

**Tentative Agreement  
Between  
the  
Bakersfield City School District  
And  
The Bakersfield Elementary Teachers Association**

**January 13, 2017**

**4.1** The number of scheduled work days shall be one hundred eighty two (182) annually. (See Section s 4.17.4 and 4.18: Instruction Days per School Year) For the 2017-2018 and 2018-2019 school years only, unit members shall work three additional days to be paid at the applicable per diem rate. One of the days shall be directed by the teacher, and the remaining two shall follow guidelines mutually developed by the District and BETA. The scheduling of such days shall be accomplished through annual negotiation of the calendar.

**4.2.3** For purposes of definition, “preparation/planning time,” as used in Section 4.2.4 refers to a designated period of not less than forty (40) minutes in Middle School/Junior High and thirty (30) minutes in the Elementary School teacher’s duty day.

**4.2.4** In Elementary through Middle School/Junior High, recognizing the need to conserve the classroom teacher’s preparation/planning time, there shall be over the school year no more than an average of ~~two and one half (2 ½)~~ two (2) mandated building staff meetings required by the principal during the classroom teacher’s preparation period during a school month.

**All other language stays the same.**

**4.12.1 Stipends**

**a)** Effective July 1, 2017, the negotiated stipends provided herein shall be increased by the same percentage applied to the negotiated 2016-2017 salary schedule, except where specified otherwise.

**b)** Effective July 1, 2017, the bonus for school nurse shall be increased from \$363.00 annually to \$4,010.00 annually.

## Article 14: Compensation and Benefits

### 14.1 Unit Members' Salary Schedule

Effective July 1, 2016, the 2015-16 Teachers' Annual Basic Salary Schedule shall increase by four percent (4.0%). Effective July 1, 2016, the 2015-16 Pre-Kindergarten Teachers Annual Basic Salary Schedule shall increase by four percent (4.0 %).

In addition, Unit members employed as of the date of Board approval of this agreement shall receive a one-time, off-schedule salary payment equal to two percent (2%) of their 2016-2017 annual salary.

Effective July 1, 2017, the 2016-17 Teachers' Annual Basic Salary Schedule shall increase by three percent (3.0%). Effective July 1, 2017, the 2016-17 Pre-Kindergarten Teachers Annual Basic Salary Schedule shall increase by three percent (3.0%).

14.3.2 Effective July 1, 2017, the bonus for Master's Degree and/or Doctorate shall be fifteen hundred dollars (\$1,500.00) annually.

### 14.4.12 Special Education Bonus

....all other unit members assigned to a special education position who hold clear credentials and/or full California certification required for their assigned position shall receive a bonus of ~~seven hundred fifty dollars (\$750)~~ one thousand five hundred dollars (\$1500.00).

### 14.4.2 Speech and Language Pathologist:

Agreement to Renumber this to 14.4.5.

### 14.4.5 Speech and Language Pathologists

...On or about June 10 of each successive year, the District shall pay the SLPS a bonus amount of ~~four thousand five hundred eighty eight dollars (\$4588.00)~~ Five thousand five hundred dollars (\$5500.00)....

### 14.4.6 Bilingual Bonus

Effective July 1, 2017, unit members assigned to a bilingual position who possess the requisite credential authorizing bilingual service in that position shall receive a bonus of One Thousand five hundred dollars (\$1500.00) annually.

### 14.6 Fringe Benefits

Effective October 1, 2016, the District shall contribute up to Nineteen Thousand, Nine Hundred Sixty-Six Dollars and eighty cents (\$19,966.80) per year for each eligible full-time unit member to offset costs of premiums for

medical, vision, dental, prescription, cancer, life insurance and an employee assistance program.

Effective October 1, 2017, the District shall contribute up to Nineteen Thousand, Nine Hundred Sixty-Six Dollars and eighty cents (\$19,966.80) per year plus any increased cost for the 2017-2018 school year for each eligible full-time unit member to offset costs of premiums for medical, vision, dental, prescription, cancer, life insurance and an employee assistance program.

Except as specified herein, the remainder of the current collective bargaining agreement shall remain unchanged.

Bakersfield City School District

Bakersfield Elementary Teachers Association

\_\_\_\_\_  
Dr. Diane J. Cox

\_\_\_\_\_  
Lisa Buckner, Chair

\_\_\_\_\_  
Christine Cornejo

\_\_\_\_\_  
Kari Florez

\_\_\_\_\_  
Steve McClain

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Shannon Barnes

\_\_\_\_\_  
Mark Luque

\_\_\_\_\_  
Carla Jeffers

\_\_\_\_\_  
Date

\_\_\_\_\_  
John Peterson

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Date