

AGREEMENT

Between

THE SAN YSIDRO SCHOOL DISTRICT

And

THE SAN YSIDRO EDUCATION ASSOCIATION

July 1, 2018- June 30, 2021

TABLE OF CONTENTS

1.	Agreement.....	1
2.	Recognition.....	2
3.	District Rights.....	3
4.	Employee Rights/Nondiscrimination.....	4
5.	Part-Time Employment.....	5
6.	Dues and Agency Fees.....	6
7.	Grievance Procedures.....	8
8.	Leaves.....	13
9.	Class Size.....	23
10.	Hours.....	25
11.	Work Year.....	28
12.	Transfer and Reassignment.....	31
13.	Safety Conditions.....	36
14.	Mileage.....	40
15.	Observation/Evaluation Procedures.....	41
16.	Savings Provisions.....	45
17.	Consultation/Workload.....	46
18.	Compensation and Fringe Benefits.....	48
19.	Retirement Benefits.....	50
20.	Personnel Files.....	52
21.	Interns.....	53
22.	Peer Assistance and Peer Review Program.....	54
23.	Year Round Education Program.....	61
24.	Public Complaints.....	62
25.	Effect of Agreement.....	65
26.	Support of Agreement.....	66
27.	Term.....	67
Appendix A	Salary Rules and Regulations.....	68
Appendix B	CLAD/BCLAD Compensation.....	70
Appendix C	Educator's Salary Schedule.....	71
Appendix D	Permit Teachers' Salary Schedule.....	72
Appendix E	District Stipends.....	73
Appendix F	Calendar.....	74
Appendix G	Observation and Evaluation Forms.....	76
Appendix H	Catastrophic Leave Bank Donation.....	86
Appendix I	Catastrophic Event/Illness Leave Bank Request for Withdrawal Form.....	87

ARTICLE 1. AGREEMENT

- A. The articles and provisions contained herein and the appendices attached hereto constitute a binding agreement between the governing board of the San Ysidro School District ("District") and the San Ysidro Education Association, an Affiliate of CTA/NEA ("Association"), an employee organization.
- B. This agreement is entered into pursuant to the provisions of the Rodda Act (Chapter 10.7, Sections 3540-3549 of the Government Code).
- C. This agreement shall remain in full force and effect when ratified by both parties until June 30, 2021.

ARTICLE 2. RECOGNITION

- A. The District recognizes the Association to be the exclusive representative of the members of the bargaining unit.
- B. The bargaining unit shall include:
 - 1. Adapted Physical Education Teachers, Assessment Center Teachers, Behavior Specialists, Early Childhood Specialists, Head Start Permit Teachers, Interns, Intervention Support Teachers, Math Coaches, Permit Preschool Teachers, Reading Teachers, Resource Permit Teacher, Resource Specialists, Resource Teachers, School Counselors, School Nurses, School Psychologists, Science/Physical Education Enrichment Teachers, Special Day Class Teachers, Speech and Language Pathologists, Teachers on Special Assignment (TOSA), and TK-8 Classroom Teachers.
- C. Excluded are classified, management, supervisory and confidential employees so designated by Board action.
- D. A new certificated employee classification shall be covered under the terms of this Agreement if both the District and the Association agree that the classification falls within the bargaining unit. If agreement is not reached, the California Public Employment Relations Board ("PERB") will be consulted for a ruling. If determination is made that the new classification is in the bargaining unit, following Board action, those employed under the new classification shall be covered immediately under the terms of this Agreement.

ARTICLE 3. DISTRICT RIGHTS

- A. It is understood and agreed that the District retains all of its powers and authority to direct, manage, and control its operation as specified by and to the full extent of the law, except as specified in this Agreement.

- B. Included in, but not limited to, those duties and powers are the exclusive right to: determine its organization, direct the work of its employees, determine the times and hours of operation, determine the kinds of levels of services to be provided, and the methods and means of providing them, establish its educational policies, goals and objectives, insure the rights and educational opportunities of students, determine staffing patterns, determine the number of kinds of personnel required, maintain the efficiency of District operations, determine the curriculum, build, move, or modify facilities, establish budget procedures and determine budgetary allocation, determine the methods of raising revenue, contract out work, and take any action on any matter in the event of an emergency. The Board also retains the right to hire, classify, evaluate, promote, terminate, and discipline employees. In addition, the Board retains the right to determine the impacts and effects of any action taken under this Article, except as specified in this Agreement.

- C. The exercise of these powers, rights, authority, duties, and responsibilities by the Board, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms conform with the laws of the State of California.

ARTICLE 4. EMPLOYEE RIGHTS/NON-DISCRIMINATION

- A. The District and Association recognize the right of employees to form, join, and participate in lawful activities of employee organizations and the equal alternative rights of employees to refuse to form, join, and participate in employee organization activities.

- B. The District shall not engage in unlawful discrimination against any unit member based on race, color, ancestry, nationality, national origin, ethnic group identification, age, religion, marital, pregnancy, or parental status, domicile, political affiliation, or membership in any employee organization, disability, sex, sexual orientation, gender, gender identity or expression, or genetic information; a perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics.

- C. No grievance shall be processed through the grievance procedure by any unit member who initiates any other available legal remedy. This section shall not be interpreted to preclude a bargaining unit member from consulting with his or her bargaining unit representative or private legal counsel.

ARTICLE 5. PART-TIME EMPLOYMENT

- A. Part-Time employee shall be defined as any bargaining unit member who is employed less than 100% of the duty day as defined in Article 10 of this Agreement.
- B. An individual may be hired for, or a full-time permanent unit member may request a transfer to, a part-time position when such a position is available.
- C. The District shall determine whether and when it is appropriate to create a part-time position. With the exception of Pre-School and Child Development Center assignments, in no case shall the District use a combination of part-time positions to replace a full-time position, including those positions created by transfer, resignation, reassignment or retirement. In the case of Pre-School and Child Development Center assignments, the District may fill vacancies created by resignation or retirement with full-time or part-time employees.
- D. A request for transfer shall be handled in accordance with Article 12 of this Agreement.
- E. The unit member on a part-time assignment will be paid a salary at the unit member's present Class and Step on a prorated basis.
- F. The unit member on a part-time assignment will receive sick leave and personal necessity leave on a prorated basis; all other leaves in this Agreement apply, as appropriate.
- G. A unit member on a part-time assignment of 4 hours or more shall be eligible for health and welfare benefits on a prorated basis.
- H. The unit member on a part-time assignment shall receive service credit for class/step advancement on a prorated basis in accordance with CalSTRS regulations.
- I. The unit member's retirement contributions and the District's contributions will be prorated in accordance with CalSTRS regulations.

ARTICLE 6. DUES AND AGENCY FEES

- A. Any unit member who is a member of the Association, or who has applied for membership, may sign and deliver to the District an assignment authorizing deduction of membership dues, initiation fees and general assessment in the Association. Such authorization shall continue in effect from year to year unless revoked in writing at any time. Pursuant to such authorization, the District shall deduct one tenth of such dues from the regular salary check of the unit member each month for ten months. Deductions for unit members who sign such authorization after the commencement of the school year shall be appropriately prorated, commencing with the month of employment or month of beginning membership.
- B. With respect to all membership dues or agency service fees deducted by the District pursuant to this Article, the District agrees to remit promptly such monies to the Association.
- C. The Association agrees to furnish any information needed by the District to fulfill the provisions of this Article.
- D. Upon appropriate written authorization from a unit member, the District shall deduct from the salary of such unit member and make appropriate remittance for annuities, credit union, savings bonds, charitable donations, or any other plans or programs jointly approved by the Association and the District. There shall be no charge to the Association for such deductions.
- E. The District shall be obliged to put into effect any new, changed, or discontinued deduction provided such request is submitted by the 10th of the month to the Director of Fiscal Services and said deduction shall commence with that month's pay period.
- F. The Association agrees to indemnify, defend and hold the District harmless from, and to pay to the District all reasonable legal fees and legal costs incurred in defending against, any court action and/or administrative action challenging the legality or constitutionality of the agency fee provisions of this Agreement or their implementation. The Association shall have the exclusive right to decide and determine whether any such action or proceeding referred to in this section shall or shall not be compromised, resisted, defended, tried or appealed.
- G. Those unit members, who are on paid leave, including part-time employees, shall continue to pay dues to the Association if they have voluntary dues authorization cards on file.
- H. Unit members with payroll authorizations on file who are on unpaid leave of absence shall have said authorization continue in effect upon return to active duty unless appropriately cancelled pursuant to this Article.

- I. Any unit member who is not a member of the San Ysidro Education Association, CTAINEA, or who does not make application for membership within thirty (30) days of the effective date of this Agreement, or within thirty (30) days from the date of commencement of assigned duties within the bargaining unit, shall either
1. become a member of the Association, or
 2. pay to the Association an agency fee in an amount equal to unified membership dues, initiation fees and general assessments. The agency fee shall be payable directly to the Association in one (1) lump sum cash payment or by monthly payroll deduction in the same manner as provided in Section A of this Article. In the event that a unit member shall not pay such fee directly to the Association, or authorize payment through payroll deduction as provided in Section A, the Association shall so inform the District, and the District shall immediately begin automatic payroll deduction as provided in Education Code Section 45061 and in the same manner as set forth in Section A of this Article. There shall be no charge to the Association for such mandatory agency fee deductions.
- E. Notwithstanding any other provisions of this Article, any unit member who is a member of a religious body whose traditional tenets or teachings include objections to joining or financially supporting employee organizations shall not be required to join or financially support the San Ysidro Education Association, CTA/NEA, as a condition of employment; except that such unit member shall pay, in lieu of a service fee, sums equal to such service fee to the following non-religious, non-labor organization, charitable funds exempt from taxation under Section 501(c)(3) of Title 26 of the Internal Revenue Code:
1. John Brunworth Trust Fund.

ARTICLE 7. GRIEVANCE PROCEDURES

- A. Any employee may present grievances relating to a contract dispute to the District and have such grievances adjusted without the intervention of the Association as long as the adjustment is not inconsistent with the terms of this Agreement. The District shall not agree to the adjustment or resolution of the grievance until the Association has received a copy of the grievance and the proposed resolution and has been given the opportunity to file a response.
- B. Most grievances arise from misunderstandings or disputes that can be settled promptly and satisfactorily on an informal basis at the immediate administrative level. The District and the Association agree that every effort will be made by management and the aggrieved party to settle grievances at the lowest possible level. Inasmuch as dissatisfactions and disagreements arise among people in any work situation, the filing of a grievance shall not be construed as reflecting unfavorably upon an employee's good standing, performance, or loyalty or desirability to the organization. Employees, employee representatives and all other persons involved in the presentation of a grievance will be free from restraint, interference, coercion, discrimination, or reprisal.
- C. The District and the Association agree to adhere to all steps and timelines required by this Agreement. Failure by the District to adhere to decision deadlines shall constitute a denial of the grievance and the grievant may proceed to the next step in the grievance procedure.

Failure of the grievant to adhere to submission deadlines, to attend scheduled meetings, to discuss or hear the grievance, or to provide requested information at the grievant's disposal relating to the subject matter of the grievance shall be deemed a termination of the grievance by the grievant and a waiver of the grievant's right to further appeal. The District may, but shall not be required to, give written notice of such termination to the grievant. The grievant may also terminate the grievance at any time by giving written notice to the Superintendent or his designee.

However, nothing prevents the parties from extending dates or deadlines by mutual agreement in writing.

- D. Until final disposition of a grievance, the grievant is required to conform to the original direction of his/her supervisor. The grievant shall conform to the original directive until such time as the grievance is resolved unless the health or safety of the unit member(s) is in jeopardy. If the grievant refuses for health and safety reasons, the grievant will submit his/her refusal in writing to the Superintendent. The writing shall include a detailed description of the underlying health and safety reasons for the refusal to conform to the supervisor's direction. The Superintendent or his/her designee shall evaluate the written refusal and determine whether the grievant may be relieved of the original direction of his/her supervisor.
- E. All documents dealing with the processing of a grievance shall be filed separately from

the personnel files of the participants.

F. Every effort will be made to schedule meetings for the processing of grievances at times that will not interfere with the regular work day of the participants. If any grievance meeting or hearing must be scheduled during the school day, any employee required by either party to participate as a witness or grievant in such meeting or hearing shall be released from regular duties, without loss of pay, for a reasonable amount of time.

G. The grievant has the right to have a representative present at any step of the grievance procedure.

H. Definitions:

1. Grievance: A "grievance" is a claim by one or more specifically named bargaining unit members or by the Association that there has been a violation, misinterpretation, or misapplication of a specific provision of this Agreement or a specific provision in a written Board policy that exists in the 4000 and 6000 series covering the working conditions of unit members. The claimed violation, misinterpretation or misapplication must personally and adversely affect the grievant(s).

A "group grievance" may be filed on behalf of more than one specifically named grievant when there are mutually agreed common questions of fact pertaining to each grievance.

2. Grievant: A grievant is a District employee in the unit covered by this Agreement, or the Association.

3. District Employee: A District employee is a full-time or part-time certificated person receiving compensation and belonging to an appropriate employee unit and shall not include independent contractors.

4. Representative: A representative is a fellow employee, employee organization, or legal counsel who participates in the grievance procedure.

5. Day: A unit member work day, excluding extended year and intersession work days.

I. Informal Resolution of Grievances:

Any unit member, or the Association, who believes he/she has a grievance shall present the grievance orally to the immediate administrator; or if the grievance arises from action taken by authority other than the immediate administrator, such grievance shall be presented to the appropriate individual orally within fifteen (15) days after the grievant knew, or reasonably should have known, of the circumstances that form the basis for the grievance. Failure to do so will render the grievance null and void. The administrator shall

hold an informal meeting with the grievant and attempt to resolve the grievance. It is the intent of this informal meeting that at least one (1) personal conference be held between the grievant and the immediate administrator. The immediate administrator shall provide a response to the grievant within five (5) days of the last informal meeting.

J. Formal Resolution of Grievance:

STEP 1

If the grievance is not settled during the informal discussion and the grievant wishes to pursue the matter, the grievant shall present the grievance in writing to the immediate administrator within five (5) days after the informal resolution procedure is completed. The written grievance shall include:

1. A description of the specific grounds of the grievance, including names, dates and places necessary for a complete understanding of the grievance.
2. A listing of the provisions of this Agreement or Board Policy that are alleged to have been violated or misapplied.
3. A listing of the reasons why the immediate administrator's proposed resolution of the problem is unacceptable.
4. A listing of specific actions requested of the District that will remedy the grievance.

The immediate administrator shall respond in writing within five (5) days after the receipt of the formal grievance.

STEP 2

If the grievant is not satisfied with the disposition of the grievance at Step 1, the grievant shall, within five (5) days after the receipt of the Step 1 response, present the grievance in writing to the head of the Human Resources Department and/or designee. Within five (5) days from the receipt of the grievance, the head of the Human Resources Department shall, if so requested, meet with the grievant in an effort to resolve the grievance. The head of the Human Resources Department and/or designee shall make a written disposition of the grievance within five (5) days after such meetings and furnish a copy thereof to the Association and to the grievant.

STEP 3

If the grievant is not satisfied with the disposition of the grievance at Step 2, the grievant shall, within five (5) days after the receipt of the Step 2 response, submit a written request to the Superintendent or his/her designee to review the grievance. Within five (5) days from the receipt of the grievance the Superintendent or his/her designee shall meet with

the unit member on the grievance. The Superintendent or his/her designee shall make a written disposition of the grievance within five (5) days of such meeting and shall furnish a copy thereof to the Association and to the grievant.

STEP 4

If the grievant is not satisfied with the disposition of the grievance at Step 3, within thirty (30) calendar days after receipt of the Step 3 response, the Association may submit the grievance to arbitration by written notice to the Superintendent. If any question arises as to the arbitrability of the grievance or if the District claims that a grievance should be dismissed because it falls outside the scope of the procedure or because the dispute has become moot, such question shall be heard and ruled upon by the arbitrator prior to any hearing on the merits of the grievance.

At any time during the grievance process, the Association and the District may mutually request the services of a State Mediator to assist the parties in resolving the grievance. The form or content of any settlement discussions will not be binding on either party, nor will they be introduced in an arbitration proceeding.

Within ten (10) days of the Association's notice to the Superintendent of its desire to arbitrate the grievance, or within ten (10) days of the completion of mediation that did not result in settlement of the grievance, representatives of the District and the Association shall select a mutually acceptable arbitrator and obtain a commitment from said arbitrator to serve.

If the parties are unable to agree upon an arbitrator within the specified period, the District and the Association shall request a list of seven arbitrators from the State Mediation and Conciliation Services. The parties shall select the arbitrator from the list by eliminating names until one name remains. The first option to strike from the list shall alternate. The one remaining name shall be the arbitrator.

The arbitration proceedings shall be conducted under the Voluntary Labor Arbitration Rules of the American Arbitration Association. The District and the Association will share equally any payment for the services and expenses of the arbitrator. All other expenses shall be borne by the party incurring them. The arbitrator's decision will be in writing and will set forth his/her findings of fact, reasoning and conclusions on the issues submitted. The written decision of the arbitrator will be submitted to the District and the Association within thirty (30) calendar days of the hearing.

K. Powers of the Arbitrator:

It shall be the function of the arbitrator to resolve the grievance. The arbitrator shall be subject to the following limitations:

1. The arbitrator shall have no power to add to, subtract from, disregard, alter, or modify any of the terms of this Agreement.

2. The arbitrator shall have no power to establish salary structures or change any salary. The arbitrator shall only interpret the terms of this Agreement and Board Policy and the application of such terms on the grievant.
 3. Either party may request a certified court reporter to record the entire arbitration hearing. The cost of the services and expenses of such court reporter shall be paid by the party requesting the reporter, or shared by the parties if they both mutually agree. If the arbitrator requests a court reporter, then the costs shall be shared by both parties.
 4. The burden of proof for all matters considered by the arbitrator shall be the preponderance of the evidence standard, unless otherwise agreed to by the parties.
- L. Hearings held under this procedure shall be held at a time and place that will afford a reasonable and fair opportunity for all persons entitled to be present to attend.
- M. If the grievance arises from any action of authority higher than the principal of a school, the grievant may present such grievances at Step 2 of this procedure.
- N. Time limits provided in this agreement may be adjusted by mutual agreement in writing when signed by the District and the Association.
- O. Nothing contained herein shall deny to any unit member his/her rights under state or federal constitutions or laws. No probationary teacher may use the grievance procedure in any way to appeal discharge or a decision by the public school employer not to renew his/her contract. No permanent teacher shall use the grievance procedure to dispute any action by the public school employer which is applicable to the state tenure laws. No teacher shall use the grievance procedure to appeal any decision of the public school employer or administration if such decision is applicable to a state or federal regulatory commission or agency.

ARTICLE 8. LEAVES

A. Personal illness and injury leave:

1. Unit members with a full-time position shall be entitled to ten (10) days leave with full pay for each school year for purposes of personal illness or injury. Unit members who work less than full-time shall be entitled to that portion of the ten (10) days leave as the number of hours per week of scheduled duty relates to the number of hours for a full-time employee in a comparable position.
2. Whenever possible, unit members shall notify the District in advance of any leave. Unit members will report absences and request substitutes using the automated absence management system.
3. If a unit member does not utilize the ten (10) days of leave as authorized in the paragraph above in any school year, the amount not utilized shall be accumulated from year to year.
4. A unit member shall be required to present a medical note verifying the personal illness or injury after five (5) consecutive working days of absence.
5. A unit member that is absent for less than a full work day shall be charged with one half (1/2) day of sick leave.
6. A unit member shall have the ability to request a half (1/2) day absence. Half (1/2) day absences shall not exceed four (4) within a given school year.
7. Attendance Incentive.
 - a. Unit members who have perfect attendance at the end of the fiscal year will receive a bonus of five hundred dollars (\$500).
 - b. Unit members using personal necessity leave for up to two religious holiday observances in a year (which by the terms of the unit member's religion require that the unit member not attend work on that day) will continue to be eligible for the attendance incentive provided by this section with no deduction for those two days.
 - c. Unit members must have worked a minimum of 75% of the school year to be eligible for the attendance incentive for that year. All eligible unit members shall receive compensation by July 30 each year.

B. Personal Necessity Leave

1. Leave which is credited under "A" of this article may be used, at the unit member's election, for the purpose of personal necessity, provided that use of such personal

necessity leave does not exceed ten (10) days, or the unit member's available sick leave balance, whichever is less, in any school year.

2. Before the utilization of personal necessity leave the unit member shall comply with District procedures to enable the District to secure a substitute.
3. It is agreed and understood, however, that an absence would not qualify under this provision if the reason for such an absence was to participate collectively or individually in concerted unit member activities such as a strike, work stoppage, or other organized or unorganized withholding of service from the District.
4. If the unit member does not elect to use accumulated sick leave as provided above, or has no sick leave balance, then the regular salary deduction for personal leave will be used for days absent. This policy is not applicable for services rendered during the summer session, except for contracted 12-month unit members.
5. Unit members using Family Medical Leave or California Family Rights Act Leave to care for an ill or injured child, spouse, parent, or registered domestic partner shall be required to take all available Personal Necessity Leave concurrently.

C. Extended Sick Leave

1. After a unit member exhausts all available sick leave and accumulated sick leave as specified in A 1 and A2 above and continues to be absent from his or her duties on account of personal illness or injury, he or she shall be entitled to Extended Sick Leave for an additional period of five school months or 90 duty days whatever is most beneficial to our unit member
 - a. The calculation of the five-month or 90 duty day period shall include all mid-year break periods for Winter and Spring, holidays, and non-student days; but exclude the Summer break period separating school years and any off-track periods for year-round or multi-track schedules.
 - b. The amount deducted from the salary due him or her for any of the additional five months in which the absence occurs shall not exceed the sum that is actually paid a substitute employee employed to fill his or her position or, if no substitute employee was employed, the amount that would have been paid to the substitute had he or she been employed.
 - c. Reductions in pay for Extended Sick Leave shall not occur on non-duty days occurring during the five month period or 90 duty days.
 - d. A unit member must submit a medical note for the duration of the Extended Sick Leave.
 - e. Sick leave, including accumulated sick leave, and the five-month period or 90

duty days shall run consecutively.

- f. An employee shall not be provided more than one five-month or 90 duty day period per illness or accident. However, if the school year ends before the five-month or 90 duty day period is exhausted, the employee may take the balance of the five-month or 90 duty day period in a subsequent school year.

D. Catastrophic Leave

The District shall establish a Catastrophic Illness/Injury Leave Bank ("Leave Bank") for the benefit of the bargaining unit members. A catastrophic illness/injury that is expected to incapacitate the unit member for an extended period of time and taking time off from work would create a financial hardship for the unit member. This Article shall not apply to industrial accidents or illnesses.

1. Eligible bargaining unit members may voluntarily donate earned sick leave. This donation shall be irrevocable and shall be accomplished by the unit member completing a written form entitled "Catastrophic Leave Bank Donation Form." Bargaining unit members shall be permitted to make donations to the Leave Bank at any time during the school year.
2. Qualifications to make donations are as follows:
 - a. The eligible unit member must donate a minimum of one (1) working day of sick leave hours to the bank. The member shall not donate more than five (5) working days of sick leave hours in any one (1) school year.
 - b. The unit member must have an accrued sick leave balance of at least ten (10) days at the time of donation.
3. The Association may solicit Leave Bank days from its unit members; however, the program shall be administered by the District. The District shall provide all forms to unit members that are to be used for this purpose by the end of the first full staff meeting of the school year. All forms shall be forwarded to the Business Services Department for processing.
4. To be eligible for use of bank days, a unit member must have donated at least one day to the Catastrophic Leave Bank and have exhausted all accrued paid leave credits. The unit member must use all paid leave credits that he/she continues to accrue on a monthly basis before receiving Leave Bank days.
 - a. Unit members new to the profession in their first two years will automatically be eligible without having to donate days. In order to remain eligible, the employee must donate at least one (1) day within sixty (60) calendar days of the start of their third year of employment.

5. Upon requesting use of bank hours, the bargaining unit member, member of the unit member's family, or designee must provide the District with written verification of the illness/injury prepared by a licensed physician and shall submit a "Certificated Catastrophic Event/Illness Leave Bank Request For Withdrawal Form" to the Human Resources Office. The request shall state the maximum number of days being requested by the unit member. The Assistant Superintendent, Human Resources shall verify eligibility for bank hours.
6. The Leave Bank shall have no limit for accumulating leave days and shall carry-over from year to year. However, once a unit member has received 70 days of Catastrophic Leave, the Association and District shall meet to discuss further action.
7. In the event that a request for bank hours is denied due to ineligibility as defined above, the unit member making the request and the Association President shall be notified in writing of the denial.
8. The Association shall hold harmless and indemnify the District from any and all claims, attorneys' fees, judgments, costs or settlements arising from the administration of these provisions.

E. Bereavement Leave

1. A unit member shall be entitled to five (5) days leave of absence without loss of salary on account of the death of any member of his/her immediate family. The immediate family shall be defined as the following relatives of the unit member or his/her spouse: mother, father, grandmother, grandfather, son, daughter, niece, nephew, aunt, uncle, grandchild, brother, sister, any relative or person sharing the immediate household of the unit member; or a close friend. In the case of a close friend, a unit member shall be entitled to only one (1) day of leave of absence without loss of salary once in a two-year period.

F. Industrial accident and illness leave

1. Unit members experiencing a work related injury or illness qualifying for Worker's Compensation as determined by State Law shall be entitled to up to sixty (60) days of paid leave for each qualifying injury or illness, subject to authorization by the District's third party administrator.

G. Leaves of absence for judicial and official appearances

1. Unit members will be given a leave of absence to appear as a witness in court other than as a litigant or to respond to an official order from another governmental jurisdiction for reasons not brought about through the connivance or misconduct of the unit member with no loss of pay.
2. The unit member taking leave under this section will refund to the District the amount

that is paid for jury duty or witness fees.

3. Unit members who elect to postpone jury duty from a time when school is in session to a non-session time shall be paid for each day served at the following rate, up to a total of five (5) days per fiscal year:
 - a. TK-8 - \$100 per day.
 - b. Permit teachers - \$50.00 per day.

District costs for jury compensation for all unit members shall not exceed \$20,000 per year. Within thirty (30) calendar days of completed jury duty service, unit members shall submit a copy of the notice of jury duty service and verification of jury duty service attendance to the Business office. Payment shall be made in the next full pay period. "Session" is defined as the unit member's contractual work year.

H. Military Leave

1. Unit member employed as a probationary or permanent employee of the District who enters the active military service of the United States of America or of the State of California will have employment rights by law.

I. Pregnancy and Childbearing Leave

1. Unit members shall be entitled to up to four (4) months of Pregnancy Disability Leave pursuant to Government Code section 12945 and Education Code section 45193 running concurrently with all paid leaves and federal Family Medical Leave and subject to the following provisions:
 - a. Unit members shall take all available Sick Leave and Extended Sick Leave during pregnancy disability.
 - b. Unit members shall be expected to return to work no later than six (6) weeks following normal birth or eight (8) weeks following Caesarean section birth except under the following conditions:
 - i. The district receives a statement of continuing disability of the Unit Member from the attending physician.
 - ii. The Unit Member elects to take up to twelve (12) additional weeks of differential leave for child bonding pursuant to the California Family Rights Act within 12 months after the birth of the child.

J. Family Care and Medical Leave

1. The District shall provide unit members family care and medical leave under the

federal Family Medical Leave Act (FMLA) and the California Family Rights Leave Act (CFRA) in accordance with the following provisions:

- a. Employees who have been employed for at least 12 months prior to the leave and worked at least 1,250 hours during that same period shall be entitled to 12 workweeks of leave, excluding break periods but including holidays, within each fiscal year for the following situations:
 - i. Serious health condition of the employee.
 - ii. Serious health condition of the employee's child, parent, spouse, or registered domestic partner.
 - iii. Birth of a child, or placement of a child in the family for adoption or foster care.
- b. Except in the case of pregnancy and subsequent child bonding, FMLA and CFRA leave shall run concurrently with each other.
- c. FMLA and CFRA shall run concurrently with all paid leaves, and in the case of pregnancy, childbirth, and related medical conditions FMLA shall also run concurrently with Pregnancy Disability Leave.
- d. Unit members shall be entitled to health and welfare benefits during FMLA and CFRA leave. In the event that FMLA and CFRA extends beyond any paid leaves, the unit member shall be required to remit the employee portion of any required premiums for dependent coverage to the District, in advance, pursuant to procedures in effect at the time.

K. Leave without pay may be granted for the following purposes:

1. After exhaustion of all applicable and available paid and unpaid leaves, non-probationary Unit members may apply for Leave Without Pay, subject to Board Approval, according to the following provisions:
 - a. Long term personal illness or injury
 - b. To care for seriously ill or injured child, spouse, parent, or registered domestic partner
 - c. Parental, childbearing or child rearing leave
 - d. Preparation for, and culmination of, placement of child with unit member through adoption or foster care
 - e. Political leaves - limited to four (4) weeks to campaign and for term

or appointment of elected office.

- f. Professional leave may be granted for the purpose of attending conferences, workshops, institutes, school visitations and other meetings that are related to improving the bargaining unit member's performance but are not approved or funded by the District.
- g. Study and/or travel.
- h. Personal business - beyond personal necessity.
- i. Special service such as unpaid Association leave, civic, Peace Corp or Vista participation. The Board may consider unusual circumstances upon request. Except in cases of emergency, a thirty (30) day notice shall be given prior to taking the leave in order to facilitate the continued educational program.
- j. Other personal or professional reasons approved by the Governing Board.

- 2. Upon returning from an extended personal leave, the bargaining unit member may be assigned to the same position held if that position is available or shall be assigned to the closest equivalent position that is available. Positions may not be available due to declining enrollment, a shift in student population, lack of funds, or to break a contract with a temporary or replacement teacher.
- 3. A bargaining unit member shall have the option of remaining an active participant in the District's fringe benefit program by contribution of the unit member's total cost of the program during leave.
- 4. All requests for leaves without pay for the following school year shall be submitted by April 15 unless there is an emergency. The Board will consider requests within thirty (30) days of their receipt by the District.

L. Association Leave

- 1. The Board shall grant fifteen (15) days per school year with pay to the Association for Association business. The Association shall also be granted the right to purchase up to ten (10) additional days paid at the daily substitute rate of pay. Requests for such leave shall be in advance and shall be handled by the Association President or his/her designee. This leave is in addition to release time guaranteed by SB 160 for meeting and negotiation or the processing of grievances.

M. Sabbatical Leave

- 1. The sabbatical leave may be granted to unit members by the Governing Board for

study, including study in another area of specialization, for travel, or for other reasons of value to the school system, subject to the following conditions:

- a. In case of travel, a written report shall be required to be submitted at the end of the sabbatical period.
- b. Requests for sabbatical leave must be received by the Superintendent in writing and shall be mutually agreed on by the unit member's organization and the Superintendent, no later than March 15, and action must be taken on all such requests no later than April 15, of the school year preceding the school year for which the sabbatical leave is requested.
- c. No more than one such leave of absence per bargaining unit member shall be granted in each seven year period (Ed. Code 44966, 44967).
- d. Absence from the service of the District for a period of not more than one year under a leave of absence without pay granted by the Governing Board of the District for service under a nationally recognized fellowship or foundation approved by the state board of education of research, teaching, or lecturing shall not be deemed a break in the continuity of service required by this regulation and shall be included as a year of service in computing the seven (7) consecutive years of service required by this regulation (Ed. Code 44967).
- e. At the expiration of the unit member's sabbatical leave, the unit member shall, unless he/she otherwise agrees, be reinstated in the position held by the unit member at the time of the granting of the leave of absence (Ed. Code 44949, 44973). The Governing Board shall be freed from any liability for the payment of any compensation or damage provided by law for the death or injury of any unit member of the District employed in a position requiring certification qualifications when the death or injury occurs while the unit member is on any leave of absence granted under the provisions of Education Code section 44962 - 44976, inclusive.
- f. Upon return from sabbatical leave, an employee shall be placed on the salary schedule at the level which the unit member would have achieved had the unit member remained actively employed in the system during the period of absence.
- g. Sabbatical leave must be preceded by at least seven consecutive years of service, all of which have been served as a regular full-time employee in the school District. Service of at least 75 percent (75%) of the teaching days in each year counts as a full school year. Any year in which the applicant has served some days, but failed to serve 75%

of the days shall not be counted as an interruption in the seven consecutive year period.

- h. The number of unit members absent on sabbatical leave at any one time shall be no more than two percent (2%) of the total number of certificated employees, if requested.
- i. Sabbatical leave will be granted for no more than a total of one year. Sabbatical leave shall coincide with the school year, unless otherwise approved by the Superintendent. Sabbatical leave may be granted for semester or quarter as long as the total leave is begun and finished during a three year period (Ed. Code 44966).
- j. Compensation:
 - i. Compensation while on sabbatical leave shall be in accordance with the provisions of the school District salary schedule in effect during the period of the leave (Ed. Code 44968, 44969).
 - ii. Applicants who desire to receive salary allowance while on a sabbatical leave must furnish a suitable bond indemnifying the school district for any salary paid the employee during the period of the sabbatical leave in the event the unit member fails to return to render two full years of service to the District following the termination of the sabbatical leave; or, in the event the employee fails satisfactorily to carry out the program of study or the itinerary of the trip approved. In the event the unit member is unable to render the two years of service due to death or physical or mental disability, this provision shall be waived (Ed. Code 44969).
 - iii. Applicants who do not desire to furnish a bond and receive salary while on sabbatical leave shall be paid in accordance with the business department's procedures in two equal annual installments as follows: (Ed. Code 44969)
 - iv. At the end of the first year of service after the members return to duty, the business department shall release the first installment upon receipt of a Governing Board resolution authorizing the payment of said installment and including an affirmative statement to the effect that the unit member has completed one year of service and fulfilled all other legal requirements.
 - v. At the end of the second year of service, a similar procedure

shall be followed authorizing payment of the second and final installment.

- vi. A Unit Member on Sabbatical Leave shall be entitled to the same Health and Welfare benefits afforded to all active unit members. In the event a unit member is not receiving pay while on sabbatical leave, he/she shall be required to remit the employee out of pocket cost for their selected plan, as determined by the annual Health Benefit Pool Calculation, to the District, in advance, pursuant to procedures in effect at the time.

N. Re-Employment List

1. After exhaustion of all available paid and unpaid leave, if a Unit Member is not medically able to resume his/her duties, the employee shall be placed either in another position or on a reemployment list according to the following guidelines:
 - a. If the employee is on probationary status, he/she shall be placed on the reemployment list for 24 months.
 - b. If the employee is on permanent status, the employee shall be placed on the reemployment list for 39 months.
2. If during the periods indicated above the employee becomes medically able, he/she shall be returned to employment in a position for which he/she is credentialed and qualified.

ARTICLE 9. CLASS SIZE

A. The following class size maximum shall be maintained:

TK & K:	Maximum 24
1 st – 3 rd :	Maximum 24
4 th – 6 th :	Maximum 28
7 th & 8 th Core Subjects:	Maximum 32 per period
7 th & 8 th P.E.:	Maximum 55 per period
7 th & 8 th Electives:	VAPA courses maximum 45 per period Non-VAPA maximum 30 per period

In the event the foregoing class sizes for grades TK-3 are found by an authority of competent jurisdiction to be inconsistent with Education Code section 42238.02(d)(3)(B) (i.e., LCFF), the Parties agree, upon the written request of either party, to meet and negotiate to address any such inconsistency.

Students above the maximum:

Additional students placed in the classrooms above the agreed maximum will follow these guidelines.

1. Any teacher who receives a student above the maximum will receive \$10 per day per student.
 - a. At the start of the school year, teachers will receive compensation starting the eleventh day of enrollment for the additional student.
 - b. Starting on the twelfth day of the school year, if any teacher receives a student above the maximum, the teacher will receive \$10 per day, per student, starting on the first day of the student's enrollment.
 - c. Student enrollment shall be calculated by the District on Friday's through the student information system.
2. The student count is based on a number of students enrolled in the class and not on a daily attendance.
3. Once all classes within a grade level at a school site have reached the

maximum, the additional students will be placed in the classes based on seniority with the most senior teacher getting the first extra student.

- a. No more than two (2) additional students above the maximum shall be enrolled in any TK or K class.
- b. No more than four (4) additional students above the maximum shall be enrolled in grades 1-8.

When the class size maximum within a grade level at a school site is reached and an additional 20 students are enrolled, an additional teacher shall be hired. Whenever classroom space is unavailable, the District and the Association will meet to generate a plan to address class size overage.

- B. The District shall make a reasonable effort to establish a balance in the number of students assigned per class, grade level or subject with the recognition that factors such as credentialing, curriculum, and enrollment trends may limit such balancing. The staff at particular sites shall have the right to consult with site administrators with regard to balancing issues.
- C. If a classroom does not receive a substitute when a teacher is absent, and if those students are assigned to other classrooms for the day, students shall be divided equally to other same or similar grade level classrooms as much as practical.

ARTICLE 10. HOURS

A. The basic day of service for all full time bargaining unit members shall be as follows:

1. Monday through Friday, 6 hours, 30 minutes, exclusive of a 45 minute duty free lunch.
2. Fridays, up to once per month, 7 hours 0 minutes with 5 calendar days' notice before scheduled meeting, as needed. This meeting shall apply to all unit members, all school sites, and/or district wide and may be called by site principals and Assistant Superintendents with the Superintendent's approval. Extended minimum days shall be held only on Fridays that are not individual planning and preparation days.
3. Any teacher assigned to a six period schedule will teach five periods and receive a preparation period.
 - a. With mutual agreement between the site administrator and the unit member, the District may purchase the preparation period at a rate of one sixth (1/6th) of that unit member's per diem.
 - b. Unit members whose regular assignment includes a daily purchased preparation period, shall have their base pay adjusted to include the 1/6th per diem for the duration of the assignment.

B. Instructional Day:

Pre-School	180 minutes
Transitional K	225 minutes
K	315 minutes
Grades 1-6	330 minutes (exclusive of recesses)
Grades 7-8	334 minutes (inclusive of 1 preparatory period)

The District shall determine starting and ending times of the instructional day in order to accommodate student scheduling.

C. Instructional Minutes on Minimum Days:

Pre-School	180 minutes
TK & K	200 minutes
Grades 1-8	240 minutes (exclusive of recesses)

As part of the annual process of calendar development, minimum days shall be incorporated into the calendar as agreed to by District and Association as follows:

1. Nine (9) minimum days split between the first week and the last week of instruction.
2. Ten (10) minimum days for parent conferences split between the fall and spring.
3. Each Friday not covered in #1 or #2, shall be divided approximately evenly among the four categories of activities listed below. The first three categories shall be directed by the site administrator.
 - a. Staff meetings
 - b. Grade level meetings with an agenda shall exclusively include and promote one or more of the following activities:
 - i. Analysis of, and discussion regarding, student achievement data
 - ii. Development of curriculum and teaching plans
 - iii. Discussion, work, and study regarding Professional Learning Communities
 - iv. Analysis of student achievement for Response to Intervention and Student Study Team processes
 - v. Other subjects or topics recommended by the Leadership Team
 - c. Other meetings directed by the site principal with an emphasis on training and the majority of time devoted to professional development activities
 - d. Individual planning and preparation

D. In addition to the above basic day, unit members are responsible for professional duties which include:

1. Parent conferences, exclusive of minimum day conference periods, in the afternoon or evening as needed to accommodate parents.
2. One (1) "Back to School Night" which shall be held during the first trimester and one (1) "Open House Night", which shall be held during the second trimester, each school year. These two events shall be calendared within the first two weeks of the school year. In the event, due to extenuating circumstances, the "Open House Night" is not able to be held during the second

trimester, the Principal will consult with their teachers to determine an acceptable date prior to Spring Break.

3. Extra-curricular student activities that require chaperoning beyond contractual hours, where no volunteers exist, will be mandatorily assigned to unit members at a school site on a rotating basis with compensation at Student Contact rate. Administration will make an effort to provide timely notice with the exception of emergency situations where administration had no previous notice.
 4. The principal will be responsible for assigning the maximum allowable duty time to all aides. If this is not sufficient time to cover necessary duties, teachers will be assigned on a rotating basis. Adjunct duties shall be equitably distributed to the extent practicable.
- E. Special Day Class teachers and Resource Specialists shall have up to nine (9) release days per year for IEP's, testing and consultation. The release days shall be reasonably distributed throughout the year and shall not consist of more than two (2) consecutively.
- F. School Psychologists shall collaborate with each other one Friday afternoon for half a duty day once a month. The topics and agenda for collaboration meetings may be determined by the Director of Special Education.
- G. Contingency Condition Schedule
1. Notwithstanding anything in the Article 10, to the contrary, during a contingent condition the daily schedule may be adjusted during lunch break to ensure that students are able to be supervised in a safe physical environment. Lunch break will be reduced to 30 minutes and unit members will be dismissed 15 minutes early. If the contingency condition occurs on a day when there is an after-school meeting scheduled, the meeting will be reduced by 15 minutes. A contingency condition is hereby defined as a condition for which student's safety is unduly compromised. Examples may include: weather related conditions, or catastrophic events, as determined by the District and/or Site Administrator.

ARTICLE 11. WORK YEAR

- A. The work year shall be 186 days. There shall be 3 professional development days, 3 teacher preparation days, and 180 student instructional days. The parties shall meet to determine the calendar on an annual basis beginning in January of each year, unless mutually agreed to in writing by both parties.
- B. Temporary summer employment in the Child Development Program shall first be offered to Permit Teachers currently holding the position. Permit Teachers shall be selected for open position(s) on the basis of seniority.
- C. The school calendar applicable to the term covered by this Agreement shall be incorporated in the Agreement as Appendix F.
- D. Job Sharing
 - 1. General Information
 - a. A job sharing unit member is one (1) of two (2) unit members who share one (1) assignment.
 - b. Job share assignments district wide shall be limited in number to a maximum of three (3) per school year.
 - c. The Human Resources Department shall maintain a list of unit members interested in a job sharing assignment. A copy of the job share list shall be provided to a unit member upon request.
 - 2. Approval Process
 - a. Unit members interested in participation in the job sharing program must meet all of the following criteria:
 - i. Permanent status with the District.
 - ii. Appropriate credentials for the proposed assignment.
 - iii. Meets or exceeds standards rating on all elements of the most recent evaluation.
 - b. Job sharing assignments shall be with the mutual consent of the site administrator and the unit members involved, and approval by the Assistant Superintendent of Human Resources, and shall be limited to a term of one (1) school year, with renewal by mutual agreement and approval of the Assistant Superintendent of Human Resources.

- c. A written plan for a job sharing assignment shall be presented to the site administrator for approval by May 1 of each school year and referred to the Human Resources Department for final approval. In extenuating circumstances, the May 1 deadline may be extended by the District.
- d. Approval of the unit members' request for job sharing shall be predicated upon evaluation of the submitted plan and maintaining a balanced curriculum meeting adopted policies of the Board.
- e. If a written plan is denied, the unit members shall, upon request, be provided a written explanation of the reason(s) for the denial by the site administrator and/or Assistant Superintendent of Human Resources.

3. Compensation and Fringe Benefits

- a. Job sharing unit members shall be entitled to all appropriate provisions in the Agreement in the same proportion that their assignment bears to a full year's assignment.
- b. Job sharing unit members shall be entitled to accumulate days of service from year to year, up to the equivalent of a minimum of one hundred and forty (140) days over a two (2) year period for service credit purposes.
- c. The health and welfare benefits available to each job sharing unit member are determined by the actual time worked, but shall not exceed the cost of the equivalent of one (1) position's entitlement to health and welfare benefits.

4. Job Sharing Responsibilities

- a. Absences shall be covered by the job share partner (with payment at the daily substitute teacher rate) or by a substitute teacher. In the event that a job share partner is absent for a split day assignment and the other job share partner cannot cover the absence, the absent job share partner shall be charged for a full day absence. Trading of workdays by job share partners shall be at the discretion of the principal or designee.
- b. All job sharing participants shall attend all staff meetings, open houses, back to school night, parent conferences, in-service training and complete all other professional obligations at the discretion of the principal/designee or in accordance with the approved job share proposal.

5. Return to Full-Time Positions

- a. In the event that one (1) job sharing unit member is unable to complete the assignment due to illness, long term leave, or other unforeseen circumstance, the District may terminate the job share assignment and return the remaining job share unit member to full-time service.
- b. A unit member must notify the Assistant Superintendent of Human Resources in writing, no later than April 15, of the intent to continue or terminate a job share assignment.
- c. When a unit member terminates from a job share assignment or the job share assignment is not renewed by the District for the following year, the affected unit members shall be eligible for full-time positions under the transfer provisions of the Agreement.

ARTICLE 12. TRANSFER AND REASSIGNMENT

A. Definitions:

1. A "transfer" is a movement of a unit member from one (1) District work site to another District work site.
2. A "reassignment" is a movement within a school site of more than three (3) grade levels or in secondary classrooms a change of three (3) periods or more to subjects not taught the previous year.
3. A "vacancy" is an opening that has occurred as a result of a unit member retiring, resigning, or because of increased enrollment, state disability or death. A position that becomes open as the result of a unit member filling a vacancy is not a vacancy. This resulting open position will be filled at the discretion of the District.

B. Unit Member Initiated Transfers and Reassignments

1. The Superintendent or his/her designee shall administer the transfer and reassignment policy.
2. Posting Vacancies. Vacancies shall be posted at each school site and on the online recruitment platform. A list of current vacancies shall be e-mailed to each unit member. Identified vacancies for the succeeding school year shall be posted by May 15 if possible.

The Association President shall be notified of all vacancies via email where applicable at the same time that notices are sent to the sites. Any unit member may review the list of current vacancies by contacting or visiting the District's Human Resources Department.

3. Procedure for Unit Member Initiated Requests for Transfers and Reassignment:
 - a. The unit member shall submit a transfer/reassignment request to the Human Resources Department Head and/or designee within the posting period indicated on the vacancy announcement. Posting periods will be no less than five days.
 - b. The Human Resources Department Head and/or designee shall notify the unit member in writing of the decision regarding his/her request for transfer/reassignment within ten (10) work days of the close of the vacancy. The unit member may request and receive a written reason for denial.
 - c. Any unit member who meets the prerequisites listed in subsection B.3.d of this Article, below, may apply for a vacancy, regardless of the unit

member's current location or grade assignment.

- d. Prior to submitting a request for transfer or reassignment, the unit member must meet the following conditions:
 - i. The unit member must have served at least one year in his/her present assignment prior to submitting the transfer request, unless the unit member is applying for a support staff position (i.e. counselors, psychologists).
 - ii. The unit member's most recent evaluation must have been rated satisfactory or better. Any unit member who is on an assistance plan may, but need not be, considered by the District for a transfer or reassignment.
 - iii. The unit member, during the twelve (12) month period preceding his/her transfer or reassignment request, must not have received any Notice of Unprofessional Conduct pursuant to Education Code Section 44938, or any Notice of Incompetency pursuant to Education Code Section 44938, or any notice approved by the Board or the Superintendent that the employee violated a provision(s) of the Education Code.
- e. Prior to the first duty day of each school year, the Superintendent or his/her designee shall approve or deny a request for transfer/reassignment on the basis of:
 - i. Valid credentials;
 - ii. District-wide seniority; and
 - iii. Pertinent experience.
- f. After the first duty day of each school year, the Superintendent or his/her designee shall approve or deny a request for transfer/reassignment on the basis of:
 - i. Valid credentials;
 - ii. District-wide seniority;
 - iii. Pertinent experience; and
 - iv. The continued operation or implementation of any curricular program.
- g. Unit members may file with the Human Resources Department Head and/or designee a general request for transfer or reassignment. This request shall remain confidential, if so requested by the unit member, until the unit member indicates his/her interest in a particular posted vacancy. The general request may include a preference(s) of assignment,

location(s) desired, and the unit member's qualifications for such assignment. Such request shall be considered for vacancies occurring during the current school year and up to September 15 of the following school year and shall be invalid thereafter.

C. Administrative Transfers and Reassignments

1. The District reserves the right to administratively transfer a unit member to accommodate the needs of the District.
2. The following procedures will be used in administrative transfers and reassignments:
 - a. The District will first make a good faith effort to solicit suitable volunteers for transfer or reassignment when appropriate.
 - i. Unit members who volunteer for administrative initiated reassignment shall be given two (2) days of release or per diem time to prepare for the assignment. Unit members who volunteer for administration initiated transfer shall be given three (3) days of release time or per diem to prepare for the transfer. Unit members who volunteer for administrative initiated reassignment and transfer shall be given four (4) days of release time or per diem to prepare for the assignment.
 - b. When the District determines that there are no qualified volunteers, or when the transfer or reassignment of a volunteer would impede the continued operation or implementation of any curricular program, the Human Resources Department Head and/or designee in consultation with the site administrators shall identify a unit member(s) for administrative transfer or reassignment.
 - i. The principal or immediate supervisor shall schedule a conference with the unit member and provide a written notice of transfer/reassignment stating the reasons for the transfer/reassignment.
 - ii. Except in cases of unforeseen circumstances or emergency, unit members administratively transferred or reassigned during the school year shall be given as much advance notice as possible but no less than five (5) work days' notice in the case of reassignment and ten (10) work days' notice in the case of transfer.
 - iii. Except in cases of unforeseen circumstances or emergency, for reassignments to take place in the following school year, unit members shall be given no less than five (5) work days' notice

before the last duty day of the school year. For transfers to take place in the following school year, unit members shall be given no less than ten (10) work days' notice before the last duty day of the school year.

iv. The District, in consultation with the Association, shall determine whether a shorter time line is appropriate.

c. The unit member may schedule a conference to discuss the transfer/reassignment with the Association President, the Human Resources Department Head and the Superintendent. Any District decision resulting from the conference shall be consistent with the needs of the District.

d. Unit members who are administratively reassigned shall be given two (2) days of release time or per diem to prepare for the assignment. Unit members who are administratively transferred shall be given three (3) days of release time or per diem to prepare for the transfer. Unit members who are administratively reassigned and transferred shall be given three (3) days of release time or per diem to prepare for the reassignment. The release time provided in this subsection shall be given to the unit member within, and is not in addition to, the minimum notice period provided in subsection b, above. The unit member shall receive assistance in moving materials during this release time.

e. Unit members shall not be administratively transferred or reassigned an unreasonable number of times or for arbitrary or capricious reasons.

3. The final decision regarding transfers and reassignments shall rest with the Superintendent.

D. The District shall provide the Association President with a seniority list annually no later than September 1, of each year. The seniority list shall be made available to any bargaining unit member in the District's Human Resources Department no later than September 1, of each year.

E. Staffing New Schools

1. 25% of the classroom openings in a new school shall be available for assignment pursuant to the current provisions of Article 12 relating to Unit Member Initiated Transfers.

2. The District shall be entitled to select the personnel to be assigned to 75% of the openings at a new school by way of the recruitment of new personnel or through administrative transfers.

3. Openings caused by transfers to a new school shall be filled by the District by way

of the recruitment of new personnel or administrative transfers. The current provisions of Article 12 shall not apply to administrative transfers made to fill openings at a new school or openings caused by unit member or administration initiated transfers to a new school.

4. No more than 5 teachers may voluntarily transfer from a school with 30 or fewer teachers.
5. No more than 7 teachers may voluntarily transfer from a school with 31-40 or fewer teachers.
6. No more than 10 teachers may voluntarily transfer from a school with 41 or more teachers.

F. All Other Assignment Changes

1. Prior to the initiation of any administrative changes in assignments or room changes that are not otherwise covered by this Article, the appropriate administrator (i.e. site Principal in most cases) shall hold a conference with the affected unit member and shall provide two (2) days of release time or per diem to assist the unit member in making an orderly transition.

ARTICLE 13. SAFETY CONDITIONS

Personal Property

- A. Unit members shall be reimbursed for any verifiable loss, destruction or damage to their personal property or vehicle while the unit member is conscientiously performing or in a location to perform, his/her duties, a maximum of one thousand dollars (\$1,000.00), if there is no negligence on the part of the employee. Reimbursement for vehicle damage is strictly limited to actual use during and within the scope of employment. The total reimbursement for all loss, damage or destruction of personal property for all unit members and/or all incidents under these provisions shall not exceed \$10,000.00 in any fiscal year.
- B. Reimbursement for verified loss, damage or destruction of personal property suffered while performing services for the District is provided only when written approval for the use of personal property in the schools was given by the supervisor before use. All such prior approval shall be in writing. Exception to such prior approval shall be vehicles, eyeglasses, hearing aids, dentures, watches or articles of clothing necessarily worn or carried by the unit member.
- C. If a unit member receives any payment from an insurance carrier for any loss, damage or destruction for which the District gave reimbursement, the unit member shall repay the District if such payment from an insurance carrier covers the same loss, damage or destruction covered by the District. The District shall, in addition, have all rights of subrogation; and the unit member shall execute all assignments and other documents and cooperate and perform all other acts as required by the District in pursuing such rights of subrogation.
- D. A written request for reimbursement must be filed by the unit member within twenty (20) regularly scheduled work days of the incident with the District. The District shall conduct such investigation as may be necessary.

Working Conditions

- A. The district shall provide a safe workplace that protects unit members from physical and emotional violence, sexual harassment, and other threatening behavior from parents, students, the governing board, classified employees, certificated unit members, and district administrators. Unit members shall not be required to work in unsafe working conditions, or engage in activities that endanger their health, safety, or well-being.
- B. Bargaining unit members shall notify their immediate supervisor in writing concerning an unsafe condition in the District directly affecting their physical welfare, or the physical welfare of students. The immediate supervisor shall investigate the reported unsafe condition and advise the unit member of any findings and suggested corrected action within

five (5) work days. The corrective action shall be initiated and/or corrected within five (5) additional work days.

- C. If the unit member identifies the condition as one that poses an imminent threat of danger to the safety of staff or students, the formal response process shall begin immediately. The condition shall be investigated and a determination of action shall be made by the end of the following work day. The matter shall be resolved as soon as possible.
- D. The District shall keep all school grounds and facilities free of unwanted rodents, pests, arachnids, and insects such as ants, roaches, and fleas. If pesticides or poisons are used, the District shall notify unit members of the names of the chemicals used at least one week in advance of their use, except in situations where immediate use is necessary the district will notify members within 24 hours. The District shall apply them only at times when unit members and pupils are not present, allowing sufficient time for toxic effects to wear off before humans re-enter the affected area.
- E. Each worksite shall have a Site Safety Committee, comprised of a representative from all stakeholder groups including the certificated bargaining unit. Site Safety Committee members shall be recruited jointly by the association and site administrators. The committee shall develop and annually review its discipline, site safety, health, and emergency preparedness plan. The plan shall be distributed to employees at the site on an annual basis. The District Safety Committee shall provide each worksite with general procedures for safety with the site committee overseeing unique site issues. The committee shall make the District aware of any unaddressed safety issues. Unit members serving on site safety committees shall receive release time or the non-student contact hourly rate of pay for committee work.
- F. The District shall work with each site safety committee to provide necessary items such as: a telephone in each classroom or major work area, first aid kits containing rubber gloves, walkie-talkies, mouth-to-mouth breathers, flashlight, basic first aid supplies, emergency toileting supplies, and other items which may be unique to a work location such as a bullhorn, AM/FM radio, blankets, water, and food packages.

Pupil Suspension

- A. A bargaining unit member may suspend a pupil from her/his class for the day of the suspension and the following day for any act that disrupts or diminishes the education process in accordance with Education Code section 48910 and 48900. This includes willful defiance and disruption provided that other means of correction, as set forth in Education Code 48900.5(b), fail to bring about proper conduct.
- B. The unit member shall immediately report the suspension to the site administrator (or their designee) and send the pupil to the administrator (or their designee) for appropriate action.
- C. The pupil shall not be returned to the class from which he or she was suspended, during the period of the suspension, without the concurrence of the bargaining unit member and

the site administrator. The pupil shall not be placed in another regular class during the period of suspension. If the pupil is assigned to more than one class per day, this section shall apply only to other regular classes scheduled during the same time as the class from which the pupil was suspended.

- D. A student may be disciplined with an out-of-school suspension or expulsion, in accordance with Ed Code 48900-48915 for the following reasons:
- a. Caused, attempted to cause, or threatened to cause physical injury to another person; or willfully used force or violence against the person of another, except in self-defense
 - b. Possessed, sold, or otherwise furnished a knife or other dangerous object, except with written permission of the school administrator
 - c. Unlawfully possessed, used, furnished or been under the influence of a controlled substance, an alcoholic beverage, or an intoxicant of any kind
 - d. Offered to sell controlled substance and provided look alike substance instead
 - e. Committed or attempted to commit robbery or extortion
 - f. Caused or attempted to cause damage to school or private property
 - g. Stole or attempted to steal school or private property
 - h. Possessed or used tobacco, or any products containing tobacco or nicotine products
 - i. Committed an obscene act or engaged in habitual profanity or vulgarity
 - j. Unlawfully possessed or offered, arranged, negotiated to sell drug paraphernalia
 - k. Knowingly received stolen school or private property
 - l. Possessed an imitation firearm
 - m. Committed or attempted to commit sexual assault or battery as defined in Sections 261, 266c, 286, 287, 288 or 289 of the Penal Code
 - n. Harassed, threatened or intimidated a student who is a witness in a student discipline proceeding
 - o. Offered, or arranged/negotiated to sell, or sold the prescription drug Soma
 - p. Engaged in or attempted to engage in hazing
 - q. Bullying (including with electronic act), as defined in Education Code 48900
 - r. Aids or abets (suspension only) as defined in Section 31 of the Penal Code

Physical and Emotional Safety

- A. The association and the District agree that unit members and the District have a responsibility to follow state law concerning student discipline.
- B. In accordance with Education Code section 49079, the district shall notify unit members of each pupil who has engaged in or is reasonably suspected to have engaged in any of the acts defined in Education Code Sections 48900 (excluding subdivision h), 48900.2, 48900.3, 48900.4 or 48900.7. . The District shall provide the information to the bargaining unit member based upon any records from the previous three school years, which the District maintains in its ordinary course of business or receives from a law enforcement agency.

- C. Upon receiving a transfer student's records regarding acts committed by the student that resulted in his/her suspension or expulsion, the Superintendent or designee shall inform any of the student's teacher(s) that the student was previously suspended or expelled from his/her prior district as soon as reasonably possible. The District shall ensure suspension information is recorded in the Student Information System. The District shall not be held accountable for failure to provide discipline information not disclosed within the transfer request.
- D. Any information received by a unit member pursuant to Education Code Section 49079 or otherwise covered in this section, shall be received in confidence for the limited purpose for which it was provided and shall not be further disseminated by the unit member.

Assault, Insult and Abuse

- A. Whenever any unit member is attacked, assaulted, or physically threatened by any pupil, it shall be the duty of the employee, and the duty of any immediate supervisor who has knowledge of the incident, to promptly report the incident to the appropriate law enforcement authorities of the county or city in which the incident occurred.
- B. A member of the governing board, superintendent, or an employee of the district shall not directly or indirectly inhibit or impede the making of the report prescribed by the affected unit member.
- C. Unit members may submit a claim in accordance with the Personal Property section of this article, for reimbursements of the costs of repair or replacement of personal property damages as a result of a workplace assault.
- D. When absence or disability arises from assault, unit members shall suffer no loss in wages, benefits or leaves in accordance with worker's compensation and other state laws.
- E. The District shall provide training on a voluntary basis to unit members requesting training on de-escalation and confliction intervention techniques.

Safe and Secure Learning Environment

- A. Pursuant to Education Code Section 51512, the use of any electronic listening or recording device by any person, including a pupil, in any classroom without the prior consent of the teacher and the principal is prohibited.
- B. In accordance with a safe and secure learning environment the district shall comply with Education Code 44810.

ARTICLE 14. MILEAGE

Mileage will be paid by the District to unit members that are required to use their vehicles for required home visits and/or other school business, if prior approval is obtained from the unit member's immediate supervisor. The mileage rate shall be adjusted every January 1, to reflect the rate most recently published by the IRS.

ARTICLE 15. OBSERVATION/EVALUATION PROCEDURES

Unit members shall be observed and evaluated by their immediate supervisor and/or designee at each school or administrative site according to the following schedule:

- Probationary Employees: 1st set of two formal observations and written evaluation by November 30th
2nd set of two formal observations and written evaluation by March 1st
- Permanent Employees: 1st formal observation by November 30th
2nd formal observation by March 1st
Final evaluation no later than 30 days before the end of the school year

The District shall determine the need for, the type of, and provide the necessary assistance to unit members for the purpose of improving their teaching competencies. If the immediate supervisor determines that a unit member is not performing his or her duties in a satisfactory manner according to the standards prescribed by the Governing Board, the immediate supervisor shall notify the unit member in writing of that fact and describe the unsatisfactory performance. The immediate supervisor shall continue to confer with the unit member making specific recommendations as to areas of improvement in the unit member's performance and endeavor to assist the unit member in his or her performance through an assistance plan followed by participation in the Peer Assistance and Review (PAR) program.

A. Observation Procedures.

1. Frequency of Observations. A minimum of two (2) unannounced or announced classroom observations, at least twenty (20) minutes in length each, are required for each evaluation period.

Additional announced or unannounced observations may be conducted at the immediate supervisor's discretion. The immediate supervisor or unit member may also request outside evaluation assistance from the Educational Services Department Head, if necessary, after the required two observations.

2. All classes may include observations in the areas of reading, language, math and one other subject selected by the immediate supervisor. A lesson plan will be provided by the unit member prior to the observation if requested by the immediate supervisor.
3. The immediate supervisor shall utilize the District approved form ("Observation Form") to compile all observation information. Additional pages may be affixed when necessary, but their addition must be indicated on the Observation Form. The Observation Form shall contain:
 - a. The date, time and location of the observation;

- b. A description of each area observed; and
 - c. Suggestions for improvement where appropriate.
4. Within ten (10) days of an observation, the immediate supervisor shall meet with the unit member to discuss the observation and review the Observation Form. The Observation Form shall be signed by both the immediate supervisor and the unit member to indicate that the Observation Form has been reviewed by the unit member. A copy of the Observation Form shall be forwarded to the Human Resources Department Head after the immediate supervisor's conference with the unit member.
5. If the immediate supervisor determines that additional observations and conferences are necessary to maintain the level of competency expected of unit members, the site administrator shall increase the number of observations and conferences.

B. Final Evaluation Procedures

1. Frequency of Evaluation.

Probationary Employees: Unit members with probationary employment status shall be evaluated twice each school year.

- a. Unit members who begin employment 30 duty days or less prior to the observation/evaluation deadline, will not be included in that evaluation cycle.

Permanent Employees: Unit members that have attained permanent employment status shall be evaluated at least once every other year.

If a unit member with permanent status receives an unsatisfactory evaluation, the District shall evaluate the unit member each school year until the unit member achieves a satisfactory evaluation or is separated from the District.

Permanent Employees With Ten Years: Unit members that have attained permanent employment status, have been employed at least ten (10) years with the District as of the first duty day of the current school year and whose previous two evaluations rated the employee as meeting or exceeding standards prescribed by the Governing Board, will be evaluated every five years.

This does not eliminate an immediate supervisor's right to informally observe a teacher and make recommendations for improvement. Should an immediate supervisor determine that a unit member is not performing to standard at any time during the five-year period, the immediate supervisor may provide the teacher with notice that formal observations and evaluation will be implemented for the following school year.

The formal observation cycle will commence no later than October of the following school year.

The immediate supervisor shall utilize the District approved form ("Evaluation Form"). Additional pages may be affixed when necessary, but their addition must be indicated on the Evaluation form. The Evaluation Form shall contain a description of the areas evaluated and suggestions for improvement where appropriate.

2. The immediate supervisor shall meet with the unit member to review the Evaluation Form. The Evaluation Form shall be signed by both the site administrator and the unit member to indicate that the Evaluation Form has been reviewed by the unit member. A copy of the Evaluation Form shall be forwarded to the Human Resources Department Head after the immediate supervisor's conference with the unit member.
3. The unit member may prepare a written response to the evaluation, which will be attached to the Evaluation Form.
4. Unit members shall only be evaluated under the CTSP aligned evaluation process for those portions of the CTSP in which the unit member has completed training.

C. Informal Observation by Visitors other than District Administrators

The purpose of this language is to collaborate to minimize disruption to teaching and learning, and to protect the integrity of the evaluation process. In order to accomplish this purpose, the San Ysidro School District and the San Ysidro Education Association agree to the following regarding informal observations by visitors other than District administrators:

1. School administrators will be present during informal observations;
2. Visits to schools by those other than District administrators shall be announced in advance;
3. Information gathered during informal observations with visitors shall not be applied to unit members' evaluations;
4. Feedback from, and information gathered during informal observations will not be disseminated in a manner which identifies unit members on an individual basis, except in those instances in which an individual unit member must be identified in order to obtain a benefits (i.e., special recognition, program incentives, etc...);

5. Informal observers shall not interrupt the teacher or students during instruction; and
6. Informal observations shall not add to, detract, or alter in any way, the agreed upon evaluation procedure in the current collective bargaining agreement between the parties.

ARTICLE 16. SAVINGS PROVISIONS

- A. Each provision of the Agreement shall be interpreted and applied in a manner that is consistent with all other provisions of the Agreement.
- B. If any provisions of this Agreement are held to be contrary to law by a court of competent jurisdiction, such provisions shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions shall continue in full force and effect.

ARTICLE 17. CONSULTATION/WORKLOAD

A. CONSULTATION

1. The Association has the right to consult on the definition of educational objectives, the determination of the content of courses and curriculum, and the selection of textbooks to the extent such matters are within the discretion of the District under the law. Nothing in this provision shall be construed to limit the right of the District to consult with any employees or employee organizations on any matter outside the scope of representation.
2. The Superintendent and selected management team personnel shall meet once a month with Association Site Representatives and the Association President to insure the smooth implementation of the contract. Association Site Representatives shall be released at the end of the teaching day to attend these meetings.
3. The Association President or his/her designee will have a voting place on the Curriculum Advisory Group (CAG). The District agrees to consider any input provided by CAG.
4. Unit members' input into the design and development of staff development shall be enhanced by assigning a role in such design and development to the Curriculum Advisory Group ("CAG"). All CAG site representatives shall serve two-year terms. The CAG group shall consist of one unit member from each site and one unit member to represent each special assignment teacher group. Each site/group shall elect the representative and an alternate.

B. WORKLOAD

Unit members' workloads have been affected by changes in the instructional program. Both parties recognize the integrity of the contractual work day, and the necessity to assure that duties and responsibilities are adjusted downward when any new program or duty is added.

1. Because of the unique student population of the district, there are many programs, the successful, implementation of which requires the cooperation of unit members and the District administrative staff.
2. For each program the District shall provide:
 - a. A brief description of the change in instructional program;
 - b. A description of the teachers involved with the change

- C. The District agrees to provide opportunity for teacher input prior to adopting educational programs.
- D. Approved programs must be prepared for implementation before the first instructional day of each school year.
- E. The District shall not establish any programs or procedures which will increase unit members' workload without providing reasonable assistance for unit members to handle this increased workload within the current contractual day.
- F. Any materials, tools, and supplies that are required by the District for use in the classroom related to the changes in the content of courses and curriculum shall be provided by the District.
- G. Science and Physical Education Enrichment teachers shall have a designated space at each school site to house their materials. They shall have a mailbox at each school site.

ARTICLE 18. COMPENSATION AND FRINGE BENEFITS

A. Compensation.

The certificated salary schedule shall be increased by 2% effective July 1, 2018.

B. Immediately following the ratification of this Agreement by both parties, the following proposed hourly rates shall be effective. The rates shall be paid in accordance with past practice and apply to those professional assignments which occur outside the unit member's contractual duty day and are authorized by the site administrator and approved by the Governing Board. Such assignments would be in-district, unless otherwise authorized by the Superintendent or his/her designee, and the District shall be the sole determiner as to whether the activity is covered by this Article.

Student Contact Time	\$40/hour
Non-Student Contact Time	\$30/hour

C. Fringe Benefits:

1. Eligible employees may select the type of plan and carrier approved by the District for medical, dental, vision, and life insurance benefits.
2. The District on an annual basis shall establish a "pool" to implement the District's maximum contribution per eligible employee. All eligible District certificated employees shall be placed into one (1) combined pool. The pool shall be equal, on an annualized basis to the product of Nine Thousand Five Hundred Dollars and Zero Cents (\$9,500.00) times the number of eligible employees. The utilization of a pool approach shall allow an individual eligible employee to receive a District contribution of less or more than \$9,500.00 per year, but in no event shall the total amount contributed by the District be less than the product \$9,500.00 times the number of eligible employees on an annualized basis. In the event that the total amount in the pool is not sufficient to cover the costs for all eligible employees, the cost in excess of the total amount in the pool shall be paid by eligible employees whose plans exceed \$9,500.00 on a proportionate basis according to the full costs of their respective plans.
3. The District shall allow qualified unit members to enroll in the Medicare program.
4. As long as a single pool for all employees is maintained, the District shall ensure that its contribution to the pool is no less than the current "per employee" contribution, as set forth above in Section D.2, and at least as much as the total annual premium costs for employee only coverage for health, dental, vision and life in the HMO plans available in each of those categories. The District will also work with its insurance administrator, currently VEBA, to maintain compliance with all provisions of any contract between the District and its insurance administrator.

5. The District will convene a Composite Insurance Team ("CIT") composed of up to four (4) members from, and selected by, each employee group (SYEA, CSEA and Management/Confidential). Within 20 working days of receiving rate information for the upcoming plan year from the Insurance Administrator, the CIT shall convene to review the rate information, plan options and applicable cost comparisons. CIT members shall then share the information obtained with their respective bargaining teams for negotiation.

ARTICLE 19. RETIREMENT BENEFITS

A. Hospital and Medical Insurance for Retired Employees (Premium paid by Employee)
Bargaining unit members 55 years of age or older after June 30, 1986, may elect to continue coverage in the District approved health insurance plan, upon retirement. The total costs of the health insurance premium will continue to be paid by the retired employee until reaching the age of 65.

1. A "retired employee" or "retiree" is defined, for purposes of this article, as a bargaining unit member who has retired for service or disability and is eligible for, or is receiving, a retirement allowance from the State Teachers' Retirement System or Public Employees' Retirement System.
2. At the time of retirement, the retiree must be enrolled in a District approved insurance plan with the benefit options desired after retirement.
3. The spouse of the retiree and/or dependents may be covered by the retiree provided they are enrolled as his/her dependents at the time of his/her retirement. Any family member who was the retiree's spouse or dependent but not enrolled at the time of retirement may be enrolled after the time of retirement provided there is no lapse in the retiree's enrollment in the District approved health insurance plan. A new spouse and/or dependent children may be enrolled only if the retiree acquires the new dependents through marriage, birth, and/or adoption after retirement.
4. Death of the retiree automatically cancels the District coverage for the surviving spouse and/or dependents.
5. Coverage for the retiree and any dependents shall cease on the last day of the month in which the retiree attains the age of 65.
6. It is the responsibility of the retiree to inform the District of a change of dependent status within 30 days of such change. Failure of the retiree to report a change will automatically result in loss of benefits. Resultant premium payments by the District will be the liability of the retiree.
7. A maximum of ten (10) monthly premiums must be received in the District business office on or before October 1st of each year.

B. Hospital and Medical Insurance for Retired Employees (Premium paid by District)

A bargaining unit member, 55 years of age or older, who retires on or after June 30, 1999, and has served 15 years in the San Ysidro School District will be eligible for 100% coverage in the current approved health insurance plan. The District will pay the cost of this health premium for retired employees under 65 until the retired employee reaches age 65.

1. Regulations referred to in sections 1 – 6 above are applicable to this plan.
2. When it becomes necessary for an employee to take disability retirement before reaching age 65 he/she will automatically become eligible for this benefit provided he/she has served a minimum of 15 years with the District.

An eligible bargaining unit member under this provision B, who retires and changes residence so that it is impossible for the retired employee to receive continued coverage under the District approved health insurance plan, shall have the option of having the District contribute directly to another health insurance carrier licensed and authorized to conduct business at the new residence of the retired employee. The District's contribution shall be the same amount as its contribution to the District approved health insurance plan. The retired employee shall give at least ninety (90) days prior written notice to the District of the desire to exercise the option under this provision 3.

ARTICLE 20: PERSONNEL FILES

- A. Unit members, or a representative designated by the unit member, shall be entitled to inspect and obtain copies of materials in their personnel files, except for ratings, reports or records which were obtained prior to the employment of the unit member, or as otherwise excluded by law.
- B. The term “disciplinary action” shall be defined as: (a) written reprimands, warnings or directives or any other written notices and information of a derogatory nature that reflect negatively on a unit member’s performance which are placed in the employee’s personnel file; or (b) written notices of unprofessional conduct, including persistent refusal to obey District regulations and a notice of evident unfitness for service.
- C. Disciplinary action as defined in this article shall be taken only for just cause. The District shall take a corrective rather than punitive approach to discipline. Disciplinary action shall be progressive in nature, but the District may move immediately to higher levels of discipline for serious violations or major infractions.
- D. Disciplinary action, shall not be entered or filed in the unit member's personnel file unless, and until, the unit member is given notice and an opportunity to review and comment thereon. Disciplinary action shall not be placed in the unit member’s personnel file until ten (10) days after notification. A unit member shall have the right to respond or comment on any derogatory statement filed in his or her personnel file. Said response shall be attached to the derogatory statements.
- E. Disciplinary action shall be removed if it was subject to the grievance process and was not sustained.

ARTICLE 21. INTERNS

- A. For the purposes of this Article, an intern shall be defined as a bargaining unit member who holds a Short Term Staffing Permit, Provisional Internship Permit, or a District or University Intern credential.
- B. Interns shall be placed on the lowest step and range of the certificated salary schedule.
- C. The District may employ new interns annually in such numbers as needed in high need areas where fully credentialed, fully qualified applicants could not be found including, but not limited to, special education, psychologists, and speech and language pathologists. Interns cannot displace current unit members occupying such positions.
- D. Interns shall have the opportunity to be voluntary participants in the PAR/BTSA Teacher Induction Program delineated in Article 22 of this Agreement.
- E. All other terms and conditions of employment covered by this Agreement shall be provided to all interns.

ARTICLE 22. PEER ASSISTANCE AND PEER REVIEW (PAR)

The Association and the District are continuously striving to provide the highest possible quality of education. In order for students to succeed in learning, teachers must succeed in teaching. Therefore, the parties agree to cooperate in the design and implementation of programs to improve the quality of instruction through expanded and improved professional development and peer assistance. Teachers referred to or who volunteer for the program are viewed as valuable professionals who deserve to have the best resources available provided to them in the interest of improving performance to a successful standard.

A. Joint Committee

1. The Joint Committee shall consist of seven members, the majority of whom shall be certificated classroom teachers who are chosen to serve by the Association. The District shall choose the administrators on the Joint Committee.
2. The Joint Committee shall establish its own meeting schedule. To meet, two-thirds of the members of the Joint Committee must be present, including at least three unit members and two administrators. Teachers who are members of the Joint Committee shall be released from their regular duties to attend meetings, without loss of pay or benefits. In addition, teachers sitting on the Joint Committee shall receive an annual stipend of \$1,500 to compensate for work performed outside the duty day resulting from their service as committee members.
3. The Joint Committee shall be responsible for the following:
 - a. Providing annual training for the Joint Committee members, as needed.
 - b. Establishing its own rules of procedure, including the method for the selection of a Chairperson.
 - c. Selecting the panel of Consulting Teachers
 - d. Selecting trainers and/or training providers.
 - e. Providing training for Consulting Teachers prior to the Consulting Teacher's participation in the program.
 - f. Sending written notification of participation in the PAR Program to the Referred Participating Teacher, the Consulting Teacher and the site principal.

- g. Making available the panel of Consulting Teachers for selection by the Participating Teacher.
 - h. Adopting Rules and Procedures to the effect of this Article. Said Rules and Procedures will be consistent with the provisions of this Agreement, and to the extent there is an inconsistency, the Agreement will prevail.
 - i. Making available a copy of the adopted Rules and Procedures to bargaining unit members and administrators, upon request.
 - j. Establishing application procedures for those seeking to become a Consulting Teacher.
 - k. Determining the number of Consulting Teachers in any school year, based upon participation in the PAR, the budget available and other relevant considerations.
 - l. Reviewing the final report prepared by the Consulting Teacher and making annual recommendations to the Governing Board regarding the progress of each Referred Participating Teacher in the PAR Program.
 - m. Evaluating annually the impact of the PAR Program in order to improve the program.
 - n. Reviewing and updating the Rules and Procedures within the first trimester of each school year.
 - o. Distributing at the beginning of each school year, information regarding the services and positions available through the program to all bargaining unit members and administrators.
- 4. All proceedings and materials related to evaluations, reports and other personnel matters shall be strictly confidential. Therefore, Joint Committee members and Consulting Teachers may disclose such information only as necessary to administer this Article.
 - 5. Implementation of the program shall be guided by the Rules and Procedures adopted by the Joint Committee.

B. Participating Teachers

- 1. A Referred Participating Teacher is a teacher with permanent status who receives assistance to improve his or her instructional skills, classroom management,

knowledge of subject, and/or related aspects of his or her teaching performance as a result of an unsatisfactory final evaluation. An unsatisfactory final evaluation occurs when no less than three (50%) of the six standards for teaching professionals are marked unsatisfactory on the final evaluation. The process of the referral of teachers with an unsatisfactory final evaluation to the Joint Committee will be the responsibility and function of the Human Resources Department and shall be completed within the last 20 days of the school year so that the Joint Committee will have appropriate time to arrange for the assignment of a Consulting Teacher for the Referred Participating Teacher for assistance during the subsequent school year. Priority to receive assistance from Consulting Teachers shall be given to Referred Participating Teachers.

2. A Volunteer Participating Teacher is a teacher with permanent status who can benefit from the substantial assistance available through the PAR Programs as determined by the Joint Committee. An evaluator may recommend that a permanent teacher participate as a volunteer. The purpose of participation in the PAR Program for the Volunteer Participating Teacher is for peer assistance only. The Consulting Teacher shall not participate in a performance review of the Volunteer Participating Teacher. The Volunteer Participating Teacher may terminate his or participation in the PAR Program at any time. By a majority vote, a teacher shall be approved by the Joint Committee to receive assistance as a Volunteer Participating Teacher only if (and only for the period that) the Joint Committee determines that the program has sufficient capacity to serve the teacher.
3. With the approval of the Joint Committee: (1) a Referred Participating Teacher may select his or her Consulting Teacher from the list of Consulting Teachers provided by the Joint Committee; and (2) a different Consulting Teacher may be selected to work with the Participating Teacher or the Consulting Teacher. The Joint Committee shall approve selections after considering the preferences of the Referred Participating Teacher and Consulting Teacher, and shall attempt to reasonably accommodate those preferences.
4. All communication between the Consulting Teacher and a Volunteer Participating Teacher shall be confidential, and shall not be shared with others, including the site principal, the evaluator or the Joint Committee, without the written consent of the Volunteer Participating Teacher.
5. A Referred Participating Teacher has the right be represented throughout these procedures by the Association representative of his or her choice. The preceding sentence is not intended to limit any existing right of unit members to be represented by an Association representative.

C. Consulting Teacher

1. A Consulting Teacher is a teacher who provides assistance to a Referred Participating Teacher or Volunteer Participating Teacher pursuant to the PAR Program. The qualifications for the Consulting Teacher shall be set forth in the Rules and Procedures, provided that the following shall constitute minimum qualifications for appointment as a Consulting Teacher:
 - a. A permanent credentialed classroom teacher working at least 60% of the time in direct student instruction during each of the last two years prior to accepting his or her assignment as a Consulting Teacher (K-8 Classroom Teachers, Reading Teachers, or Bilingual Resource Teachers).
 - b. At least (5) five years of recent teaching experience in classroom instruction.
 - c. Shall demonstrate exemplary teaching ability, as indicated by, among other things, effective communication skills, subject matter knowledge, and mastery of a range of teaching strategies necessary to meet the needs of pupils in different contexts.
2. In filling a position of Consulting Teacher, each applicant is required to submit the names of three references that shall be contacted by the Joint Committee. Each reference shall have specific knowledge of the applicant's expertise. At least one reference shall be the applicant's immediate supervisor (or- if the immediate supervisor has not served in that capacity for at least one year - an administrator selected by the applicant who is currently employed by the District or was with the District within the last two years). At least one reference shall be either a classroom teacher or an Association representative.

All references shall be treated with confidentiality.
3. Consulting Teachers shall be selected by a majority vote of the Joint Committee following classroom observations by the Joint Committee.
4. In the event that a unit member is selected as a member of the Consulting Teacher panel but subsequently is moved from the bargaining unit, he/she shall be dropped from the program.
5. A Consulting Teacher shall be provided release time to the extent necessary to carry out his or her required functions. The term of the Consulting Teacher shall be three (3) years. While serving as a Consulting Teacher, the unit member must continue to teach at least 60% of the time in direct student instruction (i.e. service as a K-8 Classroom Teacher, Reading Teacher or Bilingual Resource

Teacher).

6. The Joint Committee may annually approve conferences or training to assist a Consulting Teacher in his or her work with the Participating Teachers or to allow the Participating Teacher to attend beneficial conferences or to take appropriate training. All allocations and expenditures by the Joint Committee shall be made within and in accordance with its budget.
7. Upon selection, the Consulting Teacher shall receive a one-time stipend of \$500. In addition to the regular salary, a Consulting Teacher shall receive an annual stipend of \$3,000 for each Referred Participating Teacher and \$1,500 for each Volunteer Participating Teacher assigned to the Consulting Teacher. The stipend shall be prorated if the Consulting Teacher works with the Referred Participating Teacher or Volunteer Participating Teacher for less than a full year. The reduction and proration, however, shall not occur when a Consulting Teacher works with Referred Participating Teacher for a partial year because the Referred Participating Teacher successfully completes the PAR Program in less than one year.
8. Consulting Teachers shall have responsibility for no more than three (3) Volunteer Participating Teachers or two (2) Referred Participating Teachers, Consulting Teachers shall assist Participating Teachers by demonstrating, observing, coaching, conferencing, referring or by other activities, which, in their professional judgment, will assist the Participating Teacher.
9. The Consulting Teacher shall meet with the Referred Participating Teacher to discuss the PAR Program, to establish mutually agreed upon performance goals, develop the assistance plan, and a process for determining completion of the PAR Program.
10. The Consulting Teacher shall conduct multiple observations of the Referred Participating Teacher during classroom instruction, and shall have both pre-observation and post-observation conferences.
11. The consulting Teacher shall monitor the progress of the Referred Participating Teacher and shall provide periodic written reports to the Referred Participating Teacher for discussion and review.
12. The Consulting Teacher shall continue to provide assistance to the Referred Participating Teacher until the Consulting Teacher recommends to the Joint Committee that the teaching performance of the Referred Participating Teacher is satisfactory, or the Joint Committee determines that the Referred Participating Teacher, after sustained assistance, has not been able to demonstrate satisfactory improvement. A copy of the Consulting Teacher's

report shall be submitted to and discussed with the Referred Participating Teacher to receive his or her input and signature before it is submitted to the Joint Committee. The Participating Teacher's signing of the report does not necessarily mean agreement, but rather that he or she has received a copy of the report. The Consulting Teacher shall submit a final report to the Joint Committee by the date set by the Joint Committee. The Referred Participating Teacher shall have fifteen (15) days to respond in writing to the final report of the Consulting Teacher before it is considered by the Joint Committee. The response shall be attached to the final report. The Referred Participating Teacher shall also have the right to request a meeting with the Joint Committee, and to be represented at this meeting by the Association representative of his or her choice.

13. The results of the Referred Participating Teacher's participation in the PAR Program shall be made available for placement in his or her personnel file, and may be used in the evaluation of the Referred Participating Teacher.
14. Consulting Teachers shall be reimbursed for all travel expenses on the basis of the IRS mileage rate.

D. BTSA Support Provider

1. A BTSA Support Provider is a teacher selected by the Joint Committee to provide support to Beginning Teachers who have enrolled in an agency sponsored program to clear their preliminary credential. Agencies include any California credentialing authority with an approved Beginning Teacher Support Program such as local universities and/or the San Diego County Office of Education. Any applicant for a BTSA Support Provider shall satisfy the minimal requirements set by the then-applicable law and/or regulations. The selection process shall conform to applicable requirements and any consistent rules adopted by the Joint Committee. The application process shall also satisfy the requirements of programs C.2, C.3 and C.4.
2. The Joint Committee may fill a full-time BTSA Support Provider position with a qualified applicant. The term of this position shall be either two or three years, as determined by the Joint Committee. A teacher may not serve a second term as a full-time BTSA Support Provider unless the terms are separated by at least two years. The applicant must:
 - a. Be a permanent credentialed classroom teacher working at least 60% of the time in direct student instruction during each of the last two years prior to accepting his or her assignment (K-8 Classroom Teacher, Reading Teacher, or Bilingual Resource Teacher).

- b. Have at least (5) five years of recent teaching experience in classroom instruction.
 - c. Demonstrate exemplary teaching ability, as indicated by, among other things, effective communication skills, subject matter knowledge, and mastery of a range of teaching strategies necessary to meet the needs of pupils in different contexts.
 3. The Joint Committee, if necessary, may also select additional unit members to be BTSA Support Providers. Each additional support provider shall have responsibly for no more than three (3) Beginning Teachers. They shall be provided release time to the extent necessary to carry out his or her functions. The term shall be three years.
 4. The full-time BTSA Support Provider shall be compensated by the agency that the Beginning Teacher has commissioned to clear their preliminary credential and at the rate established by the agency. The Beginning Teacher will be solely responsible for the enrollment in, payment for, and completion of an agency sponsored program to clear the preliminary credential.
 5. The BTSA Support Provider shall comply with all regulations with respect to the type and frequency of support for the Beginning Teacher, and shall complete all required forms, paperwork, or other documentation of support services.
 6. BTSA Support Providers shall be assigned to Beginning Teachers by the Joint Committee.
- E. The District shall provide unit members serving under this Article with protection from liability and access to defense as required by the California Peer Assistance and Review Program for Teachers (Education Code 44500 et. seq.).
- F. Legal requirements
 1. The parties agree that this PAR program must comply with applicable law.
 2. If state funding for the PAR program is discontinued, the program shall be discontinued.
- G. Functions performed pursuant to this Article by bargaining unit employees shall not constitute their management or supervisory functions. The Consulting Teachers and BTSA Support Providers shall continue to have all rights of bargaining unit members.

ARTICLE 23. YEAR ROUND EDUCATION PROGRAM

- A. The District and the Association acknowledge that the District does not currently utilize a year round education calendar at any of its school sites. The Association agrees that the District retains the right to establish and implement an annual year round education calendar. Should the District decide to establish an annual year round education calendar, the District and the Association agree to meet and negotiate the effect of such a decision on matters within the scope of the Association's representation that are not otherwise addressed by this Article 23.

- B. If the District determines that a unit member needs to work additional days in the unit member's current position, the unit member shall receive pro rata salary based on the unit member's regular annual salary divided by the annual number of work days (daily rate). Any position to have such additional work days shall be offered to the unit member in the position. The number of additional work days in any year shall not exceed twenty.

- C. Any unit member who is employed as a substitute on a day that is not a regularly assigned work day for the unit member shall be paid at the regular rate for a substitute. No unit member may work as a substitute on a day that is a regularly assigned work day for the unit member.

ARTICLE 24. PUBLIC COMPLAINTS

- A. This Article shall govern public complaints about unit members including complaints made by parents, guardians, members of the public, other certificated bargaining unit members, and pupils.
- B. The District shall encourage parents, guardians, members of the public, and other certificated bargaining unit members to resolve concerns through personal discussions with unit members before filing formal written complaints. If the complainant requests a meeting, the unit member and complainant shall meet at a mutually convenient time.
- C. Within five (5) duty days of learning of a verbal or written complaint, the site administrator/supervisor shall notify the unit member against whom the complaint is lodged. Where such time as the public complaint is submitted before a break (fall/spring/summer), the five (5) duty days shall toll during the break period. The supervisor shall make an effort to resolve such concerns and complaints immediately. Resolution of verbal or written concerns or complaints shall include notification to the unit member that indicates:
 - 1. The concern or complaint was without merit and dropped; or
 - 2. The concern or complaint had merit and was resolved; or
 - 3. Further action may be taken pursuant to this or other appropriate articles of this Agreement.

If steps under Section 24, C are not followed in regards to verbal or written concerns or complaints, these concerns or complaints shall not be used in evaluation or Disciplinary Action, as defined in Article 20.

- D. Should the site administrator/supervisor or involved unit member conclude that the allegations in the public complaint warrant a meeting (and a meeting has not already occurred under 24.B.), the immediate supervisor shall attempt to schedule a meeting between the unit member and the complainant at a mutually convenient time. If necessary, a language interpreter agreed upon by the unit member and the complainant will also be allowed to attend the meeting. In the event the immediate supervisor or any other administrator presides over the meeting, the unit member shall have the right to attend the meeting with a representative of the bargaining unit present. If the unit member chooses to exercise this right, he or she shall notify the administrator/ immediate supervisor of the unit member's intention to attend the meeting with the representative present. Where the unit member reasonably believes that the meeting will result in disciplinary action, the representative may be present to assist the employee; however, the District has the discretion to require the unit member to provide his or her own account

of the events giving rise to the public complaint.

- E. Should the unit member decline to engage in a meeting under section D of this Article, the unit member shall inform the site administrator/supervisor in writing within 24 hours of the request for such a meeting. Declining to meet with the complainant shall not be a presumption of guilt nor innocence to the allegations.
- F. If the bargaining unit member against whom the concern or complaint was lodged requests a response in writing, a response shall be provided at the conclusion of the investigation.

Where such concerns or complaints are not resolved within ten (10) duty days after notification of the unit member, such concerns or complaints shall be either dropped or the procedures below shall be invoked.

1. Within thirty (30) duty days after the complaint surfaced, the administrator/immediate supervisor shall present a full report regarding the investigation, including copies of all statements and other relevant documents, to the unit member, Superintendent or his/her designee. Where disciplinary action will be taken against the unit member, a copy of the report and all statements and documents upon which the disciplinary action relies shall be provided to the unit member prior to the implementation of any disciplinary action.
 2. A bargaining unit member has the right to a conference with the immediate supervisor to discuss the resolution of any complaint filed under this article.
 3. The Superintendent or his/her designee shall make the determination as to the disposition of the matter, as soon as is reasonably possible and in no event later than ten (10) duty days after the receipt of the report. The complainant shall then be informed of the disposition of the matter.
 4. If all steps under 24. F are not followed in regards to verbal or written concerns or complaints, then these concerns or complaints shall not be used in evaluation or Disciplinary action, as defined in Article 20.
 5. Materials may not be placed in a unit member's personnel file without the unit member first receiving a copy of the material. The unit member shall have the right to attach a statement to any material that is placed in the file. This does not preclude the unit member from filing a grievance regarding this matter under Article 7, Grievance Procedure, of this Agreement.
- G. The unit member shall have the right to enter and have attached to the complaint his or her own comments thereon. The unit member shall be permitted to review the complaint

during normal business hours, and the unit member shall be released from duty for that purpose without salary reduction.

- H. All information or proceedings regarding any complaint shall be kept confidential as required by law.
- I. This Article is inapplicable to any complaint that involves alleged civil or criminal misconduct, is subject to investigation by law enforcement or other governmental agency, or involves allegations related to sexual harassment and/or discrimination.

ARTICLE 25. EFFECT OF AGREEMENT

- A. The District and the Association mutually agree that the terms and conditions set forth in the provisions of this Agreement represent the full and complete understanding and commitment between the parties which may not be altered, changed, added to, deleted from or modified unless by mutual consent in writing or by a procedure expressly allowing same stated in this Agreement. Additionally, if legislation is passed that impacts the terms and conditions of this Agreement, the District and the Association agree to meet and negotiate the impact of such legislation.

- B. The District and the Association also mutually agree that this Agreement shall be in full settlement of all issues which were, could have been, or may be the subject of meeting and negotiating. It is further agreed that none of such issues shall be subject to meeting and negotiating during the term of this Agreement unless by mutual consent in writing or by a procedure expressly allowing same stated in this Agreement. The District agrees during the term of this Agreement that it shall not reduce, change or eliminate any working condition within the scope of collective bargaining as defined by the Government Code without first notifying the Association in writing and, if requested, negotiating the issue with the Association.

- C. The Association hereby clearly and unequivocally waives all of its rights to meet and negotiate during the term of this Agreement unless otherwise expressly stated in this agreement.

ARTICLE 26. SUPPORT OF AGREEMENT

The District and the Association agree that it is to their mutual benefit to encourage the resolution of differences through the meet and negotiate process. Therefore, it is agreed that the Association will support this Agreement for its term and will not appear before any public bodies to seek change or improvement in any matter subject to the meet and negotiate process except by mutual agreement of the District and the Association.

ARTICLE 27. TERM

- A. This Agreement shall be effective through June 30, 2021 subject to the parties' right to negotiate as provided below.
- B. In each year covered by this agreement each party may reopen one article in addition to Article 18. Compensation and Fringe Benefits.

EXECUTION OF THE AGREEMENT

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed on the date indicated below:

APPROVED by formal action
of the Board of Trustees
of the San Ysidro School District on

APPROVED by the Association
on

Date: June 13, 2019



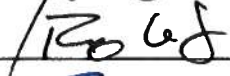


Date: April 24, 2019


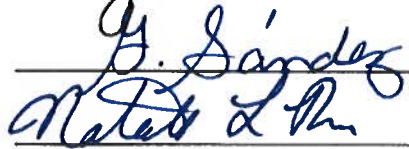


For the Board of Trustees

For the Association

President

President

APPENDIX A
SALARY RULES AND REGULATIONS

- A. Bargaining unit members shall be paid a salary based upon the corresponding salary schedule irrespective of class size, specialized nature of the class, number of hours per day of actual work, or hours needed for successful preparation in accordance with Article 5, Article 10 and Article 11 of the existing Agreement between the bargaining unit and the District.
- B. The Superintendent or his/her designee shall make the initial salary placement of certificated employees upon the appropriate range and step in accordance with the policies, regulations, and other regulatory legislation affecting District salaries.
- C. Effective beginning with the 1997-98 school year, and to be applied prospectively, public, private school, Peace Corp, Vista, Teacher Corp, or military based school K-12 classroom teaching experience shall be granted credit for experience if such experience was accompanied by a valid California Teaching Credential, valid Reciprocal credential, or a valid State (U.S.) teaching credential accompanied by a bachelor, master, or doctoral degree. Appropriate Grade placement shall be made in accordance with the units and degree requirements, appearing on the Board approved salary schedule, regulating the salary schedule Grade placement.
- D. Initial placement on the salary schedule shall be reviewed with the teacher within ten (10) duty days after District's receipt of his/her transcripts. The teacher shall bear the responsibility for providing the District with an official copy of the college/university transcripts for initial salary placement prior to beginning employment. All transcripts must be from an institution of higher learning accredited by the Western Association of Schools and Colleges, or a regional Association affiliate.
- E. Initial and subsequent placement credit on the salary schedule shall be governed by those units obtained after the teacher receives their B.A. or B.S. degree. Credit shall only be given for course work denoting satisfactory course completion. Official verification of satisfactory course work completion shall be the responsibility of the member seeking salary schedule credit.
- F. Salary schedule credit shall not be given for any undergraduate or graduate courses where the course identification number, title, and content are the same. If the teacher seeks salary credit for duplicated course work (same identification number, title and content) it shall be incumbent upon the member to obtain written verification from the college/university admission and records office and the academic department head that the course content differed.
- G. After initial salary schedule placement, salary schedule credit shall be given for all graduate and undergraduate academic coursework directly associated with Board approved and/or recognized District programs, curriculum, professional development

in the field of elementary or secondary education.

- H. For the purpose of obtaining salary schedule credit, all coursework credit received by the District Human Resources Department shall be effective the first of the following month.
- I. Permit teachers obtaining their A.A. or B.A. degree shall receive salary schedule credit for advancement on the Permit Teacher's Salary Schedule as per this Agreement.
- J. Members are encouraged to contact the Human Resources Department immediately if they have been improperly placed on the salary schedule. The members may, after consulting with the Human Resources Department regarding salary schedule placement, file a grievance if it is still believed that the Human Resources Department is in error.
- K. Salary schedule credit may be given for teaching if the teacher has substituted for a minimum of 75% of the school year in a continuous assignment. The credit shall be given in accordance with the Education Code.
- L. Permit Teachers who are employed as regular K-8 teachers shall be granted up to five (5) years' experience (on a year to year basis) for teaching in the San Ysidro School preschool program.
- M. Unit members must have rendered paid service for 75% or more of the number of days in the regular school year to be eligible for full credit at initial placement and to advance one vertical step on the salary schedule each year.

APPENDIX B
CLAD/BCLAD COMPENSATION

A. BCLAD Stipend

Beginning the 2019-2020 school year, a member of the bargaining unit who holds a valid teaching credential and who has acquired bilingual proficiency, as evidenced by the acquisition of a Specialist Credential in Bilingual Cross-cultural Instruction, Bilingual Certificate of Competence, Multiple Subject Teaching Credential with Bilingual Cross-cultural Emphasis, Bilingual Cross-cultural, Language, and Academic Development (BCLAD) authorization, or equivalent, issued by the Commission on Teacher Credentialing, shall receive an annual stipend of \$1,400.

- B. A unit member who holds a Services Credential and who has acquired bilingual proficiency as evidenced by successfully completing the Bilingual Cross-cultural Language and Academic Development (BCLAD) Examination or equivalent as determined by the District, shall receive an annual stipend of \$1,400.

C. CLAD Stipend

A member of the bargaining unit who holds a valid teaching credential and has acquired the Language Development Specialist Certificate, the Cross Cultural, Language, Academic Development Authorization, or equivalent, shall receive an annual stipend as follows:

1. A unit member that is receiving the CLAD stipend as of July 1, 2007 shall continue to receive an annual stipend of \$500.
2. A unit member employed by the District after January 1, 2008 shall not receive an annual stipend for CLAD.

Any such credential or certificate must be on file with the Human Resources Department and recorded with the California Department of Education, San Diego County. Failure to comply with this requirement shall result in a forfeiture of the "CLAD/BCLAD Compensation" for the period of time in which the credential or certificate is not current and valid.

This provision does not apply to preschool or child care permit teachers.

APPENDIX C EDUCATORS' SALARY SCHEDULE

Step	Range 1	Range 2	Range 3	Range 4	Range 5
1	\$ 51,894.32	\$ 51,894.32	\$ 54,461.25	\$ 57,210.82	\$ 59,994.91
2	\$ 51,894.32	\$ 51,894.32	\$ 56,709.69	\$ 59,487.09	\$ 62,297.91
3	\$ 51,894.32	\$ 56,223.03	\$ 58,967.03	\$ 61,760.03	\$ 64,590.89
4	\$ 55,728.57	\$ 58,452.53	\$ 61,217.68	\$ 64,025.16	\$ 66,887.21
5	\$ 57,940.25	\$ 60,680.91	\$ 63,478.37	\$ 66,310.34	\$ 69,184.64
6	\$ 60,141.91	\$ 62,923.77	\$ 65,731.25	\$ 68,585.50	\$ 71,485.41
7	\$ 62,353.59	\$ 65,151.05	\$ 67,986.36	\$ 70,862.89	\$ 73,787.29
**8	\$ 64,566.39	\$ 67,380.55	\$ 70,239.25	\$ 73,136.93	\$ 76,074.70
9	\$ 66,783.64	\$ 69,620.07	\$ 72,495.48	\$ 75,414.32	\$ 78,376.59
+10	\$ 68,995.32	\$ 71,849.57	\$ 74,755.04	\$ 77,689.47	\$ 80,676.25
11	\$ 68,995.32	\$ 74,081.29	\$ 77,002.36	\$ 79,965.75	\$ 82,975.90
^12	\$ 68,995.32	\$ 74,081.29	\$ 79,259.70	\$ 82,243.13	\$ 85,274.45
13	\$ 68,995.32	\$ 74,081.29	\$ 79,259.70	\$ 86,804.59	\$ 87,567.43
14	\$ 68,995.32	\$ 74,081.29	\$ 79,259.70	\$ 86,804.59	\$ 92,300.38
15	\$ 68,995.32	\$ 74,081.29	\$ 79,259.70	\$ 86,804.59	\$ 92,300.38
16	\$ 68,995.32	\$ 74,081.29	\$ 79,259.70	\$ 86,804.59	\$ 92,300.38
17	\$ 68,995.32	\$ 74,081.29	\$ 79,259.70	\$ 89,929.45	\$ 95,622.36
18	\$ 68,995.32	\$ 74,081.29	\$ 79,259.70	\$ 89,929.45	\$ 95,622.36
19	\$ 68,995.32	\$ 74,081.29	\$ 79,259.70	\$ 89,929.45	\$ 95,622.36
20	\$ 68,995.32	\$ 74,081.29	\$ 79,259.70	\$ 89,929.45	\$ 95,622.36
21	\$ 68,995.32	\$ 74,081.29	\$ 79,259.70	\$ 93,167.90	\$ 99,064.60
22	\$ 68,995.32	\$ 74,081.29	\$ 79,259.70	\$ 93,167.90	\$ 99,064.60
23	\$ 68,995.32	\$ 74,081.29	\$ 79,259.70	\$ 93,167.90	\$ 99,064.60
24	\$ 68,995.32	\$ 74,081.29	\$ 79,259.70	\$ 93,167.90	\$ 99,064.60
25	\$ 68,995.32	\$ 74,081.29	\$ 79,259.70	\$ 96,521.06	\$ 102,631.58

- Grade 1 Valid California Credential - Bachelor's Degree
 ** Maximum increment for Bachelor's Degree
 + Maximum increment for Bachelor's Degree plus 15 semester units
- Grade 2 Valid California Credential - Bachelor's Degree plus 30 semester units
- Grade 3 Valid California Credential - Bachelor's Degree plus 45 semester units or Master's Degree
 ^ Step 12 maximum step without Master's Degree
- Grade 4 Valid California Credential - Bachelor's Degree plus 60 semester units
- Grade 5 Valid California Credential - Bachelor's Degree plus 60 semester units including Master's Degree

Annual Stipends for 2018-2019 school year

- \$ 2,000.00 Holder of BCLAD and teaching in Alternative Literacy classroom requiring instruction using dual curricula
- \$ 1,000.00 BCLAD for members hired before 07/01/07 and holding BCLAD credential
- \$ 1,000.00 SPED stipend for unit members holding a valid SPED credential and serving in a SPED assignment
- \$ 500.00 CLAD stipend for unit members hired before 07/01/07 and holding CLAD credential

Annual Stipends effective 07/01/2019

- \$ 1,400.00 BCLAD stipend for unit members holding a BCLAD credential
- \$ 1,000.00 SPED stipend for unit members holding a valid SPED credential and serving in a SPED assignment
- \$ 500.00 CLAD stipend for unit members hired before 07/01/07 and holding CLAD credential

Note: Supercell requires 3 years experience at Grade 1, and 2 years experience at Grade 2 for step increases.

APPENDIX D
PERMIT TEACHERS' SALARY SCHEDULE

Step	Range 1	Range 2	Range 3	Range 4
1	\$ 29,915.60	\$ 31,100.51	\$ 32,294.33	\$ 33,485.92
2	\$ 31,100.51	\$ 32,294.33	\$ 33,485.92	\$ 34,664.15
3	\$ 32,294.33	\$ 33,485.92	\$ 34,664.15	\$ 35,854.62
4	\$ 33,485.92	\$ 34,823.40	\$ 35,854.62	\$ 37,050.67
5	\$ 34,664.15	\$ 35,854.62	\$ 37,050.67	\$ 38,237.81
6	\$ 35,854.62	\$ 37,050.67	\$ 38,237.81	\$ 39,441.65
7	\$ 37,050.67	\$ 38,237.81	\$ 39,441.65	\$ 40,625.44
8	\$ 37,050.67	\$ 39,441.65	\$ 40,625.44	\$ 41,811.46
9	\$ 37,050.67	\$ 39,441.65	\$ 41,811.46	\$ 43,038.69
10	\$ 37,050.67	\$ 39,441.65	\$ 43,038.69	\$ 44,271.49
11	\$ 37,050.67	\$ 39,441.65	\$ 43,038.69	\$ 44,271.49
12	\$ 37,050.67	\$ 39,441.65	\$ 43,038.69	\$ 44,271.49
13	\$ 37,050.67	\$ 39,441.65	\$ 43,038.69	\$ 44,271.49
14	\$ 37,050.67	\$ 39,441.65	\$ 43,038.69	\$ 44,271.49
15	\$ 37,050.67	\$ 39,441.65	\$ 43,038.69	\$ 44,271.49
16	\$ 37,050.67	\$ 39,441.65	\$ 43,038.69	\$ 44,271.49
17	\$ 37,050.67	\$ 39,441.65	\$ 44,587.76	\$ 45,863.99
18	\$ 37,050.67	\$ 39,441.65	\$ 44,587.76	\$ 45,863.99
19	\$ 37,050.67	\$ 39,441.65	\$ 44,587.76	\$ 45,863.99
20	\$ 37,050.67	\$ 39,441.65	\$ 44,587.76	\$ 45,863.99
21	\$ 37,050.67	\$ 39,441.65	\$ 46,193.62	\$ 47,515.51
22	\$ 37,050.67	\$ 39,441.65	\$ 46,193.62	\$ 47,515.51
23	\$ 37,050.67	\$ 39,441.65	\$ 46,193.62	\$ 47,515.51
24	\$ 37,050.67	\$ 39,441.65	\$ 46,193.62	\$ 47,515.51
25	\$ 37,050.67	\$ 39,441.65	\$ 47,856.28	\$ 49,226.05

Grade 1 Permit Teacher

Grade 2 Permit Teacher with A.A. Degree leading to B.A. Degree

Grade 3 Permit Teacher with A.A. Degree plus 30 semester units leading to B.A. Degree

Grade 4 Permit Teacher with B.A. Degree

Adopted: 06/06/2019

Effective: 07/01/2018

2% increase from 2017-2018

**APPENDIX E
DISTRICT STIPENDS**

**SAN YSIDRO SCHOOL DISTRICT
EXTRACURRICULAR DISTRICT STIPENDS**

ACTIVITY	STIPEND	SITE
Associated Student Body	\$1,500.00	All Middle Schools
Music Director	\$1,500.00	All Middle Schools
After School Intramural Sports*	\$1,500.00	All Middle Schools
After School Intramural Sports*	\$800.00	Elementary Schools
Clubs	\$800.00	All Schools
Visual & Performing Arts	\$1,500.00	All Schools
Spelling Bee Coordinator	\$400.00	All Schools
Site Technology Coordinator	\$1,500.00	All Schools
6 th Grade Camp	\$100.00 per day	All Schools

*Excluding Pathway Program activities.

Revised effective 07/01/2018

APPENDIX F. CALENDAR

2019

SAN YSIDRO SCHOOL DISTRICT CERTIFICATED WORK CALENDAR

2020

Month	M	T	W	TH	F	Student Days	Teacher Days	Holidays	Fri. Minimum Day Meetings:
July 2019	1	2	3	4	5			7/4 - Independence Day - Legal Holiday 7/17 - Staff Development 7/18 - AM Staff Dev. - PM Teacher Prep 7/19 - Teacher Prep 7/22 - First Day for Students	Tch. Prep/Individual Planning
August 2019	8	9	10	11	12				Staff Mtg./Principal Directed Grade Level/Teacher Collaboration CCSS PLC/Principal Directed Tch. Prep/Individual Planning Staff Mtg./Principal Directed
September 2019	15	16	17	18	19			9/2 - Labor Day - Legal Holiday 9/23 - 10/7 Fall Break	Grade Level/Teacher Collaboration Tch. Prep/Individual Planning Staff Mtg./Principal Directed
October 2019	22	23	24	25	26			10/25 - End of first trimester (58 days)	Grade Level/Teacher Collaboration Tch. Prep/Individual Planning Staff Mtg./Principal Directed
November 2019	29	30	31	1	2			11/4 - 11/8 - Parent Conferences 11/11 - Veteran's Day - Legal Holiday 11/28 - Thanksgiving Legal 11/29 - Local Holiday	Grade Level/Teacher Collaboration Staff Mtg./Principal Directed Tch. Prep/Individual Planning
December 2019	5	6	7	8	9			12/23 - 1/10 Winter Break 12/24 - 12/25 Declared and Legal Holidays 12/31 - Declared Holiday	Grade Level/Teacher Collaboration Tch. Prep/Individual Planning Staff Mtg./Principal Directed
January 2020	12	13	14	15	16			1/1 - New Year's Day - Legal Holiday 1/13 - AM Staff Dev. - PM Teacher Prep 1/14 - Students Return 1/20 - Martin Luther King Jr. - Legal Holiday	Grade Level/Teacher Collaboration Tch. Prep/Individual Planning Staff Mtg./Principal Directed
February 2020	17	18	19	20	21			2/14 - In lieu of Lincoln Day - Legal Holiday 2/17 - Washington Day - Legal Holiday 2/21 - End of second trimester (60 days)	Grade Level/Teacher Collaboration Tch. Prep/Individual Planning Staff Mtg./Principal Directed
March 2020	24	25	26	27	1	2	3	3/2 - 3/6 - Parent Conferences 3/23 - 4/3 Spring Break 3/30 - In lieu of Cesar Chavez - Observed Holiday	Tch. Prep/Individual Planning Staff Mtg./Principal Directed
April 2020	30	31	4	5	6			4/6 - AM Staff Dev. - PM Teacher Prep 4/7 - Students Return	Grade Level/Teacher Collaboration Tch. Prep/Individual Planning Staff Mtg./Principal Directed
May 2020	13	14	15	16	17			5/25 - Memorial Day - Legal Holiday	Grade Level/Teacher Collaboration Tch. Prep/Individual Planning Staff Mtg./Principal Directed CCSS PLC/Principal Directed Tch. Prep/Individual Planning
June 2020	18	19	20	21	22			6/4 - End of third trimester (62 days) 6/4 - Last Day for Students 6/5 - AM Staff Dev. - PM Teacher Prep	
	25	26	27	28	29	4	5		
	29	30				180	186		

◇ First/Last Day for Students
 ○ Minimum Days
 Legal/Local Holidays
 School Closed

End of Trimester Elementary
 △ Pupil free day (tentative-may be altered as result of labor negot)

Board Approved: 03/14/2019
Subject to modification if required by Collective Bargaining

2020

SAN YSIDRO SCHOOL DISTRICT CERTIFICATED WORK CALENDAR

2021

Month	M	T	W	TH	F	Student Days	Teacher Days	Holidays	Fri. Minimum Day Meetings:
July 2020			1	2	3			7/3 - In lieu of Independence Day - Legal Holiday	
	6	7	8	9	10				
	13	14	15	16	17				
	20	21	22	23	24				
	27	28	29	30	31	0	0		
August 2020	3	4	5	6	7			8/12 - Staff Development	
	10	11	12	13	14			8/13 - AM Staff Dev. - PM Teacher Prep	Staff Mtg./Principal Directed
	17	18	19	20	21			8/14 - Teacher Prep	Tch. Prep/Individual Planning
	24	25	26	27	28			8/17 - First Day for Students	
	31					11	14		
September 2020		1	2	3	4			9/7 - Labor Day - Legal Holiday	Grade Level/Teacher Collaboration
	7	8	9	10	11				Staff Mtg./Principal Directed
	14	15	16	17	18				Tch. Prep/Individual Planning
	21	22	23	24	25				Other - District/Principal Directed
	28	29	30			21	21		
October 2020				1	2				Grade Level/Teacher Collaboration
	5	6	7	8	9				Staff Mtg./Principal Directed
	12	13	14	15	16				Tch. Prep/Individual Planning
	19	20	21	22	23				Other - District/Principal Directed
	26	27	28	29	30	22	22		Tch. Prep/Individual Planning
November 2020	2	3	4	5	6			11/6 - End of first triemester (59 days)	Grade Level/Teacher Collaboration
	9	10	11	12	13			11/11 - Veteran's Day - Legal Holiday	Staff Mtg./Principal Directed
	16	17	18	19	20			11/16 - 11/20 - Parent Conferences	
	23	24	25	26	27			11/26 - Thanksgiving Legal	
	30					15	15	11/27 - Local Holiday	
December 2020		1	2	3	4				Grade Level/Teacher Collaboration
	7	8	9	10	11				Staff Mtg./Principal Directed
	14	15	16	17	18			12/21 - 1/5 Winter Break	
	21	22	23	24	25			12/24 - 12/25 Declared and Legal Holidays	
	28	29	30	31		14	14	12/31 - Declared Holiday	
January 2021					1			1/1 - New Year's Day - Legal Holiday	Grade Level/Teacher Collaboration
	4	5	6	7	8			1/6 - AM Staff Dev. - PM Teacher Prep	Staff Mtg./Principal Directed
	11	12	13	14	15			1/7 - Students Return	Tch. Prep/Individual Planning
	18	19	20	21	22			1/18 - Martin Luther King Jr. - Legal Holiday	Other - District/Principal Directed
	25	26	27	28	29	16	17		
February 2021	1	2	3	4	5			2/12 - Lincoln Day - Legal Holiday	Grade Level/Teacher Collaboration
	8	9	10	11	12			2/15 - Washington Day - Legal Holiday	Staff Mtg./Principal Directed
	15	16	17	18	19				Tch. Prep/Individual Planning
	22	23	24	25	26	18	18		
March 2021	1	2	3	4	5			3/5 - End of second trimester (63 days)	Grade Level/Teacher Collaboration
	8	9	10	11	12				Staff Mtg./Principal Directed
	15	16	17	18	19			3/15 - 3/19 - Parent Conferences	Tch. Prep/Individual Planning
	22	23	24	25	26			3/22 - 4/1 Spring Break	
	29	30	31			15	15	3/29 - In lieu of Cesar Chavez - Observed Holiday	
April 2021				1	2			4/2 - AM Staff Dev. - PM Teacher Prep	Grade Level/Teacher Collaboration
	5	6	7	8	9			4/5 - Students Return	Staff Mtg./Principal Directed
	12	13	14	15	16				Tch. Prep/Individual Planning
	19	20	21	22	23				Other - District/Principal Directed
	26	27	28	29	30	20	21		
May 2021	3	4	5	6	7				Grade Level/Teacher Collaboration
	10	11	12	13	14				Staff Mtg./Principal Directed
	17	18	19	20	21				Tch. Prep/Individual Planning
	24	25	26	27	28				Other - District/Principal Directed
	31					20	20	5/31 - Memorial Day - Legal Holiday	
June 2021		1	2	3	4			6/10 - End of third trimester (58 days)	Staff Mtg./Principal Directed
	7	8	9	10	11			6/10 - Last Day for Students	
	14	15	16	17	18			6/11 - AM Staff Dev. - PM Teacher Prep	
	21	22	23	24	25				
	28	29	30			8	9		
						180	186		

◇ First/Last Day for Students
 ○ Minimum Days
 Legal/Local Holidays
 End of Trimester Elementary Pupil free day (tentative-may be altered as result of labor negoti)

 School Closed
 Board Approved: 06/25/2020

APPENDIX G

**SAN YSIDRO SCHOOL DISTRICT
STANDARDS BASED EVALUATION FORM FOR TEACHERS**

Observation Evaluation

Teacher: _____ Date: _____

Administrator _____ Scheduled Unannounced

School _____ Time: _____ to _____

Grade/Subject _____ Room: _____

Standards to be Observed:

Standard I Standard II Standard III Standard IV Standard V

Standard VI - Not observed during lesson – To be used in all evaluations

Rating Definitions

- **Exceeds Professional Standards:** Consistently exceeds the professional standards of competence.
- **Consistent with Professional Standards:** Meets and occasionally exceeds professional standards of competence.
- **Approaching Standards:** Needs Improvement – Approaching the Professional Standards of Competence. (*Support Provided / May Lead to an Assistance Plan*)
- **Does not Meet Minimum Standards:** Unsatisfactory – Does not meet the professional standards of competence. (**Assistance Plan Required*)

EVALUATION: Based on the California Standards for the Teaching Profession	Exceeds Professional Standards	Consistent with Professional Standards	Approaching Standards (Needs Improvement)	*Does not meet Minimum Standards (Unsatisfactory)	Not Observed
Standard I: Engages and Supports All Students in Learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Connects students' prior knowledge, life experience, and interests with learning goals. <input type="checkbox"/> Uses a variety of instructional strategies and resources to respond to students' diverse needs. <input type="checkbox"/> Facilitates learning experiences that promote autonomy, interaction, and choice. <input type="checkbox"/> Engages students in problem solving, critical thinking, and other activities that make subject matter meaningful. <input type="checkbox"/> Promotes self-directed, reflective learning for all students.					
<u>EVIDENCE / COMMENTS</u>					

HR1a

**SAN YSIDRO SCHOOL DISTRICT
STANDARDS BASED EVALUATION FORM FOR TEACHERS**

Observation Evaluation

Teacher: _____ Date: _____

EVALUATION: Based on the California Standards for the Teaching Profession	Exceeds Professional Standards	Consistent with Professional Standards	Approaching Standards (Needs Improvement)	*Does not meet Minimum Standards (Unsatisfactory)	Not Observed
Standard II: Creates and Maintains Effective Environment for Student Learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Creates a physical environment that engages all students. <input type="checkbox"/> Establishes a climate that promotes fairness and respect. <input type="checkbox"/> Promotes social development and group responsibility. <input type="checkbox"/> Establishes and maintains standards for student behavior. <input type="checkbox"/> Plans and implements classroom procedures and routines that support student learning.					
<u>EVIDENCE / COMMENTS</u>					
EVALUATION: Based on the California Standards for the Teaching Profession	Exceeds Professional Standards	Consistent with Professional Standards	Approaching Standards (Needs Improvement)	*Does not meet Minimum Standards (Unsatisfactory)	Not Observed
Standard III: Understands and Organizes Subject Matter for Student Learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Demonstrates knowledge of subject matter content and student development. <input type="checkbox"/> Organizes curriculum to support student understanding of subject matter. <input type="checkbox"/> Interrelated ideas and information within and across subject matter. <input type="checkbox"/> Develops student understanding through instructional strategies that are appropriate to the subject matter. <input type="checkbox"/> Uses materials, resources and technologies to make subject matter accessible to students.					
<u>EVIDENCE / COMMENTS</u>					

**SAN YSIDRO SCHOOL DISTRICT
STANDARDS BASED EVALUATION FORM FOR TEACHERS**

Observation Evaluation

Teacher: _____ Date: _____

EVALUATION: Based on the California Standards for the Teaching Profession	Exceeds Professional Standards	Consistent with Professional Standards	Approaching Standards (Needs Improvement)	*Does not meet Minimum Standards (Unsatisfactory)	Not Observed
Standard IV: Plans Instruction and Designs Learning Experiences for All Students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- Draws on and values students' backgrounds, interests, and developmental learning needs.
- Establishes and articulates goals for student learning.
- Designs long and short term plans to foster student learning.
- Modifies instructional plans to foster student learning.

EVIDENCE / COMMENTS

EVALUATION: Based on the California Standards for the Teaching Profession	Exceeds Professional Standards	Consistent with Professional Standards	Approaching Standards (Needs Improvement)	*Does not meet Minimum Standards (Unsatisfactory)	Not Observed
Standard V: Assesses Student Learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- Establishes and communicates learning goals for all students.
- Collects and uses multiple sources of information to assess student learning.
- Involves and guides all students in assessing their own learning.
- Uses the results of assessments to guide instruction.
- Communicates with students, families, and other audiences about progress.
- Evidence of student achievement towards meeting grade level standards on district assessments.

EVIDENCE / COMMENTS

HR1c

**SAN YSIDRO SCHOOL DISTRICT
STANDARDS BASED EVALUATION FORM FOR TEACHERS**

Observation Evaluation

Teacher: _____ Date: _____

EVALUATION: Based on the California Standards for the Teaching Profession	Exceeds Professional Standards	Consistent with Professional Standards	Approaching Standards (Needs Improvement)	*Does not meet Minimum Standards (Unsatisfactory)	Not Observed
Standard VI: Develops as a Professional Educator	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Reflects on teaching practice and planning professional development. <input type="checkbox"/> Establishes professional goals and pursues opportunities to grow professionally. <input type="checkbox"/> Works with communities to improve professional practice. <input type="checkbox"/> Works with families to improve professional practice. <input type="checkbox"/> Works with colleagues to improve professional practice.					
<u>EVIDENCE / COMMENTS</u>					
Evaluatee's Comments:					

Administrator's Signature / **Date** **Evaluatee's Signature **** / **Date**
 Assistance Plan Required

** Signature Does Not Indicate Agreement

*This document will be placed in your Personnel File in ten days.
A written response may be attached to this document at any time.*

HR1d

**SAN YSIDRO SCHOOL DISTRICT
STANDARDS BASED EVALUATION FORM FOR TEACHERS**

Observation Evaluation

Teacher: _____ Date: _____

SPECIAL EDUCATION TEACHERS/OTHER SUPPORT STAFF ONLY:	Exceeds Professional Standards	Consistent with Professional Standards	Approaching Standards (Needs Improvement)	*Does not meet Minimum Standards (Unsatisfactory)	Not Observed
1. Demonstrates compliance with federal, state and district policies and procedures regarding special education assessment, eligibility and program development. <ul style="list-style-type: none"> • Follows timeline for comprehensive assessment plan (Initials/triennials) • Annual Review of IEPs (within 12 months) • Maintains accurate, and complete records/IEPs and prepares reports. 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Develops and implements individualized opportunities for integration of students with special needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Uses assessments to guide instruction to develop appropriate IEP goals, objectives and program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

EVIDENCE / COMMENTS

Evaluatee's Comments:

Administrator's Signature / Date

Assistance Plan Required

** Signature Does Not Indicate Agreement

Evaluatee's Signature ** / Date*

NOTE:
Joint Evaluation Committee recommends

HR1e

*This document will be placed in your Personnel File in ten days.
A written response may be attached to this document at any time.*

**SAN YSIDRO SCHOOL DISTRICT
COUNSELOR EVALUATION FORM**

SCHOOL COUNSELOR:	Exceeds Professional Standards	Consistent with Professional Standards	Approaching Standards (Needs Improvement)	*Does not meet Minimum Standards (Unsatisfactory)	Not Observed
1. Demonstrates compliance with district policies and procedures regarding counseling services and programs. <ul style="list-style-type: none"> • Follows timelines • Maintains accurate and complete records, and prepares reports 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Maintenance of professional relationship with students, parents, and staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Implementation of programs which utilize school and community resources to meet student needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Counseling of students in areas of need (career planning, personal problems, and educational goals)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Placement of students in appropriate classes based on data and subject specific guidelines and teacher recommendations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Performance of other duties and responsibilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

EVIDENCE/COMMENTS

EVALUATEE'S COMMENTS

Administrator's Signature / Date

Evaluatee's Signature ** /Date*

Assistance Plan Required

** Signature Does Not Indicate Agreement

NOTE:
 Joint Evaluation Committee recommends

HR1f

**SAN YSIDRO SCHOOL DISTRICT
PSYCHOLOGIST AND LANGUAGE SPEECH AND HEARING SPECIALIST
EVALUATION FORM**

PSYCHOLOGIST / SPEECH AND LANGUAGE THERAPIST:	Exceeds Professional Standards	Consistent with Professional Standards	Approaching Standards (Needs Improvement)	*Does not meet Minimum Standards (Unsatisfactory)	Not Observed
7. Demonstrates compliance with federal, state and district policies and procedures regarding special education assessment, eligibility and program development. <ul style="list-style-type: none"> Follows timeline for comprehensive assessment plan (Initials/triennials) Annual Review of IEPs (within 12 months) Maintains accurate and complete records/IEPs and prepares reports. 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Maintenance of professional relationship with students, parents, and staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Uses assessments to guide instruction to develop appropriate IEP goals, objectives and program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Engages and supports all students in learning, as applicable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Creates and maintains effective environments for student learning, as applicable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<u>EVIDENCE / COMMENTS</u>					
<u>EVALUATEE'S COMMENTS</u>					

Administrator's Signature / Date

Assistance Plan Required

** Signature Does Not Indicate Agreement

Evaluatee's Signature ** / Date*

NOTE:
 Joint Evaluation Committee recommends

HR1g

**SAN YSIDRO SCHOOL DISTRICT
Standards-Based Observation/Evaluation Form**

PERMANENT CERTIFICATED

Teacher _____ School _____

Employment Status:

Permanent

Teaching Assignment:

_____ K-8 classroom teacher _____ Preschool/CDC Teacher
 Grade _____ Subject _____
 _____ Special Education Position _____
 _____ Support Staff Position _____

BTSA Participant: Yes/No (circle one) Submit Lesson Plan prior to scheduled observation

***Post Conference must be completed prior to next observation**

PERMANENT EMPLOYEES

By November

(enter dates)

Circle one

1 st Formal Observation	<input type="checkbox"/> Scheduled	Announced - Unannounced
Pre-Conference (optional)	____/____/____	
Observation	____/____/____	
*Post-Conference	____/____/____	
2 nd Formal Observation	<input type="checkbox"/> Scheduled	Announced - Unannounced
Pre-Conference (optional)	____/____/____	
Observation	____/____/____	
*Post-Conference	____/____/____	
3 rd Formal Observation	<input type="checkbox"/> Scheduled	Announced - Unannounced
Pre-Conference (optional)	____/____/____	
Observation	____/____/____	
*Post-Conference	____/____/____	

Mid Year Evaluation:

____/____/____

Due by January 30th

By April

(enter dates)

Circle one

1 st Formal Observation	<input type="checkbox"/> Scheduled	Announced - Unannounced
Pre-Conference (optional)	____/____/____	
Observation	____/____/____	
*Post-Conference	____/____/____	
2 nd Formal Observation	<input type="checkbox"/> Scheduled	Announced - Unannounced
Pre-Conference (optional)	____/____/____	
Observation	____/____/____	
*Post-Conference	____/____/____	
3 rd Formal Observation	<input type="checkbox"/> Scheduled	Announced - Unannounced
Pre-Conference (optional)	____/____/____	
Observation	____/____/____	
*Post-Conference	____/____/____	

Final Evaluation:

____/____/____

Due no later than 30 days before the end of the school year

Administrator's Signature _____ Date ____/____/____

Evaluatee's Signature _____ Date ____/____/____

This document will be placed in your Personnel File in ten days. A written response may be attached to this document at any time.

SAN YSIDRO SCHOOL DISTRICT
Standards-Based Observation/Evaluation Form
Temporary/Probationary Certificated

Teacher _____ School _____

Employment Status:

_____ Temporary teacher
 _____ Probationary 1
 _____ Probationary 2

Teaching Assignment:

_____ K-8 classroom teacher _____ Preschool/CDC Teacher
 Grade _____ Subject _____
 _____ Special Education Position _____
 _____ Support Staff Position _____

BTSA Participant: Yes/No (circle one) Submit Lesson Plan prior to scheduled observation

***Post Conference must be completed prior to next observation**

PROBATIONARY EMPLOYEES

By November 30th

(enter dates)

Circle one

1 st Formal Observation	<input type="checkbox"/> Scheduled	Announced - Unannounced
Pre-Conference (optional)	____/____/____	
Observation	____/____/____	
*Post-Conference	____/____/____	
2 nd Formal Observation	<input type="checkbox"/> Scheduled	Announced - Unannounced
Pre-Conference (optional)	____/____/____	
Observation	____/____/____	
*Post-Conference	____/____/____	
3 rd Formal Observation	<input type="checkbox"/> Scheduled	Announced - Unannounced
Pre-Conference (optional)	____/____/____	
Observation	____/____/____	
*Post-Conference	____/____/____	
Mid Year Evaluation:	____/____/____	Due November 30th

By March 10th

(enter dates)

Circle one

1 st Formal Observation	<input type="checkbox"/> Scheduled	Announced - Unannounced
Pre-Conference (optional)	____/____/____	
Observation	____/____/____	
*Post-Conference	____/____/____	
2 nd Formal Observation	<input type="checkbox"/> Scheduled	Announced - Unannounced
Pre-Conference (optional)	____/____/____	
Observation	____/____/____	
*Post-Conference	____/____/____	
3 rd Formal Observation	<input type="checkbox"/> Scheduled	Announced - Unannounced
Pre-Conference (optional)	____/____/____	
Observation	____/____/____	
*Post-Conference	____/____/____	

Final Evaluation:

____/____/____

Due March 10th

Administrator's Signature _____ Date ____/____/____

Evaluatee's Signature _____ Date ____/____/____

This document will be placed in your Personnel File in ten days. A written response may be attached to this document at any time.

**SAN YSIDRO SCHOOL DISTRICT
DIRECT INSTRUCTION MODEL LESSON PLAN**

Please submit this completed form or your lesson plan prior to the **scheduled** observation
(Pre-Conference may be requested by teacher or administrator)

Teacher: _____ **School:** _____

Observer: _____ **Subject:** _____

Grade Level: _____

Pre-Observation Conference (optional) Date: _____ **Observation Date:** _____

Post Observation Conference Date: _____

Select two standards as agreed by administrator and evaluatee ✓

Standards to be Observed: Standard I Standard II Standard III
 Standard IV Standard V

1. Orientation

Teacher clarifies objectives and procedures for the new learning task, activates prior knowledge and/or connects to previous lessons.

2. Presentation

Teacher explains, demonstrates, and gives examples of concept, skill, or strategy. Teacher uses a visual representation of the material and checks for student understanding.

3. Highly Structured Practice

Teacher leads students through the practice, step-by-step.

4. Guided (semi-independent) Practice/Closure

Students practice while the teacher monitors and gives corrective feedback.

5. Independent Practice

Students practice completely on their own and feedback is provided.

- If the observation is rescheduled by the administrator, the Direct Instruction Model Lesson Plan is optional

This document will not be placed in your personnel file.

The California Standards for the Teaching Profession are printed on the back as

APPENDIX H
SAN YSIDRO SCHOOL DISTRICT

CATASTROPHIC LEAVE BANK DONATION FORM
(Certificated Employees)

Employee Name: _____ Position: _____

To be eligible to make a donation to the catastrophic leave bank, unit members must have an accrued sick leave balance of at least ten (10) days at the time of donation. Eligible employees may donate from a minimum of one (1) sick leave day to a maximum of five (5) sick leave days in any one (1) school year.

According to the absence management system, I have accumulated _____ sick leave hours as of _____.

I have elected to donate _____ sick leave days to the catastrophic leave bank.

Signature

Date

For Payroll Department Use Only

Minimum 10 days of sick leave accrued as of June 30, 20____ Yes ___ No ___

Accumulated sick leave hours as of date of donation: _____

Employee sick leave account debited _____ hours (____ days) based on donation. Date: __/__/__

Signature/Payroll Department

Date

APPENDIX I

**SAN YSIDRO SCHOOL DISTRICT
CATASTROPHIC EVENT/ ILLNESS LEAVE BANK
REQUEST FOR WITHDRAWAL FORM
(CERTIFICATED)**

Employee Name: _____ Position: _____

I hereby request to withdraw ____ days of sick leave from the Catastrophic Event/Illness Leave Bank. I understand that to be eligible for use of bank days, I must have exhausted all accrued paid leave days and I must have donated at least one day to the bank.

Signature of Employee or Employee's Designee

Date

(Submit to Human Resources Department for Processing)

For Human Resources Department Use Only

Is valid physician's verification attached? ___ Yes ___ No

Catastrophic leave bank days granted: _____

Signature/Human Resources Department

Date