per school year for which the Association shall pay the District the cost of the substitute.
2. The Association President, or his/her designee, shall be provided three (3) days (of the fifteen (15) days) of release time per school year for which the District shall pay for the cost of the substitute. These three (3) days shall be used for CTA meetings and conferences only. For such release time the District will be notified at least two (2) days in advance.

M. Miscellaneous Information/Leaves

1. Teachers on paid leave of absence shall be entitled to the continuance of all District paid group benefits.
2. Teachers on unpaid leaves of absence may continue benefits provided they pay full premium costs to the District.
3. Unless otherwise provided in this article, a teacher on a paid leave of absence shall be entitled to:
 - a. A return within the same semester to the same position or otherwise to a position for which he/she is qualified by credentials.

- b. Receive credit for annual salary increment if on active duty for no less than seventy-five percent (75%) of the school year.

N. Extended Leaves

1. The District may extend a teacher's leave for a maximum period of one (1) year, provided that at the end of the extension such teacher shall not receive credit for a second (2nd) annual salary increment but may continue benefits provided he/she pays the full premium costs to the District.
2. Any teacher who seeks an extension of leave shall make application no later than February 1.
3. Teachers returning from extended leave will be placed no later than the end of the April 15th posting period.

O. Extended Illness Leave

1. If a teacher is absent from duty because of illness or accident for up to five (5) school months during any one (1) school year, the amount deducted from their salary during the absence shall not exceed the cost of a substitute.
2. If a substitute is not employed, the amount which would have been paid to a substitute shall be deducted.
3. The five (5) month period begins after sick leave earned for the current year has been used by the teacher.

P. Court Leave

1. The Superintendent/designee shall authorize absence from duty with pay for teachers, on a District related matter, to appear in court either as a witness or if required by an official order from another governmental agency.
2. The teacher shall provide written verification for the court appearance, in advance, with the Superintendent/designee.
3. This leave shall not be used by teachers for personal business or for reasons brought about by teacher connivance or misconduct.

Q. Industrial Accident and Illness Leave

1. Teachers shall be granted industrial accident and illness leave provided the absence arises out of an occurrence in the course of their employment.
2. The leave will be for not more than sixty (60) days during which schools are required to be in session, or

when the teacher would otherwise have been performing work for the District.

3. The leave shall not be cumulative. If an absence due to an industrial accident or illness overlaps into an additional fiscal year, the teacher shall be entitled to only the unused leave for the same illness or injury.
4. The leave will commence on the first day of absence, provided such absence is ordered by a licensed physician who has examined the teacher and determined him/her to be disabled and/or the teacher is receiving Workers' Compensation payments for salary lost.
5. Payment for salary lost on any day shall not, when added to an award granted under Workers' Compensation, exceed the teacher's normal daily salary.
6. Should the absence exceed the allowable sixty (60) days, the teacher shall use accumulated sick leave and any other paid leave to which the teacher is entitled. However, if the teacher is receiving Workers' Compensation, he/she shall be entitled to use only so much sick leave or other available leave, which when added to the Workers' Compensation daily payment, provides for not more than a full day's salary.
7. Sick leave used for absences shall be restored if absence is subsequently determined to be work related.
8. Periods of leave shall not be considered as a break in the teacher's service.
9. During any paid leave, the teacher shall endorse his/her Workers' Compensation payments to the District. The District shall then issue appropriate salary warrants for the teacher's salary and deduct normal retirement and other authorized deductions.
10. The teacher shall present a written release from his/her attending physician before being permitted to return to his/her regular duty assignment.

ARTICLE XIII

CLASS SIZE

- A. Class sizes are limited to the following:
1. Elementary:
 - TK classes shall not exceed 21 students with a 1:12 adult:student ratio
 - K-3 - not to exceed 21 per classroom
 - 4-6 - 30 per class
 2. Middle School:
 - All general education classes except for P.E. shall maintain an average of 32 students over five (5) periods; no class shall exceed 34 students.
 - An average of 45 students per P.E. class
 3. Special Education:
 - Special-Day caseload is not to exceed eighteen (18) students. If this class size is exceeded, the teacher will receive compensation as listed in 4.1.
 - All Special-Day Classes will be staffed with no less than one (1) Special Education Instructional Assistant (SPED IA).
 - Moderate/Severe: TK-8: will maintain a 1:7 adult:student ratio
 - Mild/Moderate:
 - Elementary: will maintain a 1:8 adult:student ratio
 - Middle School: will maintain a 1:9 adult:student ratio
 - Specially-assigned SPED IAs and the students they assist shall not count in the adult:student ratios. Resource Specialist Program (RSP) caseloads will be limited to twenty-eight (28) students per Federal Regulations.
 - When a self-contained classroom includes more than three (3) grade levels, an additional instructional assistant will be provided.
 4. Compensation:
 - Tk-8: If class size limits are exceeded for ten (10) or more days in a month, teachers will be compensated at \$150 per month.

5. Speech-Language Pathologist:
 - TK-8: Workload shall not exceed 55 per FTE Speech-Language Pathologist.
 - Preschool: Workload shall not exceed 40 FTE Speech-Language Pathologist.
 - "Workload" is defined as a weighted caseload based upon qualifying disability (I.E.P.), and intensiveness of services provided as determined by completion of the Workload Analysis spreadsheet.
 - Each SLP shall update his/her workload on 11/01 and 03/01 and will provide an estimated workload for the following school year by 06/01.
 - A workload can only exceed these limits if agreed upon by the SLP, Site Administrator, and the Director of Special Education (or designee).

B. Mainstream

1. The principal, teachers, and special education teachers shall meet to determine student mainstreaming needs prior to regular education class sizes or class lists being finalized.
2. Elementary students who are mainstreamed for fifty percent (50%) or more of the school day, without the support of an IA, shall normally be considered in the regular-education class size, but be included on the special-education caseload.
3. Elementary general education teachers that are over 21 in primary and over 30 in intermediate when SDC students are mainstreamed daily for a core subject will receive the \$150 class size overage (if not already receiving class size overage).
4. Elementary and Middle School SDC students, who are accompanied in the classroom by an instructional assistant or teacher and for whom the special-education teachers is responsible for assessment and/or report card, shall not be included in the regular education class size.

ARTICLE XX

SALARY SCHEDULE PROCEDURES

INITIAL PLACEMENT, ADVANCED TRAINING, COURSE SELECTION
APPROVAL, AND SALARY SCHEDULE CREDIT

- A.
 - 1. Teachers beginning District service shall be granted a full step for each complete year of previous experience in California public schools, not to exceed eleven (11) years.
 - 2. Initial placement shall be determined by credential and college credit earned beyond the Bachelor's degree.
 - 3. Placement of teachers beginning district service with out-of-state experience shall be at the discretion of the Superintendent.

- B. The purpose of advanced training is to benefit both teachers and students. Therefore, coursework should be selected primarily to improve instructional competence of teachers.

- C.
 - 1. A teacher who will advance from one (1) class to another by September 1 shall file a Declaration of Intent with the Superintendent prior to February 15th.
 - 2. If the teacher is unable to complete the units outlined in the Declaration of Intent, the Salary Notification document shall be revised to reflect accurate placement.

- D. Coursework selected by a teacher for unit credit will be submitted on the Request for Course Approval form (RCA) to their principal for justification and 'initial' approval or disapproval.

- E.
 - 1. Teachers desiring approval for such coursework shall submit a completed RCA to their principal at least (15) calendar days prior to when the class begins.
 - 2. Teachers taking classes for unit credit without prior approval have no assurance that approval will be granted.

- F.
 - 1. The Teacher will be notified of the 'initial' approval/disapproval within five (5) working days of submitting the RCA to the principal.
 - 2. The RCA will then be sent to the Superintendent/designee for 'final' approval/disapproval.

3. The Teacher will be notified of the 'final' approval/disapproval within five (5) working days of the Principal submitting the RCA to the Superintendent/designee.
- G. Approval/disapproval will be determined using one (1) or more of the following criteria for coursework:
1. Directly related to subject areas stated on the teacher's credential.
 2. Necessary for completion of a new teaching major or minor, if required by the District.
 3. Necessary for credential additions or modifications, if requested by the District.
 4. Subject presently taught in the District or tentatively planned for District implementation.
 5. Toward a Master's or Doctoral degree that is directly related to the teacher's current assignment and District instructional guidelines.
 6. Directly related to a teacher's current assignment (may include extra-curricular activities).
- H.
1. All coursework must be taken at or through an accredited institution.
 2. Accredited institutions are defined as postsecondary institutions commonly recognized colleges and universities (e.g. Sac State, UC Davis, National University) as determined by the CTC Accreditation Advisory Council. (Education Code 44370 and 94302)
- I. Travel Study Courses shall be considered for approval only when offered through an accredited college or university.
- J. Online courses shall be considered for approval only when offered through an accredited college or university.
- K.
1. In order to obtain salary schedule credit for approved completed coursework for the September 1 - August 31 year, teachers shall submit official transcripts to the Business Office by September 1.
 2. If an official transcript is not available by the above date, other verification of completion, including grade reports, must be submitted to the Business Office for review by September 1. Credit will not be posted until the official transcript is received by the Business Office, but no later than December 1, in order to be credited for that year.

3. It is the teacher's responsibility to see that all proper information is provided to the Business Office according to the above timelines.
- L. Units shall accrue from year to year until sufficient units have accumulated for salary schedule class advancement.
- M. Probationary teachers are limited to one (1) class movement each year.
- N.
 1. Salary schedule credit will not be granted for a teacher attending a conference/workshop scheduled during the teacher's regular paid workday.
 2. If a teacher pays for a unit by taking a course which requires additional work as a result of such above attendance, salary schedule credit will be granted up to a maximum of one (1) unit per semester.
- O. No audited classes, D or F grades, or class withdrawals shall be acceptable.
- P.
 1. If a teacher questions the principal's or superintendent's decision disapproving a course, he/she may appeal to the Course Evaluation Committee whose decision will be final.
 2. This committee will be composed of two (2) teachers chosen by the GEFA and two (2) administrators chosen by the District who shall attempt to reach consensus.

ARTICLE XXIII

PRESCHOOL PERMIT TEACHERS

1. Credentialing Requirements
 - 1.1 Child Development Associate Teacher Permit
A minimum of 12 semester units in early childhood education or child development.
 - 1.2 Child Development Teacher Permit
24 Semester units of early childhood education/child development.
 - 1.3 Child Development Master Teacher Permit
Authorized to serve as a coordinator of curriculum and staff development in a child care and development program.
 - 1.4 Child Development Site Supervisor Permit
Authorized to supervise a child care and development program operating at a single site.
 - 1.5 Child Development Program Director Permit
Authorized to supervise a child care and development program operated at a single site or multiple sites.

2. General Provisions Applicable to Pre-School Unit Members
 - 2.1 Class Size and Ratio
Class size and ratio shall be determined by Community Care Licensing, Title 22 and California Department of Education, Title 5 regulations. The standard class size is 24 students and one adult to child ratio of 1:8.
 - 2.2 Leaves
Unit members shall follow Article XII-Leaves, of the collective bargaining agreement for all leaves.
 - 2.3 Adjunct Duties
 - 2.3.1 The Site Director and the unit members shall prepare a master list of all adjunct duties and the estimated time required to perform each duty at the beginning of each calendar year.
Currently required Adjunct Duties are Back-to-School Night and Fall Family Night. Maximum 6 hours per year.
 - 2.3.2 Nothing in this Article shall preclude any bargaining unit member from voluntary participation in school related activities that he/she deems appropriate.
 - 2.4 Evaluation
Follow Article VII Evaluation Procedures.
 - 2.5 Compensation

- 2.5.1 Any cost adjustment shall not, without mutual agreement, exceed the State COLA for the preschool program.
- 2.5.2 Each year of service (75% or more), will advance the unit member one (1) vertical step in their Class column.
- 2.5.3 Movement across the schedule must meet the requirements of Article XX Salary Schedule procedure of this collective bargaining agreement.
- 2.5.4 Unit members with a Master's degree from an accredited institution shall receive the Master's degree stipend pursuant to Article XVIII, Salary, Paragraph F.
- 2.5.5 A newly hired teacher will receive up to eleven (11) years credit for full-time out of the district experience. 75% of the days in the permit teachers out of district work year is required to quality for each year of out of the district credit.
- 2.5.6 Preschool teachers shall receive benefits. Unit members whose regular workday is five and one-quarter (5 ¼) hours shall be eligible for seventy-five (75%) District benefit coverage.

3. Pre-School Teachers Work Year

- 3.1 Work Year: 181 days
 - 175 student contact days
 - 3 Pre-service days
 - 3 Staff Development days

The individual unit member's work year shall be 181 days. The pre-school student calendar follows the State required calendar days.

4. Contract Hours

- 4.1 Full-Day (1.0 FTE): 7 hours
- 4.2 Part-Day (.75 FTE): 5.25 hours
(p.m. 9:45-3:15)
- 4.3 Part Time (.60 FTE): 4.20 hours
- 4.4 Full day teachers shall have a 30-minute duty free lunch period and a 10-minute morning relief period.
- 4.5 On weeks when morning teachers attend Wednesday collaboration, they may go on off duty status when their students leave on Friday.

5. Parent Conferences

All preschool teachers shall have two-full-day release days in the fall and one ½ day release day in the spring to conduct parent conferences.

6. Preparation Period

Full time (7 hour/day) unit members shall have the support of an instructional assistant 5 days per week in the afternoon to assist with prep time and shall also utilize the nap period for preparation. Part time unit members shall utilize their contracted non-student time for preparation.

7. Site Director

The district may adopt either of the following Site Director Models (dependent on funds).

7.1 Preschool Site Director may teach a ½ day preschool class @ .75 FTE and sever as Site Director @ .25 FTE. The Site Director shall not evaluate unit members at their sites. The Site Director working under the supervision of the Program Administrator, shall be responsible for, but not limited to, the following duties: Professional learning & collaboration, State Preschool compliance, coordination with the First 5 School readiness program, and supervision of full day teachers/ lunch periods. The Site Director support to the Program Administrator may include the following: parent and student matters. SSTs and IEPs.

7.2 Preschool Site Director may be a 1.0 FTE non-teaching position (if additional funding available). A full time Site Director shall be included within the GEFA bargaining unit. Full time responsibilities will include additional duties such as parent and student matters, IEPs and SSTs. The Site Director will not participate in the observation and evaluation process of staff.

ARTICLE XXIV

TERM/LIVING CONTRACT

- A. This Agreement shall remain in full force and effective from July 1, 2022, up to and including June 30, 2023, and thereafter shall continue in effect year by year unless one of the parties notifies the other in writing no later than March 15 of its request to modify, amend, or terminate the Agreement.

- B. The Galt Elementary Faculty Association (GEFA) and the Galt Joint Union Elementary School District (GJUESD) agree that the contract Articles will be considered "living" and issues may be discussed and resolved by the Interest Based Bargaining (IBB) consensus process as they arise during the contract term. Otherwise, either party may reopen compensation and two (2) additional Articles each contract year.

- C.
 - 1. The Communications Committee shall consist of the GEFA President, Vice President and Bargaining Chairperson. This committee shall meet with the Superintendent and/or a designated representative (s) once a month.

 - 2. The Communications Committee and the District representatives can mutually agree to modify the frequency and attendees of the meetings. The District will provide substitute coverage for the affected teachers.

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5

Name of School District: Galt Joint Union Elementary School District
Name of Bargaining Unit: GEFA
Certificated, Classified, Other: Certificated

The proposed agreement covers the period beginning: July 1, 2023 and ending: June 30, 2024
(date) (date)

The Governing Board will act upon this agreement on: February 6, 2024
(date)

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

Bargaining Unit Compensation	Annual Cost Prior to Proposed Settlement	Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 multiyear and overlapping agreements and Step & Column increases)			Notes
		Year 1 Increase/(Decrease) 2023-24	Year 2 Increase/(Decrease) 2024-25	Year 3 Increase/(Decrease) 2025-26	
1. Salary Schedule Including Step and Column	\$ 18,477,928	\$ 646,727	\$ 669,363	\$ 692,791	Class I & II received an increase of 6% (20 members). Add \$10k Speech Increase .50 to Preschool Teachers Included Statutory Benefits increase from other compensation
		3.50%	3.50%	3.50%	
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 188,975	\$ 482,866	\$ 298,087	\$ 298,087	
		255.52%	44.37%	30.73%	
Description of Other Compensation		Special Ed stipend and longevity rates increased. 1% Off Schedule bonus.			
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 4,518,889	\$ 252,295	\$ 216,080	\$ 221,313	
		5.58%	4.53%	4.44%	
4. Health/Welfare Plans					
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 23,185,792	\$ 1,381,888	\$ 1,183,530	\$ 1,212,191	
		5.96%	4.82%	4.71%	
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	198.65				
7. Total Compensation Average Cost per Bargaining Unit Employee	\$ 116,717	\$ 6,956	\$ 5,958	\$ 6,102	
		5.96%	4.82%	4.71%	

A. Proposed Change in Compensation (Continued)

8. What was the negotiated percentage change? For example, if the change in "Year 1" was for less than a full year, what is the annualized percentage of that change for "Year 1"?

Article XVIII - Salary: Cells in Class I & II of the certificated teacher salary shall be increased by 6% retroactive to July 1, 2023. Cells in Class III, IV, V, and VI of the certificated teacher salary shall be increased by 3.5% retroactive to July 1, 2023. The nurse, psychologist and preschool permit teacher salary schedule shall be increased by 3.5% retroactive to July 1, 2023. The language, speech and hearing specialist salary schedule shall be increased by \$10,000 and 3.5% retroactive to July 1, 2023. The preschool teacher salary schedule shall be increased to reflect a Full Time Equivalent (FTE) position at 7.5 hours beginning July 1, 2024. All bargaining unit members shall receive a 1% off-schedule bonus retroactive to July 1, 2023. The stipend for Special Education Special Resource Specialist and Special Day Class Teacher shall be increased to \$3,500 retroactive to July 1, 2023. Retroactive to July 1, 2023 longevity will increase as follows: a. 10-15 years of service \$950, 16-19 years of service \$1,225, 20-24 years of service \$1,500, 25-29 years of service \$1,750, and 30+ years of service \$2,500.

9. Were any additional steps, columns, or ranges added to the salary schedules? (If yes, please explain.)

N/A

10. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

11. Does this bargaining unit have a negotiated cap for Health and Welfare benefits?
If yes, please describe the cap amount.

Yes No

N/A

B. Proposed negotiated changes in noncompensation items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

N/A

C. What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement? Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

GJUESD will be evaluating roles supported by temporary funding to streamline staffing and allocate resources for the 1% off-schedule bonus.

D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?

N/A

E. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

N/A

F. Source of Funding for Proposed Agreement:

1. Current Year

General fund, State and federal funds. Including one-time funds to support the 1% off schedule bonus.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

No, the agreement is ongoing, except for the 1% off schedule bonus for 2023-24. The ongoing cost of propose agreement will be funded in the subsequent years will be funded with general fund, state, and federal funds.

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

N/A

Galt Joint Union Elementary School District
Public Disclosure of Proposed Collective Bargaining Agreement

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

**Unrestricted General Fund
GEFA**

Bargaining Unit:

Object Code		Column 1	Column 2	Column 3	Column 4
		Latest Board-Approved Budget Before Settlement (As of 12/15/2023)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
LCFF Revenue	8010-8099	\$ 39,969,265		\$ -	\$ 39,969,265
Federal Revenue	8100-8299	\$ -		\$ -	\$ -
Other State Revenue	8300-8599	\$ 1,152,987		\$ -	\$ 1,152,987
Other Local Revenue	8600-8799	\$ 833,574		\$ -	\$ 833,574
TOTAL REVENUES		\$ 41,955,826		\$ -	\$ 41,955,826
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 16,589,181	\$ 735,770		\$ 17,324,951
Classified Salaries	2000-2999	\$ 6,025,177	\$ -		\$ 6,025,177
Employee Benefits	3000-3999	\$ 8,011,721	\$ 164,334		\$ 8,176,055
Books and Supplies	4000-4999	\$ 1,380,493		\$ -	\$ 1,380,493
Services and Other Operating Expenditures	5000-5999	\$ 2,499,974		\$ -	\$ 2,499,974
Capital Outlay	6000-6999	\$ 2,630,133		\$ -	\$ 2,630,133
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 90,716		\$ -	\$ 90,716
Transfers of Indirect Costs	7300-7399	\$ (457,763)		\$ -	\$ (457,763)
TOTAL EXPENDITURES		\$ 36,769,632	\$ 900,104	\$ -	\$ 37,669,736
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ 25,000	\$ -	\$ -	\$ 25,000
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ (6,916,989)	\$ -	\$ -	\$ (6,916,989)
OPERATING SURPLUS (DEFICIT)*		\$ (1,705,795)	\$ (900,104)	\$ -	\$ (2,605,899)
BEGINNING FUND BALANCE					
	9791	\$ 12,422,618			\$ 12,422,618
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 10,716,823	\$ (900,104)	\$ -	\$ 9,816,719
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ 401,081	\$ -	\$ -	\$ 401,081
Restricted	9740				
Committed	9750-9760	\$ 4,869,104	\$ (900,104)	\$ -	\$ 3,969,000
Assigned	9780	\$ 3,603,687	\$ -	\$ -	\$ 3,603,687
Reserve for Economic Uncertainties	9789	\$ 1,842,952	\$ -	\$ -	\$ 1,842,952
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

**Restricted General Fund
GEFA**

Bargaining Unit:

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 12/15/2023)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ -		\$ -	\$ -
Federal Revenue 8100-8299	\$ 3,442,389		\$ -	\$ 3,442,389
Other State Revenue 8300-8599	\$ 6,956,469		\$ -	\$ 6,956,469
Other Local Revenue 8600-8799	\$ 2,093,388		\$ -	\$ 2,093,388
TOTAL REVENUES	\$ 12,492,246		\$ -	\$ 12,492,246
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 5,049,856	\$ 393,823	\$ -	\$ 5,443,679
Classified Salaries 2000-2999	\$ 4,223,971	\$ -	\$ -	\$ 4,223,971
Employee Benefits 3000-3999	\$ 5,430,961	\$ 87,960	\$ -	\$ 5,518,921
Books and Supplies 4000-4999	\$ 3,764,838		\$ -	\$ 3,764,838
Services and Other Operating Expenditures 5000-5999	\$ 3,415,286		\$ -	\$ 3,415,286
Capital Outlay 6000-6999	\$ 1,047,964		\$ -	\$ 1,047,964
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs 7300-7399	\$ 347,311		\$ -	\$ 347,311
TOTAL EXPENDITURES	\$ 23,280,187	\$ 481,783	\$ -	\$ 23,761,970
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 6,916,989	\$ -	\$ -	\$ 6,916,989
OPERATING SURPLUS (DEFICIT)*	\$ (3,870,952)	\$ (481,783)	\$ -	\$ (4,352,735)
BEGINNING FUND BALANCE 9791	\$ 9,027,808			\$ 9,027,808
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 5,156,856	\$ (481,783)	\$ -	\$ 4,675,072
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ 5,156,856	\$ (481,783)	\$ -	\$ 4,675,073
Committed 9750-9760				
Assigned Amounts 9780				
Reserve for Economic Uncertainties 9789		\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ (0)	\$ -	\$ (0)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Galt Joint Union Elementary School District
Public Disclosure of Proposed Collective Bargaining Agreement

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

**Combined General Fund
GEFA**

Bargaining Unit:

Bargaining Unit:		Column 1	Column 2	Column 3	Column 4
Object Code		Latest Board-Approved Budget Before Settlement (As of 12/15/2023)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
LCFF Revenue	8010-8099	\$ 39,969,265		\$ -	\$ 39,969,265
Federal Revenue	8100-8299	\$ 3,442,389		\$ -	\$ 3,442,389
Other State Revenue	8300-8599	\$ 8,109,456		\$ -	\$ 8,109,456
Other Local Revenue	8600-8799	\$ 2,926,962		\$ -	\$ 2,926,962
TOTAL REVENUES		\$ 54,448,072		\$ -	\$ 54,448,072
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 21,639,037	\$ 1,129,593	\$ -	\$ 22,768,630
Classified Salaries	2000-2999	\$ 10,249,148	\$ -	\$ -	\$ 10,249,148
Employee Benefits	3000-3999	\$ 13,442,682	\$ 252,294	\$ -	\$ 13,694,976
Books and Supplies	4000-4999	\$ 5,145,331		\$ -	\$ 5,145,331
Services and Other Operating Expenditures	5000-5999	\$ 5,915,260		\$ -	\$ 5,915,260
Capital Outlay	6000-6999	\$ 3,678,097		\$ -	\$ 3,678,097
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 90,716		\$ -	\$ 90,716
Transfers of Indirect Costs	7300-7399	\$ (110,452)		\$ -	\$ (110,452)
TOTAL EXPENDITURES		\$ 60,049,819	\$ 1,381,887	\$ -	\$ 61,431,706
OTHER FINANCING SOURCES/USES					
Transfer In and Other Sources	8900-8979	\$ 25,000	\$ -	\$ -	\$ 25,000
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (5,576,747)	\$ (1,381,887)	\$ -	\$ (6,958,634)
BEGINNING FUND BALANCE					
	9791	\$ 21,450,426			\$ 21,450,426
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 15,873,679	\$ (1,381,887)	\$ -	\$ 14,491,792
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ 401,081	\$ -	\$ -	\$ 401,081
Restricted	9740	\$ 5,156,856	\$ (481,783)	\$ -	\$ 4,675,073
Committed	9750-9760	\$ 4,869,104	\$ (900,104)	\$ -	\$ 3,969,000
Assigned	9780	\$ 3,603,687	\$ -	\$ -	\$ 3,603,687
Reserve for Economic Uncertainties	9789	\$ 1,842,952	\$ -	\$ -	\$ 1,842,952
Unassigned/Unappropriated Amount	9790	\$ -	\$ (0)	\$ -	\$ (0)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Galt Joint Union Elementary School District
Public Disclosure of Proposed Collective Bargaining Agreement

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Fund 12 - Child Development Fund

Bargaining Unit:

GEFA

		Column 1	Column 2	Column 3	Column 4
Object Code		Latest Board-Approved Budget Before Settlement (As of 12/15/2023)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
Federal Revenue	8100-8299	\$ -		\$ -	\$ -
Other State Revenue	8300-8599	\$ 903,335		\$ -	\$ 903,335
Other Local Revenue	8600-8799	\$ 3,975		\$ -	\$ 3,975
TOTAL REVENUES		\$ 907,310		\$ -	\$ 907,310
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 316,532	\$ 32,348	\$ -	\$ 348,880
Classified Salaries	2000-2999	\$ 181,312	\$ -	\$ -	\$ 181,312
Employee Benefits	3000-3999	\$ 210,221	\$ 7,225	\$ -	\$ 217,446
Books and Supplies	4000-4999	\$ 133,317		\$ -	\$ 133,317
Services and Other Operating Expenditures	5000-5999	\$ 25,127		\$ -	\$ 25,127
Capital Outlay	6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs	7300-7399	\$ 43,020		\$ -	\$ 43,020
TOTAL EXPENDITURES		\$ 909,529	\$ 39,573	\$ -	\$ 949,102
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (2,219)	\$ (39,573)	\$ -	\$ (41,792)
BEGINNING FUND BALANCE					
	9791	\$ 132,949			\$ 132,949
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 130,730	\$ (39,573)	\$ -	\$ 91,157
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 130,730	\$ (39,573)	\$ -	\$ 91,157
Committed	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned	9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ (0)	\$ 0	\$ -	\$ (0)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Galt Joint Union Elementary School District
Public Disclosure of Proposed Collective Bargaining Agreement

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

**Unrestricted General Fund MYP
GEFA**

Bargaining Unit:

Object Code	2023-24	2024-25	2025-26
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 39,969,265	\$ 39,273,162	\$ 40,266,819
Federal Revenue 8100-8299	\$ -	\$ -	\$ -
Other State Revenue 8300-8599	\$ 1,152,987	\$ 1,152,987	\$ 1,152,987
Other Local Revenue 8600-8799	\$ 833,574	\$ 833,574	\$ 833,574
TOTAL REVENUES	\$ 41,955,826	\$ 41,259,723	\$ 42,253,380
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 17,324,951	\$ 17,635,129	\$ 17,908,572
Classified Salaries 2000-2999	\$ 6,025,177	\$ 6,115,555	\$ 6,207,288
Employee Benefits 3000-3999	\$ 8,176,055	\$ 8,349,990	\$ 8,518,092
Books and Supplies 4000-4999	\$ 1,380,493	\$ 1,983,493	\$ 1,443,592
Services and Other Operating Expenditures 5000-5999	\$ 2,499,974	\$ 2,838,723	\$ 2,924,732
Capital Outlay 6000-6999	\$ 2,630,133	\$ 344,503	\$ 354,941
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 90,716	\$ 106,435	\$ 109,660
Transfers of Indirect Costs 7300-7399	\$ (457,763)	\$ (382,549)	\$ (314,870)
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 37,669,736	\$ 36,991,279	\$ 37,152,007
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 25,000	\$ 25,000	\$ 25,000
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ (6,916,989)	\$ (7,124,499)	\$ (7,338,234)
OPERATING SURPLUS (DEFICIT)*	\$ (2,605,899)	\$ (2,831,055)	\$ (2,211,861)
BEGINNING FUND BALANCE			
9791	\$ 12,422,618	\$ 9,816,719	\$ 6,985,664
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 9,816,719	\$ 6,985,664	\$ 4,773,803
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ 401,081	\$ 401,081	\$ 401,081
Restricted 9740			
Committed 9750-9760	\$ 3,969,000	\$ 1,244,996	\$ -
Assigned 9780	\$ 3,603,687	\$ 3,560,466	\$ 2,722,619
Reserve for Economic Uncertainties 9789	\$ 1,842,952	\$ 1,779,121	\$ 1,650,103
Unassigned/Unappropriated Amount 9790	\$ -	\$ 0	\$ 0

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Galt Joint Union Elementary School District
Public Disclosure of Proposed Collective Bargaining Agreement

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

**Restricted General Fund MYP
GEFA**

Bargaining Unit:

Object Code		2023-24	2024-25	2025-26
		Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES				
LCFF Revenue	8010-8099	\$ -	\$ -	\$ -
Federal Revenue	8100-8299	\$ 3,442,389	\$ 1,926,226	\$ 1,926,226
Other State Revenue	8300-8599	\$ 6,956,469	\$ 6,665,803	\$ 6,665,803
Other Local Revenue	8600-8799	\$ 2,093,388	\$ 1,921,136	\$ 1,921,136
TOTAL REVENUES		\$ 12,492,246	\$ 10,513,165	\$ 10,513,165
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 5,443,679	\$ 4,649,337	\$ 4,138,200
Classified Salaries	2000-2999	\$ 4,223,971	\$ 4,063,686	\$ 3,945,336
Employee Benefits	3000-3999	\$ 5,518,921	\$ 5,110,509	\$ 4,900,149
Books and Supplies	4000-4999	\$ 3,764,838	\$ 3,921,164	\$ 1,672,766
Services and Other Operating Expenditures	5000-5999	\$ 3,415,286	\$ 3,704,574	\$ 2,383,549
Capital Outlay	6000-6999	\$ 1,047,964	\$ 591,369	\$ 606,981
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ -	\$ -	\$ -
Transfers of Indirect Costs	7300-7399	\$ 347,311	\$ 272,097	\$ 204,418
Other Adjustments			\$ -	\$ -
TOTAL EXPENDITURES		\$ 23,761,970	\$ 22,312,736	\$ 17,851,399
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ 6,916,989	\$ 7,124,499	\$ 7,338,234
OPERATING SURPLUS (DEFICIT)*		\$ (4,352,735)	\$ (4,675,072)	\$ -
BEGINNING FUND BALANCE				
	9791	\$ 9,027,808	\$ 4,675,072	\$ 0
Audit Adjustments/Other Restatements	9793/9795	\$ -		
ENDING FUND BALANCE		\$ 4,675,072	\$ 0	\$ 0
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ -	\$ -	\$ -
Restricted	9740	\$ 4,675,073	\$ -	\$ -
Committed	9750-9760			
Assigned	9780			
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ (0)	\$ 0	\$ 0

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Galt Joint Union Elementary School District
Public Disclosure of Proposed Collective Bargaining Agreement

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund MYP

Bargaining Unit:

GEFA

Object Code	2023-24	2024-25	2025-26
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 39,969,265	\$ 39,273,162	\$ 40,266,819
Federal Revenue 8100-8299	\$ 3,442,389	\$ 1,926,226	\$ 1,926,226
Other State Revenue 8300-8599	\$ 8,109,456	\$ 7,818,790	\$ 7,818,790
Other Local Revenue 8600-8799	\$ 2,926,962	\$ 2,754,710	\$ 2,754,710
TOTAL REVENUES	\$ 54,448,072	\$ 51,772,888	\$ 52,766,545
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 22,768,630	\$ 22,284,466	\$ 22,046,772
Classified Salaries 2000-2999	\$ 10,249,148	\$ 10,179,241	\$ 10,152,624
Employee Benefits 3000-3999	\$ 13,694,976	\$ 13,460,499	\$ 13,418,241
Books and Supplies 4000-4999	\$ 5,145,331	\$ 5,904,657	\$ 3,116,358
Services and Other Operating Expenditures 5000-5999	\$ 5,915,260	\$ 6,543,297	\$ 5,308,281
Capital Outlay 6000-6999	\$ 3,678,097	\$ 935,872	\$ 961,922
Other Outgo (excuding Indirect Costs) 7100-7299 7400-7499	\$ 90,716	\$ 106,435	\$ 109,660
Transfers of Indirect Costs 7300-7399	\$ (110,452)	\$ (110,452)	\$ (110,452)
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 61,431,706	\$ 59,304,015	\$ 55,003,406
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ 25,000	\$ 25,000	\$ 25,000
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (6,958,634)	\$ (7,506,127)	\$ (2,211,861)
BEGINNING FUND BALANCE			
9791	\$ 21,450,426	\$ 14,491,792	\$ 6,985,665
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 14,491,792	\$ 6,985,665	\$ 4,773,804
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ 401,081	\$ 401,081	\$ 401,081
Restricted 9740	\$ 4,675,073	\$ -	\$ -
Committed 9750-9760	\$ 3,969,000	\$ 1,244,996	\$ -
Assigned 9780	\$ 3,603,687	\$ 3,560,466	\$ 2,722,619
Reserve for Economic Uncertainties 9789	\$ 1,842,952	\$ 1,779,121	\$ 1,650,103
Unassigned/Unappropriated Amount 9790	\$ (0)	\$ 1	\$ 1

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2023-24	2024-25	2025-26
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 61,431,706	\$ 59,304,015	\$ 55,003,406
b.	Less: Special Education Pass-Through Funds		\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 61,431,706	\$ 59,304,015	\$ 55,003,406
d.	State Standard Minimum Reserve Percentage for this District Enter percentage →	3.00%	3.00%	3.00%
e.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b, or \$50,000)	\$ 1,842,951	\$ 1,779,120	\$ 1,650,102

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 1,842,952	\$ 1,779,121	\$ 1,650,103
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ -	\$ 0	\$ 0
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 1,842,952	\$ 1,779,121	\$ 1,650,103
f.	Reserve for Economic Uncertainties Percentage	3.00%	3.00%	3.00%

3. Do unrestricted reserves meet the state minimum reserve amount?

2023-24	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2024-25	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2025-26	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

4. If no, how do you plan to restore your reserves?

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES (CONTINUED)

5. Does the Total Compensation Increase/(Decrease) on Page 1, Section A, #5 agree with the Total Increase/(Decrease) for all funds as a result of the settlement(s)? Please explain any variance.

Total Compensation Increase/(Decrease) on Page 1, Section A, #5	\$ 1,381,888
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ (1,381,887)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$ -
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$ (39,573)
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$ -
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$ -
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$ -
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$ (1,421,460)

Variance \$ (39,572)

Variance Explanation:

In Child Development, there is a carry-over from previous years that will help accommodate variations in the current and subsequent years. Furthermore, we will adjust our revenue accordingly and assess current supplies/services to align them with the program's funding.

6. Will this agreement create or increase deficit financing in the current or subsequent years?

"Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If a deficit is shown below, provide an explanation and any deficit reduction plan, as necessary.

<u>General Fund Combined</u>	<u>Surplus/ (Deficit)</u>	<u>(Deficit) %</u>	<u>Deficit primarily due to:</u>
Current FY Surplus/(Deficit) before settlement(s)?	\$ (5,576,747)	(9.3%)	Spending down restricted funds
Current FY Surplus/(Deficit) after settlement(s)?	\$ (6,958,634)	(11.3%)	Salaries and restricted programs
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (7,506,127)	(12.7%)	Spending down restricted funds & salary increases
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (2,211,861)	(4.0%)	Spending down restricted funds & salary increases

Deficit Reduction Plan (as necessary):

The mentioned deficit encompasses shortfalls in self-funded restricted programs. As we initiate the utilization of restricted programs, we will modify the programs based on the available funding. Additionally, we will make personnel adjustments in unrestricted programs to align with funding in the following years. The current revenue projections incorporate the January Propose Budget for 2024-25, we are reflecting the actual impact of the decrease in COLA for the upcoming years. The district is proactively addressing current programs, expenditures, and conducting a review of personnel adjustments for the next school year.

7. Were "Other Adjustments" amount(s) entered in the multiyear projections (pages 5a and 5b) for 1st and 2nd Subsequent FY?

"Other Adjustments" could indicate that a budget reduction plan was/is being developed to address deficit spending, and to rebuild reserves. Any amount shown below must have an explanation. If additional space is needed, attach a separate sheet, or use page 8a.

<u>MYP</u>	<u>Amount</u>	<u>"Other Adjustments" Explanation</u>
1st Subsequent FY Unrestricted, Page 5a	\$ -	
1st Subsequent FY Restricted, Page 5b	\$ -	
2nd Subsequent FY Unrestricted, Page 5a	\$ -	
2nd Subsequent FY Restricted, Page 5b	\$ -	

J. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF THE COLLECTIVE BARGAINING AGREEMENT

This certification page must be signed by the district's Superintendent and Chief Business Official at the time of public disclosure and is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. The absence of a certification signature or if "I am unable to certify" is checked should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Sections 3540.2 and 3547.5, the Superintendent and Chief Business Official of the Galt Joint Union Elementary School District, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from July 1, 2023 to July 30, 2023.

Board Actions

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year

Budget Adjustment Categories:

Revenues/Transfers In and Other Sources/Contributions
 Expenditures/Transfers Out and Other Uses
 Ending Balance(s) Increase/(Decrease)

	Budget Adjustment Increase/(Decrease)
\$	-
\$	1,421,460
\$	(1,421,460)

Subsequent Years

Budget Adjustment Categories:

Revenues/Transfers In and Other Sources/Contributions
 Expenditures/Transfers Out and Other Uses
 Ending Balance(s) Increase/(Decrease)

	Budget Adjustment Increase/(Decrease)
\$	-
\$	-
\$	-

Budget Revisions

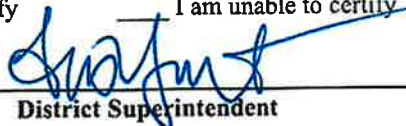
If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

Assumptions

See attached page for a list of the assumptions upon which this certification is based.

Certifications

I hereby certify I am unable to certify

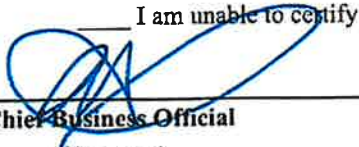


District Superintendent
(Signature)

1/19/2024

Date

I hereby certify I am unable to certify



Chief Business Official
(Signature)

1/19/2024

Date

Special Note: The Sacramento County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

K. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Sections 3540.2(a) and 3547.5.

Galt Joint Union Elementary School District

District Name



District Superintendent
(Signature)

11/19/24

Date

Alejandra Garibay

Contact Person

209-661-6655

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on _____, took action to approve the proposed agreement with the _____ Bargaining Unit(s).

President (or Clerk), Governing Board
(Signature)

Date

Special Note: The Sacramento County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

GALT JOINT UNION ELEMENTARY SCHOOL DISTRICT						
LANGUAGE, SPEECH, AND HEARING SPECIALIST						
2023-2024						
\$10,000 ADD-ON & Salary Increase 3.5% Effective July 1, 2023						
	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V*	CLASS VI
STEPS	BA	BA+30	BA+45	BA+60	BA+75	BA+90
1	66,519	68,766	71,102	73,533	76,060	
2	68,766	71,102	73,533	76,060	78,689	
3	71,102	73,533	76,060	78,689	81,422	
4	73,533	76,060	78,689	81,422	84,266	
5	76,060	78,689	81,422	84,266	87,222	
6	78,689	81,422	84,266	87,222	90,297	
7		84,266	87,222	90,297	93,495	
8		87,222	90,297	93,495	96,820	
9			93,495	96,820	100,279	
10			96,820	100,279	103,877	
11				103,877	107,617	
12				107,617	111,508	
13						122,265
15						123,793
18						125,340
21						126,907
24						128,493
27						130,100
Annual Days	186					

Due to rounding in the automated payroll system, some rates shown may not be exact figure and are being provided for general purposes only.

Hours 7

Masters \$2,000

1% One time Bonus Effective 7/1/2023

LONGEVITY Effective 7/1/23

10-15 Years of Service \$ 950

16-19 Years of Service \$ 1,225

20-24 Years of Service \$ 1,500

25-29 Years of Service \$ 1,750

30 Plus Years of Service \$ 2,500

Pending Board Approval 2/6/2024

GALT JOINT UNION ELEMENTARY SCHOOL DISTRICT					
PSYCHOLOGIST SALARY SCHEDULE					
2023-2024					
Salary Increase 3.5% Effective July 1, 2023					
	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V*
STEPS	BA	BA+45	BA+60	BA+75	BA+90
1	71,741	80,649	83,069	85,561	
2	73,535	83,069	85,561	88,128	
3	75,373	85,561	88,128	90,772	
4	77,257	88,128	90,772	93,495	
5	79,188	90,772	93,495	96,300	
6	81,168	93,495	96,300	99,189	
7		96,300	99,189	102,165	
8		99,189	102,165	105,230	
9		102,165	105,230	108,387	
10		105,230	108,387	111,639	
11			111,639	114,988	
12			114,988	118,438	
13					124,357
15					125,912
18					127,486
21					129,079
24					130,693
Annual Days	195				

Due to rounding in the automated payroll system, some rates shown may not be exact figure and are being provided for general purposes only.

Hours 8
Masters \$2,000

1% One time Bonus Effective 7/1/2023

LONGEVITY Effective 7/1/23

10-15 Years of Service \$ 950
16-19 Years of Service \$ 1,225
20-24 Years of Service \$ 1,500
25-29 Years of Service \$ 1,750
30 Plus Years of Service \$ 2,500

Pending Board Approval 2/6/2024

GALT JOINT UNION ELEMENTARY SCHOOL DISTRICT					
NURSES SALARY SCHEDULE					
2023-2024					
Salary Increase 3.5% Effective July 1, 2023					
STEPS	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V*
	BA	BA+45	BA+60	BA+75	BA+90
1	77,922	80,649	83,069	85,561	
2	80,649	83,069	85,561	88,128	
3	83,069	85,561	88,128	90,772	
4	85,561	88,128	90,772	93,495	
5	88,128	90,772	93,495	96,300	
6	90,772	93,495	96,300	99,189	
7		96,300	99,189	102,165	
8		99,189	102,165	105,230	
9		102,165	105,230	108,387	
10		105,230	108,387	111,639	
11			111,639	114,988	
12			114,988	118,438	
13					124,357
15					125,912
18					127,486
21					129,079
24					130,693
Annual Days	195				

Due to rounding in the automated payroll system, some rates shown may not be exact figure and are being provided for general purposes only.

Hours 8
Masters \$2,000

1% One time Bonus Effective 7/1/2023

LONGEVITY Effective 7/1/23

10-15 Years of Service \$ 950
 16-19 Years of Service \$ 1,225
 20-24 Years of Service \$ 1,500
 25-29 Years of Service \$ 1,750
 30 Plus Years of Service \$ 2,500

Pending Board Approval 2/6/2024

GALT JOINT UNION ELEMENTARY SCHOOL DISTRICT						
CERTIFICATED TEACHERS SALARY SCHEDULE						
2023-2024						
Class I & II Salary Increase 6% and 3.5% on Classes III-VI						
	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V*	CLASS VI
STEPS	BA	BA+30	BA+45	BA+60	BA+75	BA+90
1	53,312	55,444	56,302	58,554	60,896	
2	55,444	57,662	58,554	60,896	63,332	
3	57,662	59,969	60,896	63,332	65,865	
4	59,969	62,367	63,332	65,865	68,500	
5	62,367	64,862	65,865	68,500	71,240	
6	64,862	67,457	68,500	71,240	74,090	
7		70,155	71,240	74,090	77,053	
8		72,961	74,090	77,053	80,136	
9			77,053	80,136	83,342	
10			80,136	83,342	86,675	
11				86,675	90,142	
12				90,142	93,747	
13						103,716
15						105,013
18						106,326
21						107,655
24						109,000
27						110,363
Annual Days	186					

Due to rounding in the automated payroll system, some rates shown may not be exact figure and are being provided for general purposes only.

Hours 7
Masters \$2,000

1% One time Bonus Effective 7/1/2023

LONGEVITY Effective 7/1/23

10-15 Years of Service	\$ 950
16-19 Years of Service	\$ 1,225
20-24 Years of Service	\$ 1,500
25-29 Years of Service	\$ 1,750
30 Plus Years of Service	\$ 2,500

\$2,000 Stipend for TK-6th Grade Combination Teacher

\$3,500 Stipend to the following: Special Education Resource Specialist and Special Day Class Teacher

\$3,500 Stipend to the following: BCLAD Teacher in Transitional Bilingual Program, and BCLAD Teacher in Dual Language Immersion Program

Pending Board Approval 2/6/2024

**GALT JOINT UNION ELEMENTARY SCHOOL DISTRICT
PRESCHOOL PERMIT TEACHER SALARY SCHEDULE**

2023-2024

Salary Increase 3.5% Effective July 1, 2023

	Class 1		Class 2		Class 3		
	1.0 FTE=7 Hours	.75 FTE	1.0 FTE=7 Hours	.75 FTE	1.0 FTE=7 Hours	.75 FTE	
1	41,675	31,256	43,342	32,507	45,076	33,807	
2	43,342	32,507	45,076	33,807	46,879	35,159	
3	45,076	33,807	46,879	35,159	48,754	36,566	
4	46,879	35,159	48,754	36,566	50,704	38,028	
5	48,754	36,566	50,704	38,028	52,733	39,549	
6	50,704	38,028	52,733	39,549	54,842	41,131	
7	52,733	39,549	54,842	41,131	57,036	42,777	
8	54,842	41,131	57,036	42,777	59,317	44,488	
9	57,036	42,777	59,317	44,488	61,690	46,267	
10	59,317	44,488	61,690	46,267	64,157	48,118	

Child Development Associate Teacher Permit Child Development Teacher Permit	Child Development Master Teacher Permit Child Development Site Supervisor Permit	Bachelor (BA) of Child Development with Master Teacher or Site Supervisor Permit or Site Director
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Annual Days 181

Due to rounding in the automated payroll system, some rates shown may not be exact figure and are being provided for general purposes only.

Hours 1.0 FTE 7.0 Hours .75 FTE 5.25 Hours
Masters \$2,000

Continuing Education Units-One-time bonus of 5% of annual salary for 15 units, limited 4 times

1% One time Bonus Effective 7/1/2023

Bilingual Preschool Teacher in Dual Language Immersion Program stipend: \$3,500

LONGEVITY Effective 7/1/23

10-15 Years of Service	\$	950.00
16-19 Years of Service	\$	1,225.00
20-24 Years of Service	\$	1,500.00
25-29 Years of Service	\$	1,750.00
30 Plus Years of Service	\$	2,500.00

Pending Board Approval 2/6/2024

GALT JOINT UNION ELEMENTARY SCHOOL DISTRICT							
PRESCHOOL PERMIT TEACHER SALARY SCHEDULE							
2024-2025							
7.5 Hours Effective 7/1/2024							
	Class 1		Class 2		Class 3		
	1.0 FTE	.75 FTE	1.0 FTE	.75 FTE	1.0 FTE	.75 FTE	
STEPS							
1	44,648	33,486	46,440	34,830	48,300	36,225	
2	46,440	34,830	48,300	36,225	50,228	37,671	
3	48,300	36,225	50,228	37,671	52,237	39,177	
4	50,228	37,671	52,237	39,177	54,327	40,745	
5	52,237	39,177	54,327	40,745	56,499	42,374	
6	54,327	40,745	56,499	42,374	58,753	44,064	
7	56,499	42,374	58,753	44,064	61,115	45,836	
8	58,753	44,064	61,115	45,836	63,558	47,669	
9	61,115	45,836	63,558	47,669	66,097	49,573	
10	63,558	47,669	66,097	49,573	68,744	51,558	
<div style="display: flex; justify-content: space-between;"> Child Development Associate Teacher Permit Child Development Teacher Permit Child Development Master Teacher Permit Child Development Site Supervisor Permit Bachelor (BA) of Child Development with Master Teacher or Site Supervisor Permittor Site Director </div>							
Annual Days	181						

Due to rounding in the automated payroll system, some rates shown may not be exact figure and are being provided for general purposes only.

Hours 1.0 FTE = 7.5 Hours .75 FTE = 5.64 Hours
Masters \$2,000

Continuing Education Units-One-time bonus of 5% of annual salary for 15 units, limited 4 times

Bilingual Preschool Teacher in Dual Language Immersion Program stipend: \$3,500

LONGEVITY

10-15 Years of Service	\$ 950
16-19 Years of Service	\$ 1,225
20-24 Years of Service	\$ 1,500
25-29 Years of Service	\$ 1,750
30 Plus Years of Service	\$ 2,500

Pending Board Approval 2/6/2024