

Alvord Unified School District

# NOTICE OF PUBLIC HEARING

The Alvord Unified School District Hereby Gives Notice that a  
Public Hearing will be held as follows:

## TOPIC OF HEARING:

Notice is hereby given that the Alvord Unified School District and Alvord Educators Association (AEA) have reached a proposed Successor Agreement covering the time period of July 1, 2020 – June 30, 2023.

- [Articles](#)
- [Appendices](#)

This agreement is available for public inspection and review at the following address:

Alvord Unified School District – Human Resources  
9 KPC Parkway  
Corona, CA 92879

Availability for public inspection and review is required prior to the Board of Education taking action at its regularly scheduled meeting at the following location:

## Alvord District Board Room

**HEARING DATE:** Thursday, April 15, 2021

**TIME:** 6:00 PM

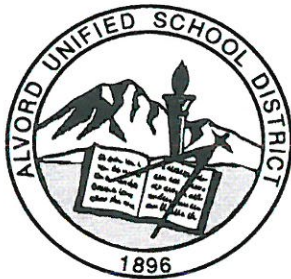
**LOCATION:** District Board Room  
Alvord Unified School District  
9 KPC Parkway  
Corona, CA 92879

**FOR ADDITIONAL INFORMATION CONTACT: Bob Presby, 951-509-5124**

**Alvord Unified School District  
and  
Alvord Educators Association**

**AGREEMENT**

**July 1, 2020 - June 30, 2023**



## **AGREEMENT**

This AGREEMENT has been made and entered into this 1<sup>st</sup> day of July, 2020, by and between the Alvord Educators Association, AEA (hereinafter referred to as the “Association”), and the Alvord Unified School District (hereinafter referred to as the “District”).

IN WITNESS WHEREOF, the Parties hereto have executed this AGREEMENT on this 1<sup>st</sup> day of July 2020.

### **FOR THE ASSOCIATION**

\_\_\_\_\_  
Leigh Hawkinson, President  
Alvord Educators Association

\_\_\_\_\_  
Michael Kolonics, Bargaining Chair  
Alvord Educators Association

\_\_\_\_\_  
Bertrand Eckelhoefer, Member  
Alvord Educators Association

\_\_\_\_\_  
Aaron Huntington, Member  
Alvord Educators Association

\_\_\_\_\_  
Kaja Stoll, Member  
Alvord Educators Association

\_\_\_\_\_  
Stephanie Weber, Member  
Alvord Educators Association

### **BOARD OF EDUCATION**

\_\_\_\_\_  
Lizeth Vega, President  
Board of Education

\_\_\_\_\_  
Dr. Joanna Dorado, Vice President  
Board of Education

\_\_\_\_\_  
Julie A. Moreno, Clerk  
Board of Education

\_\_\_\_\_  
Robert Schwandt, Member  
Board of Education

\_\_\_\_\_  
Carolyn M. Wilson, Member  
Board of Education

### **FOR THE DISTRICT**

\_\_\_\_\_  
Allan J. Mucerino, Ed.D.  
Superintendent of Schools

\_\_\_\_\_  
Bob Presby, Ed.D.  
Assistant Superintendent, HR

\_\_\_\_\_  
Jeffrey Diulio, Team Member  
Middle School Principal

\_\_\_\_\_  
David Ferguson, Team Member  
High School Principal

\_\_\_\_\_  
LaShonda Owens, Team Member  
Director II, HR

\_\_\_\_\_  
Traci Vaughan, Team Member  
Elementary School Principal

## **BREAK DOWN OF NEW CONTRACT LANGUAGE**

### **ARTICLE IV – ASSOCIATION RIGHTS**

SECT. 4 – Allows AEA time to meet with new members during District Orientation.

SECT. 7 – Provides timeline for AEA to receive new employee information from District.

SECT. 8 – Sets timeline for AEA to consult on LCAP

SECT. 11 – Updates information to comply with current laws regarding dues deduction and responsibility of notifying District.

### **ARTICLE V – GRIEVANCE PROCEDURES**

Updates names of organizations dealing with grievance procedures and allows both parties to share the burden of the cost.

### **ARTICLE VI – EMPLOYEE RIGHTS**

SECT. 1C – Added information that needed to be updated to comply with current law regarding removal of fair share service fees.

SECT. 1G – Added “and technology needs” to teacher supply budget

### **ARTICLE VIII – SALARY AND BENEFITS**

SECT. 2 – Updated language to reflect 2019/20 funding level, changed District’s “True-Up” date from October to November, and require District to add 0.5% of current salary into AEA’s reserve account.

SECT. 6 – Removal of outdated language

SECT. 11 – Change substitute cost of \$120/day to the current credentialed substitute rate.

SECT. 12 – Language removed that dealt with 2013/14 school year.

### **ARTICLE IX – HOURS AND DAYS**

SECT. 1 – Teachers will have advance notice whenever possible of IEPs and parent meetings.

SECT. 2 - STATUS QUO on TK/Kdgn instructional minutes.

SECT. 4 – CALENDAR WORKDAY – Five non-student days will consist of 3 prior to student arrival date, 1 at the send of 1<sup>st</sup> semester, and 1 after student release date. Language also limits Administration time during the first three days and allows the entire day prior to student arrival as teacher-directed only.

SECT. 6 – Paid extra duties will remain STATUS QUO

SECT. 9 – Eliminated titles that no longer exist in the District.



## **ARTICLE X – TRANSFERS AND REASSIGNMENTS**

- 1) Language was written throughout this Article siting criteria will be seniority first then education and work record for involuntary and voluntary transfers and reassignments.
- 2) Teachers during their probationary years will only be considered for involuntary transfers under extraordinary circumstances.
- 3) New language describing process to be taken for involuntary transfers due to surplus situation.
- 4) New language written for teacher appeals.

## **ARTICLE XV – LEAVE PROVISIONS**

SECT. 2 – Sister In-law, Brother In-law, and Stepparent added to definition of immediate family.

SECT. 4 – Upon verification, employee may use unlimited number of accumulated personal illness and injury leave.

SECT. 5a – Personal Business days increased from two to three

SECT. 5b – With approval, members can use accumulated days of leave for personal necessity.

SECT. 8 – Maternity leave defined at 6 weeks and new language for child bonding up to 12 weeks.

SECT. 18 – Updated and increased number of days allowable to donate to Catastrophic Leave.

## **ARTICLE XVII – SPECIAL EDUCATION**

SECT. 3 – Moderate and Severe Case Load and Class Size limited to 14. Also, if any case load is in violation, a 5% stipend will be awarded for every 30 days. Any traveling teacher's case load will be decreased by 2.

SECT. 5 – Limits the difference of students with IEPs to 2 in elementary classes and same period/subject in secondary. Also better defined when support staff is needed in core academic classes.

## **APPENDIX A – SALARY SCHEDULE RULES AND REGULATIONS**

There are now salary advancement forms in HR and on the website. Increases will be applied retroactively on the July and/or January payroll.

### **APPENDIX A1, A2, A3, A4, AND A5**

- 1) All salary schedules, stipends, summer school, and hourly rate will be increased by 2%.
- 2) Added Band Assistance (D) and Drill Team/Color Guard Head Coach (F) to coaching stipends
- 3) Added Wellness Coord (H), moved Parent Engagement from (H) to (I), and added Elem. Counselor to Appendix A5

### **APPENDIX B3**

Updated information regarding retirement benefits.

# Article IV – Association Rights


# TENTATIVE AGREEMENT


05/03/19

## ARTICLE IV - ASSOCIATION RIGHTS

### (NEW) Section 4 – Association Access to New Employees.

- (a) Scheduling of Orientation - The District shall provide written notice of the date, time and location of all new bargaining unit member orientations/onboarding meetings, by certified or electronic mail, to the Association president no later than twenty-one (21) calendar days ~~in advance of the~~ an annual orientation meeting(s) or as soon as possible in midyear ~~ten (10) days in advance of~~ other orientation/onboarding meetings that may occur throughout that year. If the District fails to comply with the stated advanced notice, the District shall, at the request of the Association, reschedule the orientation/onboarding meeting and provide the appropriate advanced notice.
- (b) Association Time Provided - The Association shall be provided up to 15% ~~no more than sixty (60) minutes~~ of the total time agendized for all new bargaining unit member orientations/onboarding meetings. The Association time will be uninterrupted time to communicate with bargaining unit members. The placement of the Association time in the agenda will be collaboratively discussed between the District and AEA. Such time will not be provided at the end of a meeting agenda/day unless the Association requests to be placed at the end of the agenda/day. District administration will not be present at the orientation/onboarding meeting during the Association's time.
- (c) Association Presentation - The Association is entitled to invite vendors and CTA staff to the Association portion of new bargaining unit member orientations/onboarding meetings and will have access to District audio visual equipment for Association presentations.

 5/3/19  
Michael Kolonics, Bargaining Chair  
Alvord Educators Association

 5/3/19  
Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District


# TENTATIVE AGREEMENT


05/03/19

## ARTICLE IV - ASSOCIATION RIGHTS

**Section 6 (New Section #)7 - Unit Member Information.** The following new bargaining unit member information shall be delivered to the Association president electronically no later than 30 days after the date of hire: name, home address, phone number (home), work location, assignment, first date of employment, employment status (i.e., Probationary, Permanent, Temporary, etc.).

In addition, the names, assignments, salary classifications, and work locations, non-confidential home addresses and telephone numbers of all members of the bargaining unit shall be provided without cost to the Association no later than ~~September~~ November 1 of each school year. ~~No later than December 1 of each school year, the District shall also provide without cost the non-confidential home addresses and telephone numbers of all bargaining unit members.~~ All new certificated employees shall be given an Association information packet (provided to the District by the Association) at the time of the certificated employee's contract signing. The Association shall bear full responsibility for providing sufficient copies.

 5/3/2019  
Michael Kolonics, Bargaining Chair  
Alvord Educators Association


 5/3/2019  
Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District

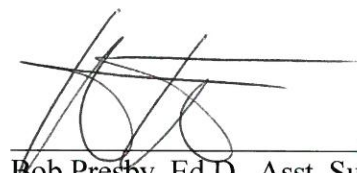
# TENTATIVE AGREEMENT

05/03/19

## ARTICLE IV - ASSOCIATION RIGHTS

**Section 7 (New Section #) 8 - Consultation.** The District acknowledges the right of the Association to consult at the District level 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. This shall include Local Control Accountability Plan (LCAP) documents and consultation language. **Consultation shall be in a timely manner so as to afford the Association ample time to consult with the bargaining unit and shall take place no later than 30 days prior to final draft submission.**

 5/3/19  
\_\_\_\_\_  
Michael Kolonics, Bargaining Chair  
Alvord Educators Association

 5/3/2019  
\_\_\_\_\_  
Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District



# **TENTATIVE AGREEMENT**

**05/16/19**

## **ARTICLE IV - ASSOCIATION RIGHTS**

### **Section 8 9 - Right to Representation.**

- (a) The District recognizes the rights of representation in employment relations provided under the Government Code Section 3543.1 as that section is interpreted by PERB and courts of competent jurisdiction.
- (b) It is understood by the parties that this right currently includes the right of an employee to have representation in any meeting with a person in a supervisory position which the unit member reasonably believes may lead to discipline or a negative evaluation.

### **Section 9 10 - Association Meeting Days.**

- (a) The District agrees not to conduct any required meetings which extend after 3:30 p.m. on the second (2nd) and third (3rd) Wednesdays of each month for the purpose of allowing designated site representatives to attend Association meetings.
- (b) This provision does not preclude the District from calling a meeting on said days which extends after 3:30 p.m. if the reason for the meeting falls within the definition of emergency as defined in Article III, Section 2 of this Agreement.
- (c) In the event of an Association meeting for the purpose of contract ratification, the District and Association shall cooperate in scheduling said meeting so that all bargaining unit members have the opportunity to attend.

### **Section 10 11 – Organization Security.**

- (a) **Dues Deductions. Any application or authorization of membership in the Alvord Educators Association/CTA/NEA, shall be delivered to and maintained by the Association. The Association shall be responsible for notifying the District of unit members' authorization to deduct unified membership dues, initiation fees and general assessments in the Association. Pursuant to such authorization, the District shall deduct one-tenth (1/10) of such dues from**

the regular salary warrant of the unit member each month for ten (10) months. Authorized deductions for unit members received after the commencement of the school year shall be appropriately prorated to complete payments by the end of the school year. The District shall not be obligated to put into effect any new, changed, or discontinued deduction until the pay period which commences thirty (30) days or more after submission to the District's Payroll Office.

~~The District will deduct from the pay of all certificated bargaining unit members, as a condition of continued employment, normal and regular monthly membership dues or Fair Share Fees as authorized in section 3546 of Government Code: An Association information packet (provided to the District by the Association) explaining this provision and other information shall be provided to each new certificated employee at the time of the certificated employee's employment.~~

- (b) **Changes to Dues Deductions.** Employee requests to cancel or change authorizations for payroll deductions for the Association shall be directed to the Association rather than to the District. The Association shall be responsible for processing these requests. The District shall rely on information provided by the Association regarding whether deductions for the Association were properly canceled or changed. The employee organization shall indemnify the public school employer for any claims made by the employee for deductions made in reliance on that information.

- (b) **Fair Share.** ~~Effective August 20, 2002, any eligible unit member shall become a member of the Association or pay to the Association a service fee. The service fee shall be established by the Association.~~

- (c) **Religious Objectors.** ~~If a unit member cannot pay the service fee because of legitimate religious objections, he/she shall, pursuant to the provisions of Government Code Section 3546.3, be required to pay the sum equal to the service fee to any one of the District high school's scholarship foundations, Alvord District enrichment foundation, District Parent Teacher Association (P.T.A.) fund, or any non-profit, non-religious affiliated charity. Such payment shall be made within thirty (30) days of the effective date of this Agreement, or within thirty (30) days from the commencement of assigned duties~~



within the bargaining unit. Proof of payment shall be made on an annual basis to the Association and District as a condition of continued exemption from the provisions of Sections 10(a) and 10(b) above. Proof of payment shall be in the form of receipts and/or canceled checks indicating the amount paid, date of payment, and to whom payment, in lieu of the service fee, has been made. Such proof shall be presented within thirty (30) days of the unit member's work year.

~~(d)~~**(c) Remitting Dues and Service Fee.** With respect to all sums deducted by the District pursuant to Section 10 11(a) and Section 10 11(b) above, ~~whether~~ for membership dues ~~or service fees~~, the District agrees to promptly remit such moneys to the Association within five (5) business days, accompanied by an alphabetical list of unit members for whom such deductions have been made, **indicating any changes in personnel from the list previously furnished.**

~~(e)~~**(d) Information.** The Association shall furnish any information needed by the District to fulfill the provisions of this Article.

~~(f)~~**(e) Indemnification.**

- (1) The Association, CTA, and/or NEA agree(s) to indemnify and hold harmless the District against any and all liabilities, claims, or actions which may be brought against the District, the District Board of Trustees, individually or collectively, or the District's officers, employees and/or agents, for any claims made by an employee arising out of and in connection with this Article, including claims made for deductions made in reliance on information provided by the Association to the District to cancel or change membership dues authorization, including reimbursement for all costs, expenses, fees and judgments incurred by the District in providing an effective defense against all lawsuits or other legal proceedings. The Association shall have the exclusive right to decide and determine whether any such action shall be compromised, resisted, defended, tried or appealed.**
- (2) In the event any term of this Article violates any state or federal constitution, statute, or regulation, is deemed unlawful pursuant to a decision issued by a court of competent jurisdiction, or is superseded or invalidated by legislation, the District shall implement this Article strictly in accordance with the law. The District and the Association shall commence negotiations concerning any unlawful portion(s) of this Article without unreasonable delay."**

~~The Association agrees to hold harmless and indemnify the District from liability arising out of any moneys paid by the District to the Association pursuant to this Article as follows:~~


- ~~(1) The Association agrees to pay to the District all reasonable legal fees and costs incurred by the District in defending against any court action and/or administrative action before the Public~~

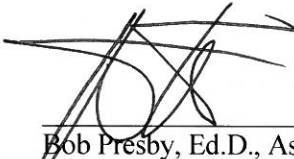


Employment Relations Board challenging the legality and/or constitutionality of the provisions of this Agreement or their implementation, and to pay any final judgment or settlement arising from such action.

~~(2) The Association shall have the right to determine whether any such action or proceeding shall or shall not be compromised, resisted, defended, tried or appealed. However, under no circumstances shall the District be required to assume primary responsibility for defending against any such action.~~

~~(3) Within ten (10) days of proper service of a claim, demand, suit, or other legal action against any protected party, the District shall inform the Association and provide the Association with copies of any documents received as a result of the legal action. Upon request, the District shall provide the Association's legal counsel with documents and information reasonably related to providing defense.~~

 5/16/2019  
Michael Kolonics, Bargaining Chair  
Alvord Educators Association

 5/16/19  
Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District

# Article V – Grievance Procedure

# **TENTATIVE AGREEMENT**

**05/16/19**


## **ARTICLE V - GRIEVANCE PROCEDURE**


### **Section 4 - Levels of the Grievance Procedure.**

- (c) **Level Three - Mediation:** If the grievant is not satisfied with the decision at Level Two, he/she may, within ten (10) days after the Level Two decision has been rendered, submit a written request for mediation of the grievance. The written request, which shall include a copy of the informal conference form and the original grievance form (including the decision rendered), shall be attached to the Level Three form. Within five (5) days after the written request for mediation, the Association shall submit, to the California State **Mediation and Conciliation Service**, a written request for the immediate services of a mediator.
- (1) The function of the mediator shall be to assist the parties to achieve a mutually satisfactory resolution of the grievance. At the outset of this process, the mediator shall schedule a meeting at a mutually agreeable time. Mediation shall be limited to one (1) day unless both parties agree to extend the mediation beyond one (1) day.
  - (2) If a satisfactory resolution of the grievance is achieved by means of the mediation process, both parties to the grievance shall sign a written statement to that effect, and thus waive the right of either party to any further appeal of the grievance.
  - (3) If no satisfactory settlement is reached through mediation, the grievant may, through the Association, appeal the grievance to the next level (Level Four).
  - (4) The District and the Association have agreed that mediation (Level Three of this Grievance Procedure) may be waived by mutual agreement.
- (d) **Level Four - Binding Arbitration:** If the grievant is not satisfied with the decision at Level Three, the grievant may, through the Association, within ten (10) days from the Level

Three decision being rendered, submit a request in writing to the Superintendent for a binding arbitration of the dispute. The written request shall include a copy of the informal conference form and the original grievance form (including the decision rendered). If mediation is waived by mutual written agreement, the timeline for submitting the request for arbitration shall begin the day after the agreement to waive was signed. The Association and the District shall attempt to agree upon an arbitrator. If no agreement can be reached, ~~they~~ **the parties will agree to** ~~shall~~ request the American Arbitration Association **or California State Mediation and Conciliation Service** to supply a list of seven (7) names of arbitrators. Each party shall alternately strike a name until only one (1) name remains. The remaining individual shall be the arbitrator. The order of the striking shall be determined by lot. The Association and the District shall then be bound by the rules and procedures **of the chosen arbitrator.** ~~American Arbitration Association in the selection of an arbitrator and the arbitrator shall proceed under the Voluntary Labor Arbitration Rules of said Association.~~ If the question of arbitrability arises, it shall be ruled upon by the arbitrator, prior to hearing the merits of the case. In the event that a case is appealed to an arbitrator on which he/she has no power to rule, it shall be referred back to the parties without decision or recommendation on its merits. The parties shall be afforded the opportunity to submit written briefs. The arbitrator shall consider only those issues which have been properly carried through all prior stages of the grievance procedure. The arbitrator will be without power or authority to: (a) make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement; (b) add to, subtract from, alter, amend or modify the terms of this Agreement; or (c) change any practice, policy, rule, regulation, or procedure of the District. The arbitrator's decision shall be in writing and will set forth findings of fact, reasoning and conclusions on the issues submitted. The decision of the arbitrator shall be final and binding upon both parties. The

fees and expenses of the arbitrator **and the hearing shall be borne equally by the District and the Association. All other expenses shall be borne by the party incurring them,** to determine arbitrability and/or to conduct a hearing, shall be paid by the party that does not prevail.

 5/16/2019  
\_\_\_\_\_  
Michael Kolonics, Bargaining Chair  
Alvord Educators Association

 5/16/19  
\_\_\_\_\_  
Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District

# Article VI – Employee Rights



# TENTATIVE AGREEMENT

05/03/19

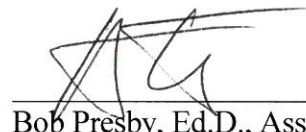
## ARTICLE VI - EMPLOYEE RIGHTS

### Section 1 - Provisions.

(c) **Payroll Deductions.** Upon appropriate written authorization from the employee, the District shall deduct from his/her salary and make appropriate remittance for:

- (1) Annuities
- (2) Bank/Credit Union
- (3) Association Dues/~~Fair Share Service Fees~~
- (4) Savings Bonds
- (5) Other District authorized deductions

 5/3/2019  
Michael Kolonics, Bargaining Chair  
Alvord Educators' Association

 5/3/19  
Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District

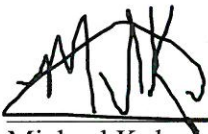
## TENTATIVE AGREEMENT

02/03/21

### ARTICLE VI - EMPLOYEE RIGHTS

#### Section 1 - Provisions.

- (g) **Supply Budget.** All classroom teachers, intervention specialists, behavioral specialists, speech and language pathologists, school counselors and librarians shall receive a \$500 supply budget. The intent of these funds is for the purchase of supplemental instructional supplies **and technology needs**, not including any basic paper products or toner products, needed instructional materials, or usual and customary items needed for everyday job responsibilities. The approval and reimbursement process shall be established by the fiscal services office and emailed to all unit members and administrators at the beginning of each school year.



Michael Kolonics, Bargaining Chair  
Alvord Educators Association



Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District

02/03/21



# Article VII – Unit Member Safety and Health

# **TENTATIVE AGREEMENT**

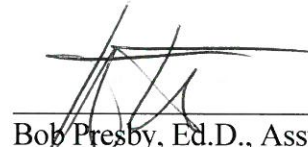
**05/03/19**

## **ARTICLE VII - UNIT MEMBER SAFETY AND HEALTH**

### **Section 2 - Student Information.**

- (a) A copy of existing District policies and administrative regulations relating to student discipline including the use of corporal punishment and the right to suspend students shall be made available to unit members electronically or in the Principal's office ~~in and~~ a centralized location as determined by the staff at each site. Any new edition of District policies and administrative regulations relating to student discipline shall be available on the District's intranet and onsite to each unit member upon adoption. Each new teacher to the District shall be presented with a copy of said policies at the New Teacher Orientation. The building Principal shall meet with an Association Building Representative and other unit members for input on the implementation of these policies and administrative regulations.

 5/3/2019  
\_\_\_\_\_  
Michael Kolonics, Bargaining Chair  
Alvord Educators Association

 5/3/19  
\_\_\_\_\_  
Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District

# Article VIII – Salary and Benefits

# **TENTATIVE AGREEMENT**

**09/16/19**

## **ARTICLE VIII - SALARY AND BENEFITS**

### **Section 2 - Insurance Benefits.**

- (a) The District shall contribute to the costs for health, dental and life insurance as established by the Benefits Advisory Committee in consultation with the broker/consultant and agreed upon by the District and the Association during negotiations. The Benefits Advisory Committee will continue to meet on a regular basis (to be determined by the Committee) in order to monitor the health plans.

The District shall provide medical, dental and vision benefits and disability insurance to all eligible unit members per Appendix B.

- (1) The District shall contribute funding level amounts proposed by the Benefits Advisory Committee, and agreed to in negotiations between the Alvord Unified School District and the Alvord Educators Association as listed in Appendix B1, in order to provide medical insurance coverage for eligible full-time unit members and early retirees as defined in Appendix B3, dental and vision insurance coverage for eligible full-time unit members and disability insurance. The Benefits Advisory Committee will continue to monitor the status of the plans including all subscribers' utilization and claims reserve in order to make modifications in the plans, as necessary. The Benefits Advisory Committee may make modifications to the plans within the negotiated contribution level.
- (2) All benefits shall be fully funded for each year at a rate recommended by the Benefits Advisory Committee currently based on the **2019-20** ~~2015-16~~ funding level **of \$1,200 per month per employee**, with no payroll deductions to bargaining unit members. The Benefits Advisory Committee shall continue to monitor all benefits and will make

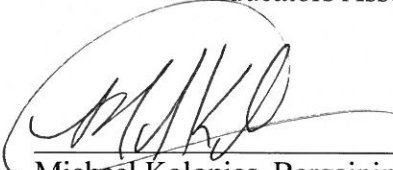
recommendations and modifications as needed. The actual costs of benefits **of the year after which the benefits have been funded and the current amount of 0.5% of salary for the reserve account shall be determined in November.** ~~for employees shall be determined in October of the year after which the benefits have been funded and become part of the total compensation package.~~

- (3) The District shall ~~administer~~ **maintain** a reserve account for each plan. ~~Accrued monies above the cost of benefits shall be placed in the respective reserve account, currently an~~ **An amount equal to 0.5% of salary shall be deposited in the respective reserve account annually no later than November** ~~in August.~~
- (4) The actual cost of benefits **for the previous year** (premiums, and claims, and **reimbursements/rebates**) shall be reviewed annually in **November with a signed agreement between the District and Association verifying the amount of either a surplus or deficit and agreed to by the Benefits Advisory Committee** ~~October.~~ If there is a deficit, ~~between the district contributions and actual cost, the reserve account shall be used to offset the deficit. after a signed agreement between the district and association.~~ **If there is a surplus between the district contributions and actual cost of benefits, the surplus shall be deposited in the reserve account.** If the ~~benefits reserve~~ account becomes depleted, the District shall make supplemental contributions to insure the plan remains fully funded with no payroll deductions to bargaining members. **If such supplemental contributions are made, they will become part of the November review.**
- (5) The District agrees that it will not abate to the General Fund, **including Stop Loss reimbursements**, any of the surpluses that may accrue to the Self-Insurance Fund or the reserve account. The District agrees that the surpluses and any interest derived



therefrom are to be deposited into the reserve account for use as directed by the BAC and AEA negotiations team.


- (6) Health benefits for retired unit members will be provided as negotiated pursuant to Appendix B3 (Retirement Benefits).
- (7) Bargaining unit members shall be provided with twenty thousand dollars (\$20,000) term life insurance. The Benefits Advisory Committee may recommend a replacement for this program for consideration during Alvord Unified School District and Alvord Educators Association negotiations.



9/16/2019

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Michael Kolonics, Bargaining Chair  
Alvord Educators Association



9/16/19

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Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District


# TENTATIVE AGREEMENT


05/03/19

## ARTICLE VIII - SALARY AND BENEFITS

**Section 6 – Benefits Advisory Committee (BAC).** The District and the Association shall maintain a Benefits Advisory Committee which will study and monitor fringe benefit issues for all plan members, including early retirees. The Committee shall be made up of five (5) representatives for the District and five (5) for the Association. The Committee shall adopt by-laws which must be mutually approved by the District and the Association. ~~Each year a chairperson shall be selected, alternating between the District and the Association by the entity they represent.~~ The BAC may make recommendations related to benefits as mutually agreed upon. The District and the Association agree that the Benefits Advisory Committee will continue to meet on a regular basis (to be determined by the Committee) in order to monitor the health plans. The District shall provide release time and mileage reimbursement for AEA BAC members for any additional travel related to benefits.

The Benefits Advisory Committee will submit an annual report to the District and Association on the status of the plan, summarizing the utilization and claims reserve and recommend modifications, if necessary, subject to compliance with relevant State and Federal law.

 5/3/2019  
\_\_\_\_\_  
Michael Kolonics, Bargaining Chair  
Alvord Educators Association

 5/3/19  
\_\_\_\_\_  
Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District

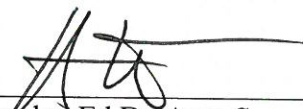
# TENTATIVE AGREEMENT

05/16/19

## ARTICLE VIII - SALARY AND BENEFITS

**Section 11 - Substitute Teaching.** Unit members not on duty will be allowed, but not required, to substitute. Effective July 1, 2000, the District shall pay unit members ~~one hundred twenty dollars per day (\$120.00/day)~~ **the current credentialed substitute rate** for substitute service. Unit members shall be given priority for approximately one half (½) of the available substitute teaching positions for which they are qualified.

 5/16/2019  
\_\_\_\_\_  
Michael Kolonics, Bargaining Chair  
Alvord Educators Association

 5/16/19  
\_\_\_\_\_  
Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District



# TENTATIVE AGREEMENT

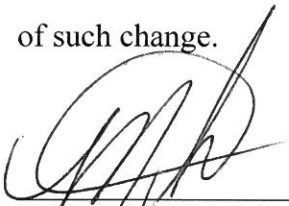
05/03/19


## ARTICLE VIII - SALARY AND BENEFITS

**Section 12 – Pay Frequency.** All certificated employees who have been employed for more than two years in the District, will have the option to be paid on a 12-month pay cycle, consisting of twelve equal paychecks. All employees who opt for this pay cycle, including those currently on a 12-month pay cycle, shall be required to sign an agreement that obligates him/her to repay any salary received in advance of work should he/she terminate their employment prior to the end of a contract year.

~~It is understood that employees currently on a 12-month pay cycle and all other employees who are currently paid on an 11-month pay cycle shall continue on this cycle for the 2013-14 school year.~~

A form shall be provided to the employee by the Business Services office which shall state these terms. This form must be returned to the Business Services office no later than May 1 of the school year prior to the commencement of the 12-month pay cycle. The 12-month pay cycle will begin on July 1 of the following school year and will continue until the employee chooses another option. This agreement shall remain in effect as written unless and until laws and/or conditions change which would no longer allow this procedure and the Association would be immediately notified of such change.

 5/3/2019  
Michael Kolonics, Bargaining Chair  
Alvord Educators Association

 5/3/19  
Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District

# Article IX – Hours and Days

# TENTATIVE AGREEMENT

05/16/19

## ARTICLE IX - HOURS AND DAYS

### Section 1 - Unit Member Work Hours.

- (a) Unit members teaching TK – 8<sup>th</sup> grade shall be on the school site at least thirty (30) minutes before the school's first scheduled class of the day. This time is teacher-directed planning time set aside for teachers to plan to meet the educational needs of their assigned students. With the exception of approved supervision as per Section 6 of this Article, this time shall be used primarily for lesson/program planning and preparation. It is understood that parent conferences and IEP meetings may occasionally (no more than twice a week) occur if needed during unit member preparation time, **with advanced notice whenever possible**. Unit members teaching 9<sup>th</sup> – 12<sup>th</sup> grade shall be on the school site at least fifteen (15) minutes before the school's first scheduled class of the day. At the secondary level (6-12), the district shall end the instructional day no less than 15 minutes prior to the unit member's contractual end time. At the elementary level (TK-5), the district shall end the instructional day no less than 45 minutes prior to the unit member's contractual end time. This time is teacher directed planning time as previously described in this section. Unit members are responsible for instruction and/or assigned duties for seven and one half (7½) hours per work day. All regular classroom teachers assigned to a full teaching schedule on a daily basis shall have: a) planning time, b) a duty-free lunch period of not less than thirty-five (35) minutes within the seven and one half (7½) hour work day, and c) scheduled recess times included within their regular work day. All other unit members shall have a duty-free lunch period of not less than thirty-five (35) minutes, and will schedule their work time in order to effectively complete their assigned duties.

Unit members shall spend the work day on campus except for lunch and off-site District-related activities. Unit members shall inform the office when leaving for the unit member's duty-free lunch. Unit members leaving the school site for District related activities during the work day shall notify the site administrator. The method of notification shall be established by the site administrator.

### **Section 3 – Planning and Preparation Periods.**

- (a) Teachers in grades 6-12 shall have one (1) assigned period per day for teacher directed planning related to **the** instructional program and conferences which shall be scheduled during the student instructional day. It is understood that parent conferences and IEP meetings, may occasionally (no more than twice a week) occur if needed during unit member preparation time. Elementary planning and prep time, as defined in Section 1(a) and any P.E. prep time, is teacher directed time.
- (b) The District will not assign a secondary teacher more than three (3) different subject section preparations per day. In case of compelling academic need, one (1) additional preparation may be assigned with the consent of the teacher, site administration, District and Association President. ~~using the agreed upon form found in Appendix E~~


### **Section 4 - Schedule of Workdays for Unit Members.**

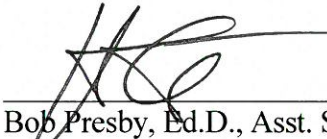
- (d) Modified Days/Early Release Days for TK – 12 all Sites
- (5) On occasion where there is a 5<sup>th</sup> Early Release day in the month, ~~the district shall arrange~~ **will alternate from** district-wide articulation meetings **and teacher directed collaboration time beginning with District Articulation day.**

### **Section 5 - Staff Meetings.**

- (a) Unit members will be required to attend up to two (2) sixty (60) minute staff meetings/staff development meetings a month, which will occur as stated in Section 4 of this article. For those at the end of the day, staff meetings will start within fifteen (15) minutes after students leave. At least ~~5~~ **10 (ten)** minutes shall be allotted for AEA business **at one of the monthly**

**meetings.** Unit members will attend additional site staff meetings when necessitated by a sudden occurrence and/or set of circumstances demanding immediate action by the District related to a local, state or national matter. If an emergency meeting is needed, the District and the Association shall be informed prior to the meeting.

 5/16/2019  
\_\_\_\_\_  
Michael Kolonics, Bargaining Chair  
Alvord Educators Association

 5/16/19  
\_\_\_\_\_  
Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District



ARTICLE IX - HOURS AND DAYS

Section 4 - Schedule of Workdays for Unit Members.

- (a) The work days applicable to unit members are found in Appendix C.
- (b) The basic work year for traditional calendar unit members shall be comprised of one hundred eighty five (185) days. Those days shall be allocated as follows:
  - (1) One hundred eighty (180) days of student instruction.
  - (2) ~~Two (2)~~ **Three (3)** non-student workdays immediately prior to the first student school day of the year. ~~District and site administrator may direct unit members for up to 180 minutes total between the two days.~~ **One of the first two workdays may be rescheduled for the purposes of District-wide professional development. A deadline request of May 1<sup>st</sup> (previous school year) and approval of the Association must occur. If said District-wide professional development does not occur, than site administrators may direct 60 minutes of department/grade level/non-teaching staff collaborative time and 180 minutes of administrator directed time. If said day is scheduled, then the day prior to student arrival will be solely teacher directed on site and the other day have 90 minutes of Administrator directed time and 60 minutes of department/grade level/non-teaching staff collaborative time.**
  - (3) One (1) non-student day on the last day of the first semester. This day shall be solely teacher directed for the purposes of evaluating student progress, instructional planning and collaboration.
  - (4) ~~Two (2)~~ **One (1)** non-student workday immediately preceding the last student school day of the year. ~~District and site administrator may direct unit members for up to 180~~

minutes between the two days. ~~One of these workdays may be rescheduled during the work year for the purposes of District-wide professional development and with the approval of the Association. If said day is rescheduled, then.~~ **†**The final workday will be solely teacher directed on site.



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Michael Kolonics, Bargaining Chair  
Alvord Educators Association



02/03/21

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Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District

# TENTATIVE AGREEMENT

09/26/19

## ARTICLE IX - HOURS AND DAYS

### Section 9 – Flexible Schedule For Auxiliary Employees.

- (a) For the purposes of this Agreement, "Flexible Schedule" means that the District may schedule a unit member to work on days outside of their contract work year. Unit members may exchange a full 7.5 hour day for a 7.5 hour work day.
- (b) The following "Auxiliary Services" bargaining unit work categories may choose to be flexibly scheduled:

~~Literacy Specialist (K-6)~~

Instructional Specialist

~~District Liaison Homeless/Foster Youth Services~~

Nurse

Project Specialist / Instructional Coach

~~Teacher on Special Assignment~~

Counselors

Psychologists

- (c) The appropriate supervisor shall meet with the unit members working in auxiliary services for the purpose of determining the work assignments for the following work year. The following procedures shall be used:
- (1) Managers/supervisors shall establish the parameters and conditions that unit members must use in developing proposed work schedules. Such parameters shall include the requirement that state mandated deadlines be met. The proposed flex calendars may not allow more than 25% of the staff to be flexed on the same days. No more than 2 consecutive flex days may be approved.
  - (2) Unit members shall work together in a collegial manner to develop proposed schedules for themselves that will meet the criteria established in subsection (a) above. The work shall be distributed as equitably as possible.
  - (3) Unit members shall submit such proposed schedules to their supervisor for approval. The supervisor may modify or approve the proposed work schedules.
  - (4) a. The appropriate District administrator shall meet with auxiliary staff by March 1 of each year regarding changes, plans and factors that will affect assignment and workloads for the following year.



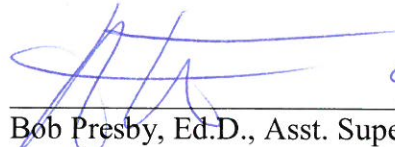
- b. Department staff members shall meet between March 1 and April 1 to collaboratively develop proposed assignments for the following year. These proposed assignments shall be submitted by the Department Heads to the appropriate Director no later than April 1 of each year.
- c. Before tentative assignments are made by the Director, the Director shall contact individual department staff members whose proposed assignments are under consideration for change. Following the individual contact, tentative assignments shall be presented in a meeting by the Director to the department staff members no later than April 15 of each year. This meeting shall be the final opportunity for department staff members to provide input on assignments. In any assignment decision, seniority with the District shall be one of the factors considered.
- d. Assignments shall be made by the Director by May 30 of each year. These assignments shall be final.
- e. Assignment changes during the current school year shall be made only as required due to changes in staffing, class location, growth, funding, or unforeseen circumstances.



9/26/2019

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Michael Kolonics, Bargaining Chair  
Alvord Educators Association



9/26/2019

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Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District

ARTICLE IX - HOURS AND DAYS

Section 4 - Schedule of Workdays for Unit Members.

- (a) The work days applicable to unit members are found in Appendix C.
- (b) The basic work year for traditional calendar unit members shall be comprised of one hundred eighty five (185) days. Those days shall be allocated as follows:
  - (1) One hundred eighty (180) days of student instruction.
  - (2) ~~Two (2)~~ **Three (3)** non-student workdays immediately prior to the first student school day of the year. ~~District and site administrator may direct unit members for up to 180 minutes total between the two days.~~ **One of the first two workdays may be rescheduled for the purposes of District-wide professional development. A deadline request of May 1<sup>st</sup> (previous school year) and approval of the Association must occur. If said District-wide professional development does not occur, than site administrators may direct 60 minutes of department/grade level/non-teaching staff collaborative time and 180 minutes of administrator directed time. If said day is scheduled, then the day prior to student arrival will be solely teacher directed on site and the other day have 90 minutes of Administrator directed time and 60 minutes of department/grade level/non-teaching staff collaborative time.**
  - (3) One (1) non-student day on the last day of the first semester. This day shall be solely teacher directed for the purposes of evaluating student progress, instructional planning and collaboration.
  - (4) ~~Two (2)~~ **One (1)** non-student workday immediately preceding the last student school day of the year. ~~District and site administrator may direct unit members for up to 180~~

~~minutes between the two days. One of these workdays may be rescheduled during the work year for the purposes of District-wide professional development and with the approval of the Association. If said day is rescheduled, then.~~ **t**The final workday will be solely teacher directed on site.



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Michael Kolonics, Bargaining Chair  
Alvord Educators Association



02/03/21

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Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District

# Article X – Transfer and Reassignment

## TENTATIVE AGREEMENT

09/26/19

### ARTICLE X - TRANSFER AND REASSIGNMENT

#### Section 1 – Definitions/Criteria.

- (a) Assignment is the unit member's placement on the first day of duty with the District.
- (b) Reassignment is a change in the unit member's current placement within the same school or administrative site.
  - (1) At the elementary level, this is a grade level change.
  - (2) At the middle and high school level(s), this is a change in the subject(s) taught or credential area(s).
- (c) Transfer is the relocation of a unit member between schools or other educational facilities. A transfer does not include a change in one (1) or more worksite(s) of a unit member in a position which provides services to more than one (1) worksite.
- (d) A voluntary transfer/reassignment is one in which the transfer/reassignment proceedings are initiated by the unit member.
- (e) An involuntary transfer/reassignment is one in which the transfer/reassignment proceedings are not initiated by the unit member.
- (f) An opening (vacancy) is defined as a position at a school location which the District has determined is to be filled by a regular probationary, temporary, or permanent unit member.
- (g) Transfer Request Form refers to the District form which provides receipt of the unit member's request for transfer.
- (h) Seniority means District wide certificated seniority.
- (i) Transfer and reassignment does not include movement between classroom and non-classroom assignments.
- (j) ~~Criteria for reassignment/transfer are as follows:~~
  - ~~1) Education (relevance and competitive value of content area or field of study, continuation of education beyond the minimum, etc.).~~
  - ~~2) Work Record (relative breadth of assignments, nature of complexity of work performance, length of service, relevance of experience, etc.).~~



- 3) ~~**Self Development**~~ (specialized training, developmental assignments, pattern of progress, either as their competitive value or as they reflect competitive motivation).
- 4) ~~**Job Knowledge and/or Competitive Ability to Apply it Effectively**~~ (relative understanding of day to day operations, technical information and expertise, level of knowledge of organization structure, mission, and purpose of organization, etc.).
- 5) ~~**Interpersonal Skills**~~ (competitive ability to interact appropriately with others, relative tact, poise and communication, and persuasive skills as required for successful performance of this position).
- 6) ~~**Flexibility**~~ (relative willingness and ability to adapt own work habits to new managers, respond positively to new policies, choose between conflicting instructions, etc.).

## **Section 2 – Criteria.**

- a) **Seniority will be the determining factor for involuntary transfers and may be considered for voluntary transfers and/or reassignments. If seniority is not used as the determining factor in a reassignment/transfer, one or more of the following criteria may be considered to minimize disruption to the school site.**
- b) **Criteria for reassignment/transfer when 2 or more unit members have the same seniority date is as follows:**
  - 1) **Education (valid credentials at the time of reassignment/transfer, special authorization or training relative to the assignment, special skills such as Bilingual).**
  - 2) **Work Record (prior/current experience for assignment, current assignment, performance evaluations rated satisfactory or higher).**

—(j) Criteria for reassignment/transfer are as follows:

(1) ~~**Education**~~ (relevance and competitive value of content area or field of study, continuation of education beyond the minimum, etc.).

—(2) ~~**Work Record**~~ (relative breadth of assignments, nature of complexity of work performance, length of service, relevance of experience, etc.).

(3) ~~**Self Development**~~ (specialized training, developmental assignments, pattern of progress, either as their competitive value or as they reflect competitive motivation).

(4) ~~**Job Knowledge and/or Competitive Ability to Apply it Effectively**~~ (relative understanding of day to day operations, technical information and expertise, level of knowledge of organization structure, mission, and purpose of organization, etc.).

~~(5) — **Interpersonal Skills** (competitive ability to interact appropriately with others, relative tact, poise and communication, and persuasive skills as required for successful performance of this position).~~

~~(6) — **Flexibility** (relative willingness and ability to adapt own work habits to new managers, respond positively to new policies, choose between conflicting instructions, etc.).~~

### **Section 3 2 – Vacancy Announcements.**

Notice of District vacancies shall be emailed to all bargaining unit members and copied to the association by the Human Resources Department. ~~and be posted on designated District bulletin boards at each site.~~ Copies of such notices shall be sent to the Association president, shall be posted in the District Office and mailed to unit members upon written request.

### **Section 4 3 – Voluntary Reassignments.**

- (a) Under normal circumstances, unit members will continue in their current placement year to year.
- (b) Unit members who desire a change in grade level or work/teaching placement shall request such a change in writing to his/her immediate supervisor not later than April 1.
- (c) Unit members' request for reassignment to vacant positions shall be given careful consideration based on Section 2 - **Criteria** and, unit members shall be given preference over outside applicants. In the event a unit member does not receive the assignment requested, he/she may request and then shall be given the reasons in writing.
- (d) Reassignment requests for vacancies occurring more than twenty (20) school days into the new school year or semester may be delayed until the following year or semester. Implementation at that point is contingent upon the existence of the position.
- (e) Administrative recruitment of unit members is encouraged, however, no unit member shall be pressured by the Administration to seek a voluntary reassignment.

### **Section 5 4 – Involuntary Reassignments.**

- (a) When the site Administrator determines that an involuntary reassignment between school years is necessary, the reassignment may only be made for the following reasons as verified by the District. The District shall provide notification to AEA in a timely manner:
  - (1) Class size,
  - (2) Elimination or changes in program and/or funding,
  - (3) Demonstrated needs and efficient operation of the school and/or program,
  - (4) Compliance/certification issues,



~~(5) Based on criteria outlined as set forth in Section 1(j) of this article, or~~

- ~~(6)~~ **(5)** Performance renewal. – A teacher may be involuntarily reassigned no more than once every three (3) years in order to improve performance if the deficiencies in performance have been reflected in the most recent official written evaluation of the teacher.
- (b) With the exception of Section **5 (a)(5)** ~~4(a)(4)~~, no vacancy between school years will be filled by means of an involuntary reassignment, if in the judgment of the District, there is a qualified volunteer as set forth in Section **4 3(e)** above. In no case, shall an employee be involuntarily reassigned in consecutive years and not more than two (2) times during a three (3) year period.
- (c) When the lack of a qualified volunteer necessitates an involuntary reassignment between school years, the site Administrator shall utilize the factors set forth in Section **2 – Criteria 3(e)** above to determine which unit member is to be reassigned.
- (d) An involuntary reassignment may be made only after a meeting with Human Resources, AEA President, and Site Administrator had been held. A meeting will then be held with the employee and the site administrator. The unit member may choose to have a representative at such meeting.
- (e) Unit members and the District shall receive notification of an involuntary reassignment between school years not later than June 30. Should it become necessary to involuntarily reassign a unit member after June 30, he/she shall be promptly notified.
- (f) When the site and Human Resources determine that an involuntary reassignment is necessary mid-year based on site program needs, a meeting with Human Resources, AEA President, and Site Administrator will be held. The selection will be based upon instructional needs and what is least disruptive to students, as determined by the District. A meeting will then be held with the employee and the site administrator. The unit member will be given the reason for the reassignment in writing and may choose to have a representative at such meeting.

#### **Section 6 5 - Voluntary Transfers.**

- (a) Consideration for transfer shall only be on the basis of Section **2 – Criteria 4(j)** ~~4(j)~~. The District will consider transfers by forwarding all transfer requests to the immediate supervisor and making a decision regarding the vacancy, based on Section **2 – Criteria 4(j)** ~~4(j)~~ prior to interviewing the candidates from outside the District. A unit member may make a request for a transfer at any time prior to the filing deadline for certificated vacancies.
- (b) At any time, a unit member may file a transfer request to be considered for future vacancies. Unit members who would like to be considered for subsequent year vacancies should have a current transfer request form on file no later than May 1st.

- (c) Transfer requests may specify a limited period during which the request shall be active, but no such request shall be maintained in an active status longer than one (1) year from the date received.
- (d) The filing of a Request for Transfer shall be without prejudice to the unit member and shall not jeopardize his/her present assignment. The Request for Transfer may be withdrawn at any time prior to official confirmation that the transfer has been effected. A transfer has been effected at the time the receiving administrator and the applicant concur with final approval of the Superintendent or designee.
- (e) ~~The District will consider transfers by forwarding all transfer requests to the immediate supervisor and making a decision regarding the vacancy prior to interviewing candidates from outside the District.~~ Employees who submit voluntary transfer requests shall be given first consideration for any vacancy for which they are qualified. Seniority and Section **2 - Criteria** shall be two of the significant criteria to filling any vacancy. A conference shall be held with the ~~current site administrator,~~ site administrator of the site with the vacancy, **and the** HR administrator, ~~AEA representative~~ to review all transfer requests. If **no selection is made for** the transfer(s) ~~is(are) not approved~~ at this meeting, the employee(s) requesting the transfer(s) will be offered an interview **along** with any other employees requesting a transfer and outside candidates. **Upon request, the district will provide written justification for not approving the transfer request.** First consideration does not give an employee the right to a position at the exclusion of out of District applicants.
- (f) Data including all new positions for the current year, the names of persons transferred and newly-appointed shall be compiled and made available to the Association as soon as possible after the start of the school year.

#### **Section 7 6 - Involuntary Transfers.**

- (a) When the District determines that an involuntary transfer is necessary, the transfer may be made only for the following reasons:
  - (1) To establish or maintain reasonable gender distribution of employees through the work sites.
  - (2) To establish or maintain a mix of teaching experience on each staff.
  - (3) To establish or maintain a reasonable ethnic distribution of employees throughout the work sites.
  - (4) To establish or maintain necessary capabilities at any school for bilingual instruction or any other forms of specialized program.
  - ~~(5) To accommodate a change in school enrollment necessitating either the addition or deletion of staff.~~
  - (6) **(5)** To equitably or effectively provide programs and services to students.
  - (7) **(6)** Performance renewal. A teacher may be involuntarily transferred no more than once every



three (3) years in order to improve performance if the deficiencies in performance have been reflected in the most recent official written evaluation of the teacher.

- (b) With the exception of Section **7 (a)(6) 6**, when a proposed involuntary transfer must take place, **site administration will ask for volunteers to resolve the need for the transfer**. Human Resources shall review all written requests for voluntary transfers before an involuntary transfer is implemented. Any unit member who volunteers will not automatically have his/her request for transfer granted but will be considered pursuant to Section **2 - Criteria 1(j)**. However, if the volunteer meets all qualifications, pursuant to Section **2 - Criteria 1(j)**, the voluntary transfer shall be granted to avoid an involuntary transfer. **If a volunteer is selected, the volunteer will be considered as an involuntary transfer for section 7 (d and e).**
- (c) In the event an appropriate volunteer is not obtained, an involuntary transfer will occur. **First, A a** meeting with Human Resources, AEA President, and Site Administrators will be **held to select the involuntary transfer. Once a selection occurs,** Human Resources, **AEA President, and Site Administrators** will meet with the staff member(s) being considered to discuss the transfer. ~~The unit member(s) may have a representative present at such a meeting.~~ **Upon request,** ~~the~~ District shall provide the unit member with the reason for the transfer in writing. **Only under extraordinary circumstances, shall a teacher be involuntarily transferred during their probationary contract years.**
- (d) Selection for involuntary transfers shall be based upon the factors set forth in Section **2 - Criteria 1(j)** above. In no case, shall an employee be involuntarily transferred in consecutive years and not more than two (2) times during a three (3) year period.
- (e) The unit member transferred must indicate his/her interest to return to his/her former position and/or school by filing a District Transfer Request Form in the Human Resources Development Office. The unit member transferred to another school will be given ~~every~~ **first** consideration in returning to his/her former position and/or school, providing such assignment is available and provided the District administrative staff determines such a transfer is in the best interest of the involved school's educational program.

#### **Section 8 - Involuntary Transfer Due to Surplus Situation.**

**Surplus Situation: A surplus situation exists when the number of employees assigned to a school exceeds the staffing allocation authorized for the school as determined by the district.**



(a) The entire faculty of the school shall be consulted to determine if the surplus may be resolved by an employee volunteering for transfer.

(b) In the event there are no volunteers, an involuntary transfer due to surplus will occur. If the transfer occurs before the new school year, the employee selected to be transferred shall be determined by District seniority. If the transfer occurs after the beginning of the school year, the employee selected to be transferred shall be determined by District seniority at the grade level or subject area the class or courses will be closed. Probationary teachers are exempt from surplus transfers unless all of the teachers at the grade level or subject are on a probationary contract.

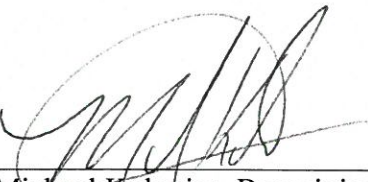
(c) An employee transferred on an involuntary transfer due to surplus will have the right to return the site the employee was transferred once an opening is created or to the original grade level or subject area at a different site.

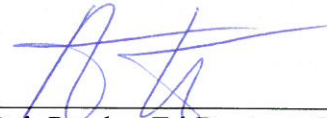
1) In the event an opening at the employee's original site becomes available during the first year of the transfer, the employee's request to return will be granted. -If there are two or more teachers requesting to return after an involuntary transfer due to surplus, district seniority will be the determining factor.

2) In subsequent years, opportunities to automatically return to the employee's original work site, grade level, or subject area will only be offered once after the involuntary transfer due to a surplus situation is complete. Declining the offer does not preclude future voluntary transfer requests as per Section 6 – Voluntary Transfers.

#### Section 9 - Appeals

If a teacher objects to a transfer, he/she may request a meeting with the Superintendent or designee and the principal. If dissatisfied with the results of this meeting, the teacher may appeal to the Board. The Board's decision shall be final.

 9/26/2019  
Michael Kolonics, Bargaining Chair  
Alvord Educators Association

 9/26/2019  
Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District

# Article XV – Leave Provisions

# TENTATIVE AGREEMENT

05/16/19

## ARTICLE XV - LEAVE PROVISIONS

**Section 2 - Definition of Immediate Family.** For purposes of leave provisions of this Article, an immediate family member of the employee shall be limited to:

spouse  
mother  
mother-in-law  
father  
father-in-law  
child


**brother-in-law**

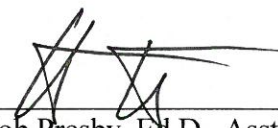
any relative living in the immediate household of the employee

step-child  
grandfather  
grandfather-in-law  
grandmother  
grandmother-in-law  
grandchild

**step-parent**

step-grandchild  
son-in-law  
daughter-in-law  
brother  
sister  
**sister-in-law**

 5/16/2019  
\_\_\_\_\_  
Michael Kolonics, Bargaining Chair  
Alvord Educators Association

 5/16/19  
\_\_\_\_\_  
Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District

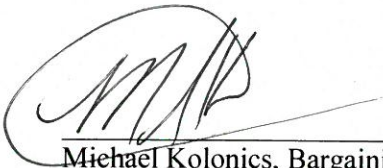
## TENTATIVE AGREEMENT

09/16/19

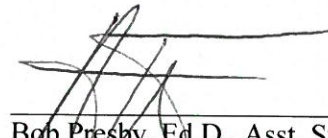
### ARTICLE XV - LEAVE PROVISIONS

#### Section 4 - Personal Illness and Injury Leave

- (a) Full-time unit members shall be entitled to one (1) full day of leave with full pay for each full school month of each school year worked. Such leave shall be for the purposes of personal illness or injury, or for routine medical and dental appointments which cannot reasonably be scheduled during non-working hours. Unit members, excluding hourly employees, who work less than full-time shall be entitled to that portion of the leave as the number of hours per week of scheduled duty relates to the number of hours for a full-time unit member in a comparable position. A unit member may use accumulated sick leave for illness and/or injury. **Upon verification**, a unit member may use in any calendar year **unlimited number of days of accumulated** ~~up to six (6) days of accrued~~ sick leave to attend to the illness of a child, parent, or spouse pursuant to Section 233 of the Labor Code.

  
Michael Kolonics, Bargaining Chair  
Alvord Educators Association

9/16/2019

  
Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District

9/16/19



## TENTATIVE AGREEMENT


09/16/19


### ARTICLE XV - LEAVE PROVISIONS

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 9/16/2019  
\_\_\_\_\_  
Michael Kolonics, Bargaining Chair  
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 9/16/19  
\_\_\_\_\_  
Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District



## TENTATIVE AGREEMENT

09/24/19

### ARTICLE XV - LEAVE PROVISIONS

#### Section 5 - Personal Necessity/Personal Business Leave.

- (a) **Personal Business Leave: Three Personal Business Leave days** ~~Two of these days may be used for any reason at any time without prior approval. Requests for the remaining five personal necessity/personal business leave days must be approved by the Superintendent or appropriate administrator and, if granted, the absence will be charged to the unit member's accumulated leave.~~
- (b) **Personal Necessity Leave: During any school year, any accumulated days of leave of absences for illness or injury may be used by the employee for personal necessity as listed in 5(c) below. Requests for personal necessity leave days must be approved by the Superintendent or appropriate administrator and, if granted, the absence will be charged to the unit member's accumulated leave. Upon written request by the District, and for legitimate District reasons, a unit member shall be required to present documentation verifying the reason for personal necessity leave.**
- (b) For purposes of this provision, personal necessity shall be limited to:
- (1) Death of a member of the unit member's immediate family or relative when the number of days of absence exceeds the limit provided in the Bereavement Leave section or the death involves a person not within the definition of immediate family under Bereavement Leave.
  - (2) An accident which is unforeseen involving the unit member's person or property, or the person or property of unit member's immediate family or relative.
  - (3) An illness of a member of the unit member's immediate family or relative which is serious in nature, which under the circumstances the unit member cannot reasonably be

expected to disregard, and which requires the attention of the unit member during his/her assigned hours of service.

(4) Absence due to natural phenomena which prevents unit members from reaching work.

(5) Personal **necessity leave** ~~business of the employee~~ which is certified by the employee to be serious in nature, including circumstances the employee cannot disregard, which requires the employee's attention during assigned work hours. Such days shall not be used for vacation, to extend holidays or scheduled recesses, or on any student release day.


(6) Appearance for the U.S. Armed Forces pre-induction physical examination.

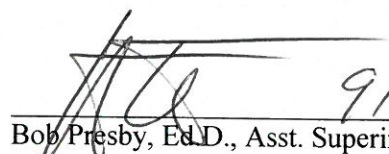
(7) Absence for the purpose of observing a religious holiday of the unit member's faith.

(8) Other reasons authorized by the Superintendent or his/her designee.

(ed) In extraordinary circumstances, a unit member may be granted up to a maximum of two (2) days of leave for personal convenience with prior approval of the Superintendent during any school year. Deduction for such approved leave shall be at the prevailing substitute rate. Leave under this provision is not cumulative from year to year.

(de) Whenever possible, the unit member will obtain prior written approval from the appropriate administrator. Should the circumstances outlined in paragraph (b)(c)1 through 5 arise, the unit member shall verify in writing ~~on the appropriate Certified Leave Request form~~ immediately upon return to duty that the personal necessity/personal business leave was used for purposes as set forth in Section 5(b)(c) above. A unit member will be subject to appropriate disciplinary action if the leave was used for purposes other than stipulated.

  
9/24/2019  
Michael Kolonics, Bargaining Chair  
Alvord Educators Association

  
9/24/19  
Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District




ARTICLE XV - LEAVE PROVISIONS

Section 8 - Leave Without Pay for Childbearing Preparation, and Child Rearing and Child Bonding.

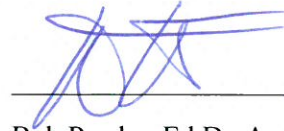
- (a) ~~Leave without compensation or other benefits~~ **Maternity leave** shall upon request be granted to a unit member for preparation for childbearing and may be granted to any unit member who is the natural or adopting parent for the purpose of rearing his/her child. **Bargaining Unit members shall be granted 6 weeks of leave deducted from their sick leave.** ~~During such leave, the District agrees to carry the unit member under the District's health and dental insurance policies provided the unit member pays the required premiums.~~ If leave for childbearing preparation and childrearing qualifies as family and medical care leave under the State and/or Federal Family and Medical Care Leave Acts, the employee will be informed of this and will be offered the right to have his/her health benefit premiums paid by the District to the same extent as those premiums are paid while the employee is not on leave during that portion of the leave which qualifies as Family and Medical Care Leave under the law.
- (b) **Child Bonding** - Once a bargaining unit member has legal custody of a ~~adopted~~ child, he or she may use up to ~~six (6)~~ **twelve (12)** ~~consecutive~~ weeks of accrued sick leave to bond with the child. **When possible, requests for child bonding leave shall be made 30 days in advance of the requested leave time and these leaves will be taken in a minimum duration of two weeks. An employee requesting bonding leave for the duration of less than two weeks will have these leave requests granted on two occasions. Any leave taken must be concluded within one year of the birth or placement of the child with the employee.** If two bargaining unit members are parents of the ~~adopted~~ child, only one is eligible for ~~Adopting Parents Leave~~ **child bonding leave at a time and the twelve (12) weeks of**

**bonding leave will be shared between the two parents.** Additional parental leave may be taken through Section 9 below.



9/26/2019

Michael Kolonics, Bargaining Chair  
Alvord Educators Association



9/26/19

Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District

# TENTATIVE AGREEMENT

05/16/19

## ARTICLE XV - LEAVE PROVISIONS

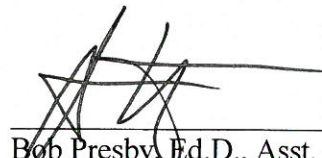
### Section 18 – Catastrophic Leave Donations Program.

**Section A – Intent of Catastrophic Leave Donations.** The intent of catastrophic leave is to provide additional financial protection to those unit members whose immediate family members (as defined by Article XV, Section 2, of the Certificated Bargaining Agreement) incur, a period of prolonged serious illness, ~~or~~ hospitalization, **or death.**

**Section F – Allowable Duty Days.** The number of sick days needed by the unit member shall be specified in the request. The unit member may request up to twenty (20) days **at a time. Additional requests may be made in twenty (20) day increments up to sixty (60) days in total.** Any days approved but unused by the unit member shall be returned to the donors in the order received.

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 5/16/2019  
Michael Kolonics, Bargaining Chair  
Alvord Educators Association

 5/16/19  
Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District



# Article XVII – Special Education

# TENTATIVE AGREEMENT

09/26/19

## Article XVII – Special Education

### Section 3 – Case Loads and Class Size

The following **case load** averages shall be maintained for these designated assignments:

Preschool Special Day Classes ..... 16

Elementary Special Day Classes ..... 17

Middle and High School Special Day Classes ..... 18

Resource Specialist ..... 28

Emotionally Disturbed (ED) Special Day Classes ..... 14

**Moderate and Severe Special Day** ..... 14

Speech and Language Specialist ..... 55

With addition of SLPA ..... 68

(SLPAs will only be used in special circumstances, such as when SLP positions are unfilled)

The following **class size** averages shall be maintained for these designated assignments:

Preschool Special Day Classes ..... 8

Elementary Special Day Classes ..... 17

Middle and High School Special Day Classes ..... 20

**Moderate/Severe (Life Skills, ID, Autism)** ..... 14

**Whenever the caseloads above are violated, a 5% monthly stipend will be given for every 30 days the numbers are exceeded by two or more. Additionally, if a teacher must travel between two sites, the total caseload will be maintained at 2 students less than the number above.**

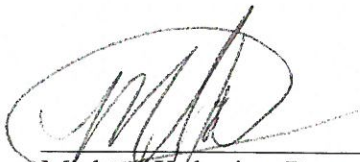
### Section 4 – Testing Time

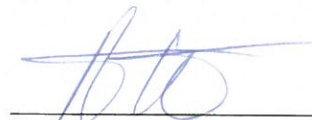
Elementary Special Education teachers will set up a testing schedule with the site administrator. The schedule may be revised and adjusted by the teacher to best meet the needs of the students and teacher within the instructional day. Elementary Special Day class teachers shall use their P.E. release time

for testing. At the secondary level, Special Education teachers shall be provided a release period for testing in addition to the preparation period as defined in Article IX.

**Section 5– Equitable Distribution.**

The District and the Association support successful placement of Special Education students in general education classrooms. The District shall equalize where possible, and to the extent possible, the placement of special education students in to regular education classrooms within the stipulations of the student's Individualized Education Program (I.E.P.), the qualifications of the teachers, and where interdisciplinary teaming or clustering the students is implemented as a part of the educational program. **There shall not be a difference of more than two (2) students with IEPs in the same grade level in elementary and same period and subject in secondary. In the event of special circumstances, AEA, HR, and Site Administrator will meet to review and agree on student placement. The site administrator will communicate agreement with the affected teacher(s).** ~~a general education teacher who is teaching a core class, is assigned five (5) or more special education students in a single period an instructional aide or special education teacher will be provided for that period.~~ **Special education support staff shall be provided to a general education teacher who is teaching a core academic class, whenever there are five (5) or more students with special needs enrolled in the class whose IEPs and case carriers have identified the need for special education services in the specific class.**

 9/26/2019  
Michael Kolonics, Bargaining Chair  
Alvord Educators Association

 9/26/2019  
Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District

## TENTATIVE AGREEMENT

09/26/19

### Article XVII – Special Education

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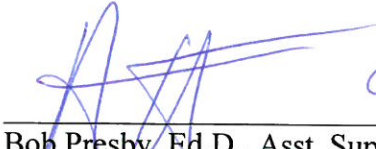
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9/26/2019

Michael Kolonics, Bargaining Chair  
Alvord Educators Association



9/26/2019

Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District



# Appendix A – Salary Schedule Rules and Regulations

APPENDIX A - SALARY SCHEDULE RULES AND REGULATIONS

The following rules and regulations shall govern vertical and horizontal movement by unit members on the certificated salary schedules. ~~Said rules and regulations shall govern unit members initially hired by the District on or after October 1, 1989.~~

Section 1 - Unit Credits.

(a) Acceptable Units for Salary **Schedule Placement/Advancement Classification.**

Salary Schedule columnar initial placement or advancement shall be limited to upper division or graduate units earned after the date on which the bachelor's degree was conferred, given graduate credit by the college or university if earned prior to the bachelor's degree, or units earned in a District Intern Program which results in a credential issued by the California Commission on Teacher Credentialing. Columnar advancement on the salary schedule shall only occur twice a year. ~~in accordance with the timelines specified in Section 1(a)(4) and 1(e) of this Appendix.~~ More than one (1) column may be advanced per ~~reclassification~~ **salary schedule advancement** period. Units for columnar placement/advancement shall be subject to the following provisions:

- (1) Be earned from an institution of higher learning that is accredited by the Western Association of Schools and Colleges, or a regional affiliate thereof, or through a District or County Intern Program, provided these institutions are also acceptable to the California Commission on Teacher Credentialing.
- (2) Be verified by official institution transcripts bearing the official seal of the institution, and/or the original signature of that institution's registrar, deputy registrar, or equivalent.
- (3) Show a grade of "C" or better, or "satisfactory" in a pass/fail grading system.
- (4) Be verified with **a salary advancement request form (may be obtained in the Human Resources Department or on the Human Resources website)** and an official letter or grade card by July 10 and/or January 10 respectively if the units are to be credited for column advancement in July and/or January. Follow-up official transcripts must be received no later than thirty (30) days after above referenced dates. This increase will be **applied retroactively on the July and/or January** ~~retroactively paid on the next month's~~ regular payroll following **the salary schedule advancement approval.** ~~reclassification.~~ The District and the Association agree that those employees not meeting the timelines for salary schedule advancement ~~reclassification~~ will not be considered until the next salary schedule advancement ~~reclassification~~ period. (moved from Section 1(e))
- (5) Have been earned at a time which did not conflict with the employee's workday in the District, unless specific written authorization is received from the District in advance.

- (6) Be semester units; quarter hour credits shall be converted into semester units by multiplying by 2/3.
- (7) Be in a subject directly and specifically related to the employee's current District assignment or a previous District assignment, or
- (8) Be in a subject directly and specifically related to the employee's major or minor field of study (major field shall be thirty-six (36) semester hours of credit, of which eighteen (18) are upper division or graduate; minor field shall be twenty (20) semester hours of credit, of which ten (10) are upper division or graduate), or
- (9) Be in a subject directly and specifically related to an advanced degree in professional education, or
- (10) Be in a subject required for a California credential authorized by the California Commission on Teacher Preparation and Licensing, or
- (11) For unit members in a departmentalized classroom program, courses in an additional major or minor taught within the District, or
- (12) For unit members in a self-contained classroom program, a subject commonly taught in the District's elementary schools.

**Section 3 –(b) Verification Deadline for New Employees.**

A new employee shall be placed on the Certificated Salary Schedule according to the official documentation on hand. If, within ninety (90) days of initial employment in the District, the new employee submits official verification of additional prior experience and/or official transcripts verifying additional units that qualify for salary schedule ~~classification~~ placement, the employee will be reclassified **advance** one time only according to the official information received, retroactive to date of hire. The ninety (90) day verification period may be extended at the discretion of the District on a case by case basis based on extenuating circumstances.

**(b)(c) Lower Division Units.**

Up to three (3) lower division semester units or one (1) course per request for salary columnar advancement which meets the criteria described in sections 1(a)(1) through 1(a)(12) above shall be credited, provided the units are approved in advance by the Human Resource Development Offices, and:

- (1) Required by a California credential, evaluation or renewal, or
- (2) Required for a subject specifically and directly related to an advanced degree in professional education, or
- (3) For course not previously taken, which meets the provisions of section (c) below, or



- (4) Required as a foundation for the acquiring of an additional major or minor field of study (courses will be credited upon completion of the additional major or minor field of study).

**(e)(d) Acceptance of Project or Work Units.**

Unit members may request unit credit for salary schedule advancement for professional project work undertaken and sponsored by an accredited college/university, the State of California, the Riverside County Schools Office, the Alvord Unified School District, or a professional organization. All requests for such credit, along with supporting documentation/rationale for units not sponsored by the District, shall be submitted in advance to the Assistant Superintendent, **Human Resources Instructional Support Services**; unless prior written approval is granted by said administrator, project credit shall not be granted for salary schedule columnar advancement.

**(d)(e) Effective Dates of Salary ~~Schedule Advancement~~ Classification Changes.**

~~Columnar advancement on the salary schedule shall only occur twice a year in accordance with the timelines specified in Section 1(a)(4) and 1(e) of this Appendix. More than one (1) column may be advanced per reclassification **salary schedule advancement** period.~~

**(e) Application Deadline for Salary Classification Changes.**

~~Unit members shall submit an appropriate District notification form by May 10 for a July reclassification and November 10 for a January reclassification. The District and the Association agree that those employees not meeting the timelines for reclassification will not be considered until the next reclassification period.~~

**Section 2 - Step Placements/Increments.**

**(a) Initial Step Placement.**

**Teachers shall be granted up to fifteen (15) years salary schedule credit as follows:** Only previous **TK-12** contractual experience, including Peace Corps, VISTA, ~~or~~ Teacher Corps, **or** special education teacher of birth through pre-school students in a state or federal funded special education program (moved from (b)) authorized by a regular California teaching credential or equivalent, will be considered for initial step placement credit. Each year of credit for initial AUSD salary schedule placement purposes must have been for full-time, regular service, and for at least seventy-five percent (75%) of a full school year. In no case will previous experience be credited unless it was evaluated as satisfactory or better, and was rendered in an instructional setting comparable to a District instructional program.

- ~~(b) **Initial Step Placement for Teachers.** In addition to the provisions of 2(a) above, effective July 1, 2002, teachers shall be granted up to fifteen (15) years salary schedule credit as follows: one (1) year of credit for at least 75% of a full year of previous full time experience within the last sixteen (16) years as a special education teacher of birth through pre-school students in a state or federal funded special education program. In no case will previous experience be credited unless the teacher held the appropriate special education credential as required by the California Commission on Teacher Credentialing.~~



- (c) **(b)Initial Step Placement for Nurses.** In addition to the provisions of Section 2(a) ~~and 2(b)~~ above, effective February 22, 2000, school nurses shall be granted up to fifteen (15) years salary schedule credit as follows: one (1) year of credit for at least 75% of a full year of previous full time experience within the last sixteen (16) years as a School Nurse, a public health nurse or as a licensed Registered Nurse in a hospital/clinic. In no case, however, will previous experience be credited unless the School Nurse held a bachelor's degree in nursing, or held a professional credential in nursing at the time, and if said experience was rendered in a setting comparable to a school district as determined by the District.
- (d) **(c)Initial Step Placement for Teachers of the Communication Handicapped and Language, Speech & Hearing Specialists.** In addition to the provisions of Sections 2(a) ~~and 2(b), and 2(e)~~ above, effective February 22, 2000, Teachers of the Communication Handicapped and Language, Speech & Hearing Specialists shall be granted up to fifteen (15) years salary schedule credit as follows: One (1) year of credit for at least 75% of a full year of previous full time experience within the last sixteen (16) years as a Language, Speech & Hearing Specialist serving in a public school district, or as a licensed Speech Therapist/Pathologist in a hospital/clinic. In no case, however, will previous experience be credited unless the Language, Speech & Hearing Specialist/C.H. Teacher held a bachelor's degree or higher in Speech Therapy or other related field, or held a professional credential or license in Speech Services at the time, and if it is determined by the District that the nature of said experience was comparable to the nature of services to be provided in the District.
- (e) **(d)Initial Step Placement for Librarians.** In addition to the provisions of Sections 2(a), 2(b), ~~and 2(c) and 2(d)~~ above, effective February 22, 2000, Librarians shall be granted up to fifteen (15) years salary schedule credit as follows: one (1) year of credit for at least 75% of a full year of previous full time experience within the last sixteen (16) years as a Librarian serving in a public school district, or as a licensed Librarian serving in a public library. In no case, however, will previous experience be credited unless the Librarian held a bachelor's degree or higher in Library Science or other related field, or held a professional credential in Library Science at the time, and if said experience was rendered in a setting comparable to a school district as determined by the District.
- (f) **(e)Number of Years of Previous Experience Credit.**


Any candidate initially employed by the District after June 11, 1985, shall receive full credit for years of prior experience [as defined in section 2(a) above].

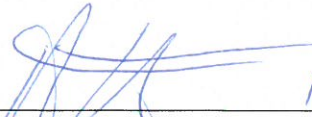
- (g) **(f)Annual Step Progression.**

Effective July 1, 2002, after initial placement on the salary schedule a unit member shall advance one (1) step for each year of full-time, satisfactory service in which he/she was in contractual paid status for at least seventy-five percent (75%) of the work year in the District, or, during the first year of service with the District, a combination of Alvord service and service in a previous district within the same school year. Less than full-time service for seventy-five percent (75%) of the work year, shall count as a half-year (½-year) of credit for salary schedule progression.

**Section 3—Verification Deadline.**

~~A new employee shall be placed on the Certificated Salary Schedule according to the official documentation on hand. If, within ninety (90) days of initial employment in the District, the new employee submits official verification of additional prior experience and/or official transcripts verifying additional units that qualify for salary schedule classification placement, the employee will be reclassified one time only according to the official information received, retroactive to date of hire. The ninety (90) day verification period may be extended at the discretion of the District on a case by case basis based on extenuating circumstances. (moved to Section 1 new (b))~~

 12/4/2019  
\_\_\_\_\_  
Michael Kolonics, Bargaining Chair  
Alvord Educators Association

 12/4/2019  
\_\_\_\_\_  
Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District

# Appendix A1 – Certificated Salary Schedule

**ALVORD UNIFIED SCHOOL DISTRICT**  
**APPENDIX A1 - CERTIFICATED SALARY SCHEDULE**  
**JULY 1, 2020 - JUNE 30, 2021**  
**185 Days**

<b>STEP</b>	<b>X B.A. NO CRED</b>	<b>A B.A. UP TO 44 W/CRED</b>	<b>B B.A. + 45 OR M.A.</b>	<b>C B.A. + 60 INC. M.A.</b>	<b>D B.A. + 75 INC. M.A.</b>
1	54,735	59,660	63,657	66,671	69,998
2		59,772	63,778	66,799	70,131
3		59,885	63,898	66,923	70,265
4		62,332	66,948	69,868	73,358
5		64,777	69,679	73,179	76,830
6		67,225	72,412	76,136	79,936
7		69,679	75,139	79,484	83,451
8		72,130	77,279	82,460	86,576
9		74,575	80,704	85,850	90,137
10		77,024	83,750	88,843	93,279
11		79,476	86,493	92,540	97,160
12		81,850	89,236	96,025	100,819
13			91,910	99,703	104,685
14				103,845	109,032
15				106,955	112,297
*19		83,264	93,490	109,092	114,540
*24		84,698	95,099	111,269	116,829
*29		86,154	96,737	113,481	119,163

\*Number of years of service rendered in the Alvord Unified School District.



# Appendix A2 – Counselor Salary Schedule

**ALVORD UNIFIED SCHOOL DISTRICT**  
**APPENDIX A2 – COUNSELOR SALARY SCHEDULE**  
**JULY 1, 2020 – JUNE 30, 2021**  
**195 Days**

<u>STEP</u>	<u>SALARY</u>
1	86,510
2	89,754
3	93,448
4	96,714
5	100,465
6	104,251
7	107,802
8	111,259
*19	120,731
*24	123,143
*29	125,607

\*Number of years of service rendered in the Alvord Unified School District.

# Appendix A3 – Psychologist Salary Schedule

**ALVORD UNIFIED SCHOOL DISTRICT**  
**APPENDIX A3 – PSYCHOLOGIST SALARY SCHEDULE**  
**JULY 1, 2020 – JUNE 30, 2021**  
**195 Days**

<u>STEP</u>	<u>SALARY</u>
1	90,271
2	93,656
3	97,517
4	100,920
5	104,832
6	108,785
7	112,491
8	116,098
*19	120,731
*24	123,143
*29	125,606

\* Number of years of service rendered in the Alvord Unified School District.



# Appendix A4— High School Coaches Pay Schedule

ALVORD UNIFIED SCHOOL DISTRICT  
APPENDIX A4 - **HIGH SCHOOL** COACHES PAY SCHEDULE **TENTATIVE AGREEMENT 12/04/19**  
JULY 1, 2018 - JUNE 30, 2019

STEP	A	B	C	D	E	F	G
	3%	4%	5%	6%	7%	8%	9%
1	1,721	2,294	2,867	3,440	4,013	4,587	5,159
2	1,792	2,388	2,985	3,581	4,176	4,773	5,371
3	1,863	2,481	3,101	3,722	4,341	4,961	5,582
4	1,932	2,576	3,218	3,862	4,504	5,149	5,792
5	2,002	2,670	3,337	4,003	4,669	5,337	6,004

**HIGH SCHOOL COACHING SALARY PLACEMENT**

Placement for either Men's or Women's Sports

**BADMINTON**

(C) Varsity Head  
(B) Assistant

**BASEBALL**

(F) Varsity Head  
(D) Assistant

**BASKETBALL**

(F) Varsity Head  
(D) Assistant

**CROSS COUNTRY**

(D) Head  
(A) Assistant

**ALVORD HIGH**

(A) Assistant

**CHEER**

(G) Head  
(D) Assistant

**FOOTBALL**

(G) Varsity Head  
(D) Assistant

**GOLF**

(D) Varsity Head

**SOCCER**

(D) Head  
(C) Assistant

**SOFTBALL**

(F) Varsity Head  
(D) Assistant

**SWIMMING**

(D) Varsity Head  
(B) Assistant

**BAND**

(D) Assistant

**TENNIS**

(D) Varsity Head  
(B) Assistant

**TRACK**

(F) Varsity Head  
(D) Assistant

**VOLLEYBALL**

(D) Head  
(B) Assistant

**WATER POLO**

(D) Head  
(B) Assistant

**WRESTLING**

(F) Varsity Head  
(D) Assistant

**DRILL TEAM/COLOR GUARD**

(F) Head

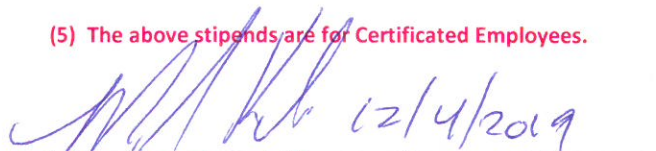
(1) The steps indicate years of paid experience in coaching. Computation will be based on a sport-by-sport basis.


(2) Credit for total years of paid experience will be given each coach when the coach enters the salary schedule in the sport the applicant has coached. Only coaching experience in the last ten (10) years will be credited toward placement on the salary schedule for coaches.

(3) When possible, male coaches of female teams and female coaches of male teams shall have an assistant of the same sex as the team members.

(4) Post Season CIF Playoff Competition: A seven percent (7%) stipend for a coach in post season CIF playoff competition will be provided per each week of playoff competition.

**(5) The above stipends are for Certificated Employees.**

  
Michael Kolonics, Bargaining Chair  
Alvord Educators Association

  
Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District

# Appendix A5— Extra Duty Pay Schedule

**ALVORD UNIFIED SCHOOL DISTRICT  
APPENDIX A5 - EXTRA DUTY PAY SCHEDULE  
JULY 1, 2020- JUNE 30, 2021**

STEP	BA 11/01/18				TENTATIVE AGREEMENT 02/04/21					
	A	B	C	D	E	F	G	H	I	J
	3%	4%	5%	6%	7%	8%	9%			
1	\$1,755	\$2,340	\$2,924	\$3,509	\$4,093	\$4,679	\$5,262	\$847	\$1,126	\$531
2	\$1,828	\$2,436	\$3,045	\$3,653	\$4,260	\$4,868	\$5,478			
3	\$1,900	\$2,531	\$3,163	\$3,796	\$4,428	\$5,060	\$5,694			
4	\$1,971	\$2,628	\$3,282	\$3,939	\$4,594	\$5,252	\$5,908			
5	\$2,042	\$2,723	\$3,404	\$4,083	\$4,762	\$5,444	\$6,124			

**DISTRICT**

- (B) Department Chairperson
- (Nurses, Psych., Sp. Therap., **Elem. (1), MS (1), HS (1) Counselor**)
- (B) SST/504 Chairpersons (All Levels)
- ~~(H)~~ **(I)** Parent Engagement Facilitator
- (I) Friday Night Live Facilitator
- (H) Wellness Coordinator**

**REGULAR HIGH SCHOOL**

- (D) 1 Yearbook
- (G) 1 Drama (minimum 3 major performances)
- (D) 1 Speech (5)
- (D) 1 Director of Student Activities (3 period release)
- (D) 1 Athletic Director (3 period release)
- ~~(F)~~ **1 Drill Team/Color Guard**
- (D) 1 Choral (minimum 2 performances)
- (A) 1 Literary Magazine (minimum 2 publications/website)
- (D) 1 Newspaper (minimum 6 publications)
- (D) 1 Mock Trial
- (F) 1 Dance Team Advisor
- (B) 1 Academic Decathlon
- (C) 1 Renaissance Advisor
- (B) 1 each Freshmen/Sophomore Class Advisors
- (D) 1 each Junior/Senior Class Advisors
- Department Chairperson of three or more teachers:
- (B) + \$10.00/Section, exclusive of Department Chair
- \*Department Chairperson of one or two teachers:
- (A) + \$10.00/Section, exclusive of Department Chair

**HOURLY RATE:**

**Regular: \$49.04/Hour**

**Summer School: \$56.39/Hour**

**Adult Ed: \$49.04/Hour**

Note: The Summer School rate reflects a 15% increase over the regular hourly rate.

Effective 7/1/18

Revised 7/15/18

**OTHER DUTIES**

EL Facilitator - The EL Facilitator for each site will be based on the number of EL students at the site (0-250 = \$2,924; 251-450 = \$3,510; 451-650 = \$4,094; 651-850 = \$4,679; 851-1000 = \$5,263).

**ALVORD HIGH SCHOOL**

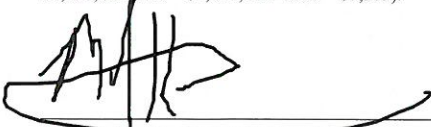
- (A) 1 Yearbook
- (A) 1 Newspaper
- (A) 1 Student Store Supervisor
- (A) 1 ASB Advisor
- (B) 1 Chairperson

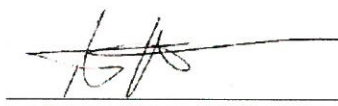
**MIDDLE SCHOOL**

- (A) 1 Drill Team/Pep Squad
- (A) 2 Intramural Coaches
- (A) 1 Yearbook
- 1 ASB Advisor:
- (A) with Activities period
- (C) without Activities period
- (B) ~~1 District Honor Band~~ **1 Middle School Band Director** (minimum 2)
- (H) 1 100 Mile Club Coordinator
- (H) 1 Choral (minimum 2 performances)
- (H) 1 PTA/PTO Liaison
- (I) Middle School Department Chairs
- (J) 1 Drama (minimum 1 performance)
- (J) 1 Hippocrates Circle Coordinator
- (J) 1 History Day Advisor
- (J) 1 Science Fair Chair
- (J) 1 Spelling Bee Chair

**ELEMENTARY SCHOOL**

- (H) 1 100 Mile Club Coordinator
- (H) 1 Choral (minimum 2 performance)
- (H) Elementary Grade-Level Chairs (~~7~~ **8** w/ Spec. Ed. & Counselor)
- (H) 1 PTA/PTO Liaison
- (J) 1 Drama (minimum 1 performance)
- (J) 1 History Day Advisor
- (J) 1 Science Fair Coordinator
- (J) 1 Spelling Bee Coordinator
- (J) 1 Student Council Advisor
- (J) 1 Yearbook Chair

  
Michael Kolonics, Bargaining Chair  
Alvord Educators Association

  
Bob Presby, Ed.D., Assistant Superintendent, HR  
Alvord Unified School District

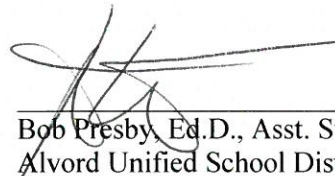


# Appendix B3— Retirement Benefits

**ALVORD UNIFIED SCHOOL DISTRICT**  
**APPENDIX B3 - RETIREMENT BENEFITS**

- 1) Beginning with the 2007-2008 school year, the Alvord Unified School District will pay the retiree funding level at the time of retirement for medical insurance for all qualified certificated employees until said employees reach their sixty-fifth (65th) birthday, or until they are covered by a state or federal medical insurance plan. The requirements to qualify for retirement benefits are as follows:
- (a) ~~(4)~~ Employees hired before January 1, 2009 must reach the age of fifty-five (55) and have ten (10) continuous years of service to the District immediately preceding the date of retirement.
  - (b) ~~(4)~~ Employees hired on or after January 1, 2009 must reach the age of fifty-eight (58) who retire with ten (10) continuous years of service to the District immediately preceding the date of retirement.
  - (c) The District, may on occasion, offer a SERP to AEA members that supersedes the above requirements to qualify for retirement benefits for the time the SERP is being offered. Any SERP offered to AEA members must first be presented and discussed 30 days prior to Board approval with the AEA President.
- 2) Beginning July 2017, the District will offer early retirees an HRA which will allow each individual the option of procuring their own medical insurance as opposed to continuing on the District's medical plans.
- a) During an open enrollment period, a prospective or current retiree will notify the Benefits Department of their desire to choose the HRA option for their retirement medical plan. That individual will be provided funds equal to the amount that was being offered at their retirement date. The current funding level for the 2018/2019 school year is \$1,200 per month. These funds will be deposited into an account for the retiree's use for qualified medical expenses.
  - b) The enrollment period for the HRA is either
    - 1. Normal Open Enrollment for all district employees and retirees, or
    - 2. During the Marketplace Open Enrollment period as provided for by the Affordable Care Act.

 10/21/2019  
Mike Kolonics, AEA Bargaining Chair  
Alvord Educators Association

 10/21/2019  
Bob Presby, Ed.D., Asst. Superintendent, HR  
Alvord Unified School District