

Living Document of Contract by Article  
2016 Negotiations

Article	Comments:	Existing Contract Language	Language Under Negotiation		Completed? Yes or No
			AVUTA Proposal	AVUSD Proposal	
1	Language changes with dates, added language for “Exhibits” , and added “typo” protection.	<p>A. This agreement shall remain in full force and effect from July 1, 2013 up to and including June 30, 2016 and thereafter shall continue in effect year-by-year unless one of the parties notifies the other in writing, no later than 5:00 p.m. on the first Friday in March in the year of termination, of their request to modify, amend or terminate this agreement.</p> <p>B. It is understood that the specific provisions contained in this Agreement shall replace previous contracts and all tentative agreements including, but not limited to, all Memorandums of Understandings (MOUs) and side letters.</p>	If these columns are merged, we are at agreement		Yes
			<p>A. This agreement shall remain in full force and effect from July 1, <del>2013</del> 2016 up to and including June 30, <del>2016</del> 2019 and thereafter shall continue in effect year-by-year unless one of the parties notifies the other in writing, no later than 5:00 p.m. on the first Friday in March in the year of termination, of their request to modify, amend or terminate this agreement.</p> <p>B. All tentative agreements including, but not limited to, all Memorandums of Understandings (MOUs) and side letters shall be added to the current contract under “Exhibits”.</p> <p>C. It is understood that the specific provisions contained in this Agreement shall replace previous contracts and all tentative agreements including, but not limited to, all Memorandums of Understandings (MOUs) and side letters.</p> <p>D. In the event of an inadvertent omission or commission by the scribe of this contract, the original signed agreement shall prevail.</p>		
2	No change				Yes
3	B - Added language for a guest speakers with expertise	<p>B. The Association and the District shall select five (5) members for their respective teams and shall cooperate in the provision of needed training for all team members.</p>	<p>B. The Association and the District shall select five (5) members for their respective teams and shall cooperate in the provision of needed training for all team members. An additional member may be invited as needed by either team to provide additional expertise with prior notice to the chief negotiators. Negotiations may proceed with a quorum of three or more members on each team in the event of absences.</p>		Yes
4	B1.2.3. Additions and deletions to language	<p>B. Complaints Against Unit Members</p> <p>1. The Superintendent or designee shall investigate all complaints. Written complaints are dealt within paragraphs below. Those</p>	<p>B. Complaints Against Unit Members</p> <p>1. The Superintendent or designee shall investigate all complaints. If, through the investigative process, the District determines that the allegations are substantiated, the unit member shall be notified of the findings and given ten (10) working days to</p>		Yes

		<p>complaints not submitted in writing, shall be investigated in order to determine their merits. Teachers shall be notified in writing within ten (10) working days of receipt of complaint if the complaint against them has merit.</p> <p>2. If, through the investigative process, the District determines that the complaint was warranted, the unit member shall be notified and given ten (10) working days to submit a written statement on or attached to, the complaint form before it is placed in the unit member's personnel file.</p> <p>3. If, through the investigative process, the District determines that the complaint was unsubstantiated, the unit member shall be notified in writing on the complaint form that the complaint was without merit. Unsubstantiated complaints will not be included in the unit member's official personnel file.</p>	<p><i>submit a written statement to be attached to the findings before it is placed in the unit member's personnel file. <del>Written complaints are dealt within paragraphs below. Those complaints not submitted in writing, shall be investigated in order to determine their merits. Teachers shall be notified in writing within ten (10) working days of receipt of complaint if the complaint against them has merit.</del></i></p> <p><del>2.</del> If, through the investigative process, the District determines that the complaint was warranted, the unit member shall be notified and given ten (10) working days to submit a written statement on or attached to, the complaint form before it is placed in the unit member's personnel file.</p> <p><del>3.</del> 2. If, through the investigative process, the District determines that the complaint was unsubstantiated, the unit member shall be notified in writing on the complaint form that the complaint was <del>without merit</del> unsubstantiated. Unsubstantiated complaints will not be included in the unit member's official personnel file.</p>	
5	No change			Yes
6	C2 Change in language with criteria for seniority points.	<p>C. Criteria for Resolving Ties in Seniority in the Event of Certificated Layoffs/Involuntary Transfers</p> <p>2. Based upon the needs of the District and the students thereof, all of the following criteria shall be applied to resolve ties in seniority between certificated employees. Each of the following criteria shall be worth one point:</p> <p>a. Fully credentialed as a speech therapist</p> <p>b. BCLAD</p>	<p>D. Criteria for Resolving Ties in Seniority in the Event of Certificated Layoffs/Involuntary Transfers</p> <p>1. Whereas Education Code, related to certificated layoffs, provides, in relevant part, that "between employees who first rendered paid service to the district on the same date, the governing board shall determine the order of termination solely on the basis of needs of the district and the students thereof."</p> <p>2. Based upon the needs of the District and the students thereof, all of the following criteria shall be applied to resolve ties in seniority between certificated employees. Each of the following criteria shall be worth one point:</p>	Discussion to change a-z list to bulleted point

		<div><div><div>c. CLAD, SDAIE, SB395 (excludes emergency authorizations)</div><div>d. Credentialed teaching experience in the District (prior to seniority date)</div><div>e. Credentialed teaching experience outside the District</div><div>f. Additional credentials or additional authorizations listed on credential (including National Board Certification)</div><div>g. Possession of a Masters Degree</div><div>h. Possession of a Doctorate Degree</div></div></div>	<div><div><div><div><div>• Fully credentialed as a speech therapist</div><div>• BCLAD</div><div>• <del>CLAD, SDAIE, SB395 (excludes emergency authorizations)</del></div><div>• Fully credentialed as school nurse</div><div>• Fully credentialed mild/moderate or moderate/severe</div><div>• Transitional kindergarten authorization per SB 876</div><div>• Library certification</div><div>• Credentialed teaching experience in the District (prior to seniority date)</div><div>• Credentialed teaching experience outside the District</div><div>• Additional credentials or additional authorizations listed on credential (including National Board Certification)</div><div>• Possession of a Masters Degree</div><div>• Possession of a Doctorate Degree</div></div></div><div>3. In the event of a tie, after all above criteria have been implemented, the tie shall be broken by lot. The lottery shall be conducted in the presence of at least two (2) Association representatives.</div><div>4. The above referenced criteria (Section C.2) do not apply to the re-hire rights of unit members affected by layoffs prior to June 30, 2010.</div></div></div>		
7H	H - we countered saying NO to their offer and they have not countered, the existing language is where we are currently	H. Unless there is a clear emergency, the District/Site shall endeavor not to schedule meetings involving Association members after the student school day on Tuesdays, which shall be used for scheduled Association meetings.	<div>Current AVUTA Proposal</div> <div>H. Unless there is a clear emergency, the District/Site shall endeavor not to schedule meetings involving Association members after the student school day on Tuesdays, which shall be used for scheduled Association meetings.</div>	<div>Current AVUSD Proposal</div> <div>H. Unless there is a clear emergency, the District/Site shall endeavor not to schedule meetings involving Association members after the student school day on <i>two (2) Tuesdays per month mutually agreed upon</i>, which shall be used for scheduled Association meetings.</div>	7H - we need to clarify where both side believe we are standing

7N	N - AVUTA President release time is currently on the proposed on pay scales as a cost of .16%.	N. The District shall provide the Association President or designee with thirty (30) days of release time per year. The District will pay the costs of a substitute teacher the first ten (10) days of release time. Further compensation of release time shall be made on an alternating basis with the Association paying for the eleventh (11th) day and the District the twelfth (12th) day, and so forth. The Association shall pay to the District the amount paid substitute teachers. In addition, the Association President may be released as approved by the Superintendent.	N. The District shall provide the Association President or designee with <del>thirty (30) days of release time per year. The District will pay the costs of a substitute teacher the first ten (10) days of release time. Further compensation of release time shall be made on an alternating basis with the Association paying for the eleventh (11th) day and the District the twelfth (12th) day, and so forth. The Association shall pay to the District the amount paid substitute teachers. In addition, the Association President may be released as approved by the Superintendent.</del> <i>one hundred eighty-four (184) days of paid total compensation release time. Effective July 1, 2016, 1% added to the certificated salary schedule and the certificated supplemental schedules (.16% per cost of Article 7 - Association Rights). Net effect .84% added to the certificated salary schedule and the certificated supplemental schedules.</i>	Still working on N as part of Article 19. Due to time of contract settlement - suggest the move of the .16% to the 2017-2018 school year and .16% is added to 2016-2017.
8	No change			Yes
9	F - we added language to F2 regarding AVUTA reviewing prior to GRC process The time limits were struck from Appendix A1 to direct members and administration to the contract	F. Level III: Formal - Grievance Resolution Committee (GRC) .  1. If the grievant is not satisfied with the decision at Level II, ...  2. This statement shall include a copy of the original grievance, the decisions rendered previously and a statement of the reason for the appeal.	G. Level III: Formal - Grievance Resolution Committee (GRC) .  1. If the grievant is not satisfied with the decision at Level II, the grievant may appeal the decision on the appropriate form to the Grievance Resolution Committee (GRC) within forty-five (45) work days of the occurrence of the act or from the time the grievant could reasonably be expected to know of the occurrence giving rise to the grievance.  2. This statement shall include a copy of the original grievance, the decisions rendered previously and a statement of the reason for the appeal. <i>This document shall be reviewed by the AVUTA Grievance Committee before the grievant submits it to the GRC.</i>	Yes

10	F- No language existed in present contract. Wrote new language regarding transfers and created an Administrative Transfer Committee (ATC)		<p><i>F. Administrative transfer - the best interests of the employee and the District may, in specific circumstances, be an administrative transfer</i></p> <ol style="list-style-type: none"> <li><i>1. Transfer of an Association member may be initiated by the District whenever such transfer is in the best interest of all parties concerned.</i></li> <li><i>2. To evaluate the employee in a different school or location, as an alternative to disciplinary action the member may be Administratively transferred.</i></li> <li><i>3. In the event the employee opposes the administrative transfer, the employee may appeal to the Administrative Transfer Committee (ATC) for a recommendation. The employee shall not be a member of the ATC.</i></li> <li><i>4. The composition of the Administrative Transfer Committee shall be:</i> <ol style="list-style-type: none"> <li><i>a. The Superintendent or designee;</i></li> <li><i>a. The sire principal for the employee's current work site;</i></li> <li><i>b. A certificated administrator selected by the Human Resources Office;</i></li> <li><i>c. The AVUTA President or designee; and</i></li> <li><i>d. Two (2) AVUTA appointees, at least one (1) from the employee's work site.</i></li> </ol> </li> <li><i>5. The ATC shall make a recommendation to the Board of Trustees.</i></li> </ol> <p><del>F.</del> G. Preschool Teacher and Preschool Associate Teacher Transfers</p> <p>Preschool Teachers and Preschool Associate Teachers shall have transfer rights as provided for in this Article, but limited to within the Preschool Program only.</p>	Yes
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11	No change				Yes
12	No change				Yes
13A	A4.	<p>A. Duty Day</p> <ol style="list-style-type: none"> <li>The duty day for Preschool Teachers . . .</li> <li>Specific assignments for unit members during the duty day . . .</li> <li>Since preparation period duties are limited to . . .</li> <li>If a qualified substitute is not available to cover the class of an absent teacher, the students may be assigned to other classrooms, at the discretion of the site administrator, for the period of the absence or until a qualified substitute becomes available. Each participating teacher shall be paid an equal proportion of the \$180.00 per full day cost based upon a half day (\$90.00) or full day (\$180.00) rate.</li> </ol>	Current AVUTA Proposal	Current AVUSD Proposal	
			<p>4. If a qualified substitute is not available to cover the class of an absent teacher, the students may be assigned to other classrooms, at the discretion of the site administrator, for the period of the absence or until a qualified substitute becomes available. Each participating teacher shall be paid an equal proportion of the <del>\$180.00</del> \$245.00 per full day cost based upon a half day <del>(\$90.00)</del> (\$122.50) or full day <del>(\$180.00)</del> (\$245.00) rate.</p>		I have no record of the final agreement, just our Sunshine. We need to revisit and check where we left off
13D	D 1 & 2	<p>D. Adjunct Duties</p> <ol style="list-style-type: none"> <li>Unit members may be requested to provide services for up to thirty-six (36) additional hours beyond the established duty days.</li> </ol>	Current AVUTA Proposal	Current AVUSD Proposal	
			<p><i>D. Adjunct Duties</i></p> <ol style="list-style-type: none"> <li><i>Unit members <b>shall</b> participate in the following segment</i></li> </ol>	<p><i>D. Adjunct Duties</i></p> <ol style="list-style-type: none"> <li><i>Unit members <b>shall</b> participate in the</i></li> </ol>	No - work in progress

		<p>2. The thirty-six (36) additional hours of service will be at administrative direction beyond the established duty day, and these hours are not related to volunteer assignments, requests for services/meetings by non-administrators, or at the direction of the Association, but may include:</p> <p>a. Administrative directed staff/department/grade group meetings</p> <p>b. Administrative directed open house/back-to-school/graduate card night activities</p>	<p><i>specific activities at the certificated hourly rate:</i></p> <p><u>K-6/K-8</u> Back to School Night (2 hours maximum)</p> <p><u>High School</u> Back to School Night (2 hours maximum)</p> <p>2. Unit members <b>may be requested</b> participate in the following segment specific activities:</p> <p><u>K-6/K-8</u> One (1) Community/Family Night</p> <p><u>High School</u> Graduation</p> <p>3. Unit members <b>may be requested to</b> participate in one (1) staff meeting per month and will be given seven (7) work days prior notice. Staff meetings will be at administrative direction and shall not exceed sixty (60) minutes in duration beyond or prior to the duty day.</p> <p>4. Unit members that are requested by administration to participate in</p>	<p><i>following segment specific activities:</i></p> <p><u>K-6/K-8</u> Back to School Night <b>Two (2) Family Nights</b></p> <p><u>High School</u> Back to School Night <b>High School Awareness</b> Graduation</p> <p>2. Unit members <b>shall</b> participate in up to one (1) staff meeting per month and will be given seven (7) work days prior notice. Staff meetings will be at administrative direction and shall not exceed sixty (60) minutes in duration beyond or prior to the duty day.</p> <p>3. <b>Ten (10) hours of additional adjunct duty may be requested by the site administrator.</b></p>	
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			<i>additional adjunct duties, shall negotiate compensation pursuant to Article 20, Section G, Schedule "F".</i>	
14	No change			Yes
15 B, E, & F	<p>B 4 c.d.e. Note with regards to definition of a family member *AB1522</p> <p>E1 - added reference to AB375</p> <p>E3.- June date - we still have questions Present to adjust for the new laws</p> <p>F2 - added step family to bereavement</p>	<p>4. A unit member may claim Personal Necessity Leave for the following:</p> <ol style="list-style-type: none"> <li>Death of a member of the immediate family, . . .</li> <li>As a victim of: . . .</li> <li>Accident involving the unit member or unit member's property or the person or property of a family* member of such nature as to require the presence of the unit member during the work day.</li> <li>Serious or critical illness of a member of the family* member.</li> <li>Appointment with a doctor or dentist for the unit member or family* member.</li> </ol> <p>E. Childbirth/Childrearing Leave</p> <ol style="list-style-type: none"> <li>The District may provide a unit member leave without pay to care for children born to, or adopted by the unit</li> </ol>	<p>4. A unit member may claim Personal Necessity Leave for the following:</p> <ol style="list-style-type: none"> <li>Death of a member of the immediate family, . . .</li> <li>As a victim of: . . .</li> <li>Accident involving the unit member or unit member's property or the person or property of a family* member of such nature as to require the presence of the unit member during the work day.</li> <li>Serious or critical illness of a member of the family* member.</li> <li>Appointment with a doctor or dentist for the unit member or family* member.</li> </ol> <p><i>Per AB1522 the Healthy Workplaces, Healthy Families Act of 2014, the definition of "family member" for c,d,and e above shall include : a child (biological, adoptive, foster, step), legal guardian, or person who stands in loco parentis, regardless of age or dependency.</i></p> <p>E. Childbirth/Childrearing Leave</p> <ol style="list-style-type: none"> <li>The District <del>may</del> <i>shall</i> provide a unit member leave <del>without pay</del> <i>in accordance with CA AB375</i> to care for children born to, or adopted by the unit member, or for children who the unit member or spouse becomes legally responsible.</li> </ol>	<p>NO - Need language to be finalized</p> <p>For 15 E - Matt and Cindy said they will email a draft to</p>



		<p>member, or for children who the unit member or spouse becomes legally responsible.</p> <ol style="list-style-type: none"> <li>2. Request for Childbirth/Childrearing Leave, . . .</li> <li>3. The duration of such Childbirth/Childrearing Leave shall consist of not more than twelve (12) consecutive months and shall be automatically terminated on June 30<sup>th</sup> in the same year in which such leave is granted unless an emergency situation is approved.</li> </ol> <p>F. Bereavement Leave</p> <ol style="list-style-type: none"> <li>1. Unit members shall be entitled to five (5) days . . .</li> <li>2. Members of the immediate family include husband, wife, father, father-in-law, mother, mother in-law, brother, brother-in-law, sister, sister-in-law, son, son-in-law, daughter, daughter-in-law, grandmother, grandfather, grandchildren or any other person living in the unit member's household.</li> </ol>	<ol style="list-style-type: none"> <li>2. Request for Childbirth/Childrearing Leave, . . .</li> <li>3. The duration of such Childbirth/Childrearing Leave shall consist of not more than twelve (12) consecutive months and shall be automatically terminated on June 30<sup>th</sup> in the same year in which such leave is granted unless an emergency situation is approved.</li> </ol> <p><b>Suggest we pull E 2 and E3 from here and move to Article 15H “Leave Without Pay”</b></p> <p>F. Bereavement Leave</p> <ol style="list-style-type: none"> <li>1. Unit members shall be entitled to five (5) days . . .</li> <li>2. Members of the immediate family include husband, wife, father, father-in-law, <i>step-father</i>, mother, mother in-law, <i>step-mother</i>, brother, brother-in-law, sister, sister-in-law, son, son-in-law, <i>step-son</i>, daughter, daughter-in-law, <i>step-daughter</i>, grandmother, grandfather, grandchildren or any other person living in the unit member's household..</li> </ol>	<p>AVUTA chief negotiator prior to November 1st.</p>
16	C3d - we added language for positive PAR exit	<ol style="list-style-type: none"> <li>3. PAR Joint Panel Recommendations and Decision-Making</li> </ol>	<ol style="list-style-type: none"> <li>3. PAR Joint Panel Recommendations and Decision-Making <ol style="list-style-type: none"> <li>a. The PAR Joint Panel shall . . .</li> </ol> </li> </ol>	<p>Format and editing needs to be</p>

	needs to be formatted	<ul style="list-style-type: none"> <li>a. The PAR Joint Panel shall . . .</li> <li>b. No action or . . .</li> <li>c. The PAR Joint Panel shall not act on a Consulting Teacher's . . .</li> <li>d. The PAR Joint Panel shall make written recommendations to the Board of Trustees of the District concerning mandatory participant teachers, including forwarding the names of those mandatory participant teachers, who after sustained assistance, <u>are not able</u> to demonstrate satisfactory improvement. Prior to forwarding a mandatory participant teacher's name to the Board of Trustees, the PAR Joint Panel shall review the assistance provided to the mandatory participant teacher, and shall determine whether or not the mandatory participant teacher has been afforded "sustained" assistance.</li> <li>e. The PAR Joint Panel's written recommendation to the Board of Trustees shall be for Closed Session only. The Panel's</li> </ul>	<ul style="list-style-type: none"> <li>b. No action or . . .</li> <li>c. The PAR Joint Panel shall not act on a Consulting Teacher's . . .</li> <li>d. <i>The PAR Joint Panel shall make written recommendations to the Board of Trustees of the District concerning mandatory participant teachers. The PAR Joint Panel shall, in each case, determine whether the mandatory participant teacher has been afforded "sustained" assistance, and whether the participant teacher has been able to demonstrate satisfactory progress and hence recommended for release from PAR; or discontinued from PAR support due to unsatisfactory progress after sustained assistance.</i></li> <li><del>d.</del> e. The PAR Joint Panel shall make written recommendations to the Board of Trustees of the District concerning mandatory participant teachers, including forwarding the names of those mandatory participant teachers, who after sustained assistance, <u>are not able</u> to demonstrate satisfactory improvement. Prior to forwarding a mandatory participant teacher's name to the Board of Trustees, the PAR Joint Panel shall review the assistance provided to the mandatory participant teacher, and shall determine whether or not the mandatory participant teacher has been afforded "sustained" assistance.</li> <li><del>e.</del> f. The PAR Joint Panel's written recommendation to the Board of Trustees shall be for Closed Session only. The Panel's recommendations shall also be provided to the Certificated Human Resources Office Administrator prior to submitting any recommendation to the Board of Trustees.</li> </ul>	completed to adjust numbering like it looks here in the example.
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		<p>recommendations shall also be provided to the Certificated Human Resources Office Administrator prior to submitting any recommendation to the Board of Trustees.</p>		
17	<p>There is an agreement to reopen Article 17 Class Size in regards to special education services. The reopener language is agreed upon; but it will be added to Article 3 Section E</p>	<p><b><u>ARTICLE 17- CLASS SIZE</u></b></p> <p>A. During the term of this Agreement, the District shall follow the class size standards as provided for in California Education Code.</p> <p>B. If, during the term of this Agreement, an initiative is passed which provides additional funding to lower Class Size, the Association and the District will meet and negotiate on class size.</p> <p>C. The District agrees to meet with the AVUTA President or President's designee on a monthly basis to review class size for compliance with Education Code.</p> <p>D. The District shall adhere to a class size average for Grades 4, 5, and 6 of no more than 32.3 students.</p> <p>E. If State funding is reduced which prohibits implementation of Class Size Reduction efforts in Grades K-3 classrooms and the class size average in Grades 4, 5 and 6 of no more than 32.3 students, the District shall follow the class size</p>	<p><i>During the 2016-2017 contract reopener, both parties mutually agree to reopen Article 17, Class Size, in regards to delivery of special education. As Sunshined in 2015-2016 under Article 17, the language may ultimately apply to a different article. This will allow time for the reorganization of special education, with expected full implementation in 2017-2018.</i></p> <p><i>This is in addition to the provisions in Article 3, Section E.</i></p>	<p>Need a copy of the current working Article 17 and the Reopener language</p>

		standards as provided for in California Education Code.		
18	D3. - language in regards to summer school	<p>D. Salary and Benefits</p> <ol style="list-style-type: none"> <li>1. Summer School/Intersession . . .</li> <li>2. The hours and days assigned to the District's . . .</li> <li>3. The hours and days assigned for the Summer School/Intersession shall be determined by the site principal, based upon available funding and student needs.</li> </ol>	<p>E. Salary and Benefits</p> <ol style="list-style-type: none"> <li>1. Summer School/Intersession teachers shall be paid an hourly rate of \$35.00 per hour.</li> <li>2. The hours and days assigned to the District's grades K-12 Summer School unit members shall be determined by the District, based upon available funding and student needs.</li> <li><del>3. The hours and days assigned for the Summer School/Intersession shall be determined by the site principal, based upon available funding and student needs.</del> <i>Site discretionary/grant funded summer school/intersession hours and days shall be determined by the site principal based upon available funding and student needs.</i></li> </ol>	Yes
19	Salary - 19 B 4 a - need to adjust to fit MOU.	<ol style="list-style-type: none"> <li>4. Initial Salary Schedule Placement               <ol style="list-style-type: none"> <li>a. All certificated staff hired into the District beginning July 1, 1995, shall be limited to actual (K-12) teaching experience or a maximum of five (5) years teaching service for credit for initial salary schedule placement, whichever is less. Effective January 1, 2013 any fully credentialed Speech Language Pathologist who is hired by the district may be awarded a maximum of nine (9)</li> </ol> </li> </ol>	<ol style="list-style-type: none"> <li>4. Initial Salary Schedule Placement               <ol style="list-style-type: none"> <li>a. All certificated staff hired into the District beginning <b>July 1, 1995</b>, shall be limited to actual (K-12) teaching experience <b>or a maximum of five (5) years teaching service for credit for initial salary schedule</b> placement, whichever is less. Effective January 1, 2013 any fully credentialed Speech Language Pathologist who is hired by the district may be awarded a maximum of nine (9) years of qualified teaching credit for initial salary placement.</li> </ol> </li> </ol>	Need to correct language to match previous signed MOU

		years of qualified teaching credit for initial salary placement.			
19	Salary B 11 - 16		Current AVUTA Proposal	Current AVUSD Proposal	
		<p>11. 2013-2014 2% added to the salary schedule effective July 1, 2013.</p> <p>12. 2014-2015 2.7 % added to the salary schedule after \$3,000 added to each cell effective July 1, 2014.</p> <p>13. 2015-2016 4% to be added to the 2015-2016 certificated salary schedule and certificated supplemental salary schedules effective July 1, 2015.</p>	<p>11. <i>The salary schedule shall be compressed. See AVUSD proposed salary schedule.</i></p> <p>12. <i>The Certificated Supplemental Salary Schedule Chart 1 Preschool Teacher Salary Schedule shall have a Step 10 with an annual salary of \$52,076.</i></p> <p>13. <i>The Certificated Supplemental Salary Schedule Chart 2 Preschool Associate Teacher Salary Schedule shall have a Step 10 with an annual salary of \$34,433.</i></p> <p>14. <i>2016-2017 1.226% added to the certificated salary schedule and the certificated supplemental schedules effective July 1, 2016.</i></p> <p>15. <i>Effective July 1, 2017 1.75% added to the certificated salary schedule and the certificated supplemental</i></p>	<p>11. <i>The salary schedule shall be compressed. See counter proposed salary schedule.</i></p> <p><del>12. The Certificated Supplemental Salary Schedule Chart 1 Preschool Teacher Salary Schedule shall have a Step 10 with an annual salary of \$52,076.</del></p> <p><del>13. The Certificated Supplemental Salary Schedule Chart 2 Preschool Associate Teacher Salary Schedule shall have a Step 10 with an annual salary of \$34,433.</del></p> <p>14. <i>Effective July 1, 2016 1.226% added to the certificated salary schedule and the certificated supplemental schedules (.16% per cost of Article 7 Association Rights). Net effect 1.066% added to the certificated</i></p>	<p>Work in Progress - need info. about Preschool. Trenae communicated an offer to AVUTA chief negotiator prior to negotiations meeting.</p> <p>Continuing to work on percentages.</p>

			<p><i>schedules (deducting .16% per cost of Article 7 Association Rights).</i></p> <p>16. <i>Total compensation package shall be reopened for negotiations in year three (2018-2019) of this collective bargaining agreement.</i></p>	<p><i>salary schedule and the certificated supplemental schedules.</i></p> <p>a. <i>Preschool teachers who have completed ten (10) years of service as Preschool Teacher and have achieved a Bachelor's degree shall receive an annual \$2,500 stipend. The stipend does not apply to Preschool Associate Teachers. This shall be reviewed annually due to Preschool Grant funding.</i></p> <p>15. <i>Effective July 1, 2017 1% added to the certificated salary schedule and the certificated supplemental</i></p>	
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				<i>schedules.</i> 16. <i>Total compensation package shall be reopened for negotiations in year three (2018-2019) of this collective bargaining agreement.</i>	
19	Salary C 1-3	1. The District shall provide health, dental, vision and life insurance coverage through the High Desert Inland Employee/Employer Trust (HDIEET) for unit members and their eligible dependents as part of the total compensation package. The life insurance coverage shall be \$50,000 for unit members and \$5,000 for each eligible dependent. Effective July 1, 2014, the District will contribute a maximum of \$12,500 annually for the health and welfare benefits of an eligible full-time unit member. Part-time unit members shall receive a pro-rata Health & Welfare allowance based on their percentage of employment. If the member's selection of health and welfare benefits results in a total premium	Current AVUTA Proposal	Current AVUSD Proposal	In C1, I believe there is language that we can delete, which is in bold on the original draft.  C1 has a difference in \$ amount.  AVUTA is asking for C3 to be included.  AVUSD counter did not include
			1. The District shall provide health, dental, vision and life insurance coverage through the High Desert Inland Employee/Employer Trust (HDIEET) for unit members and their eligible dependents as part of the total compensation package. The life insurance coverage shall be \$50,000 for unit members and \$5,000 for each eligible dependent. Effective <b><i>July 1, 2016, the District will contribute a maximum of \$15,500 annually</i></b>	1. The District shall provide health, dental, vision and life insurance coverage through the High Desert Inland Employee/Employer Trust (HDIEET) for unit members and their eligible dependents as part of the total compensation package. The life insurance coverage shall be \$50,000 for unit members and \$5,000 for each eligible dependent. Effective <b><i>July 1, 2016, the</i></b>	

		<p>in excess of the District's maximum annual contribution (pro-rated for part time employees), the member shall authorize the difference to be deducted from payroll as a condition of receipt of the benefits.</p> <p><b>The parties agree that the Health and Welfare allowance of \$6400 annually designated to each full time unit member shall be eliminated effective July 1, 2014. An addition of \$3000 will be added to each cell of the 2014-2015 salary schedule effective July 1, 2014.</b></p> <ol style="list-style-type: none"> <li>a.</li> <li>b.</li> <li>c.</li> </ol> <ol style="list-style-type: none"> <li>2.       <ol style="list-style-type: none"> <li>a.</li> <li>b.</li> </ol> </li> </ol>	<p><i><b>for the health and welfare benefits of an eligible full-time unit member.</b></i></p> <p>Part-time unit members shall receive a pro-rata Health &amp; Welfare allowance based on their percentage of employment. If the member's selection of health and welfare benefits results in a total premium in excess of the District's maximum annual contribution (pro-rated for part time employees), the member shall authorize the difference to be deducted from payroll as a condition of receipt of the benefits.</p> <ol style="list-style-type: none"> <li>a.</li> <li>b.</li> <li>c.</li> </ol> <ol style="list-style-type: none"> <li>2.       <ol style="list-style-type: none"> <li>a.</li> <li>b.</li> </ol> </li> <li>3. Retiree Benefits       <ol style="list-style-type: none"> <li>a. Unit members who</li> </ol> </li> </ol>	<p><i><b>District will contribute a maximum of \$13,300 annually for the health and welfare benefits of an eligible full-time unit member.</b></i></p> <p>Part-time unit members shall receive a pro-rata Health &amp; Welfare allowance based on their percentage of employment. If the member's selection of health and welfare benefits results in a total premium in excess of the District's maximum annual contribution (pro-rated for part time employees), the member shall authorize the difference to be deducted from payroll as a condition of receipt of the benefits.</p> <ol style="list-style-type: none"> <li>a.</li> </ol>	C3.
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			<p>retire at the age of 60 or above and have 25 or more years of service with the District shall be eligible for and provided with the same medical insurance as active unit members. Medical insurance coverage for retiree will begin at retirement until retiree is eligible for Medicare.</p>	<p>b.</p> <p>c.</p> <p>2.</p> <p>a.</p> <p>b.</p> <p>3. No Retiree Benefits</p>	
20	Extra Curricular Language H	<p>H. Hourly and Daily Rates of Additional Pay</p> <p>1. Certificated hourly rate of \$35 - Provided for a variety of reasons, including substitute teaching services during preparation periods, curriculum development, scheduling and counseling, and after school pupil supervision, teaching and counseling services during summer school, intercessions on non-contract days, during before and after school interventions, for English Language Acquisition Program (ELAP) Instructors, and for Gifted and Talented education (GATE) Academy Instructors, Home Hospital teaching and other adjunct duties.</p> <p>2. Individual daily rates of pay may also be provided to unit members for particular services in the following categories:</p> <p>a. Extended Work Year Contracts - Additional days of per diem pay may be provided to counselors, District nurses, and speech pathologists.</p> <p>b. Staff Development "Buy Back" Days - Up to three (3) additional days of per diem pay may be earned by eligible unit members as determined by state funding who volunteer to participate in staff development related to improving pupil achievement.</p>			<p>Yes - Agree to leave current contract language, with the understanding that Administrators will receive clarification and be trained. We will bring it back if issues continue</p>
Appendix	A1 - Struck the timeline from the footer of the page				Yes
*Add Section	Exhibits/Scribes and Waivers - This will keep track of MOUs and side letters which will be added to the any new negotiated contract and				Yes

	then be discarded upon each new negotiation.	
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