

NAPS/NVUSD Collective Bargaining Agreement- July 1, 2019 through June 30, 2022

Section	Summary		Rationale
Table of Contents			
	Updated page numbers		Update to match content changes
Article 3: Wages			
	3.4: Deleted " Medical Administrative Activities (MAA) and social worker " and replaced with "Funded expenditures must be in alignment with LEA guidelines" and added "In case the District must repay funding due to a negative audit finding, 10% of the repayment amount will be billed to this account."		Reflects current laws and practices. Prevents overpayment of MAA incentives to members
Article 6: Leave Policies			
	6.2 Sick Leave Accumulation:		
	Changed " that portion often and one half (10 1/2) days leave of " to "the prorated amount of leave for absences"		Changed language for clarification
	6.17: Long Term Leaves of Absence Without Pay:		
	6.17.2 Changed " to the Office of Human Resources by April 1" to " To the Human Resources office by the First Friday in March"		Changed date for calendar alignment
	6.18 Extension of Leave:		
	Changed " prior to April 1st " to " the First Friday in March."		Changed date for calendar alignment
	6.19 Part Time Contracts:		
	6.19.2 Changed from " April 1st " to "the First Friday in March"		Changed date for calendar alignment
Article 8: Workload			

	8.0.1 Deleted " Prior to the implementation of AB 114: Educationally Related Mental Health Services (ERMHS), the maximum number of pupils assigned to a psychologist did not exceed 1800:1 with a 15% tolerance allowed for individual assignments." With the full implementation of ERMHS" and "It is the intent of the parties to maintain this District ratio."		To reflect changes to the current service model
	8.0.2 Deleted " 1800" and replaced with "1400"		To reflect the new assignment ratio
	8.1.1 Deleted: " for example: Response to Intervention, LEA Medi Cal/MAA billing"		To delete example of outdated language
Article 13: Retirees			
	13.1.3 Implementation		
	13.1.3.1 Deleted " Prior to the established District deadline" and replaced with " No later that the First Friday in March."		To establish firm, consistent language
Article 16: Extended School Year			
	Entire Article was added		To clarify and detail the procedures related to Extended School Year
Article 17: Duration			
	17.0 Changed effective date from July 1, "2016" to "2019" and until June 30, "2019" to "2022".		Updates term of contract
Article 19: Completion of Meet and Negotiate			
	19.2 Changed acceptance date from " 17 of June 2016" to _____2019		Updates term and witnesses
The following appendices were added			
Appendix A	2018-2019 Speech Language Pathologist Salary Schedule		
Appendix B	2018-2019 Psychologists & Social Worker Salary Schedule		
Appendix C	2018-2019 Certificated Summer School Salary Schedule		