

Etiwanda Teachers Association Collective Bargaining Summary

Tentative Agreements for 2013-2014

Article	Tentative Changes
I Agreement	Date change for contract – 2013 to 2016
II Recognition	Added new language to except “counselors” from ETA representation
IV Personnel Files	Updated new language regarding personnel records related to hiring (such as interview notes and letter of recommendations) as per ED Code.
V Association Rights	Change from 12 release days to 20 days and an additional 5 days to 10 days for ETA business.
IX Unit Member Work Hours and Responsibilities	<ul style="list-style-type: none"> • Separation of article language to differentiate “unit member work hours” and “instructional professional responsibilities” and “non-instructional professional responsibilities”. • Non-instructional professional responsibilities – removed language regarding periodic teacher attendance at parent teacher meetings (fundraiser events). <p>Prep time for Intermediate Schools</p> <ul style="list-style-type: none"> • Change in language- site administrator may use 1 prep day a week for up to 10 weeks. <p>Prep time for Elementary Schools</p> <ul style="list-style-type: none"> • Grades 4th and 5th. Will receive thirty 40 minute prep periods which admin can use up to 10 for trainings. <p>Special Education</p> <ul style="list-style-type: none"> • Change of language – Special Education teachers will receive up to 3 release days for IEP purposes. • SDC grades 1st – 5th, will receive thirty 40 minute prep periods which admin can use up to 10 for trainings. • Change of language - a total of 5 minimum school days for elementary special education teachers can be used by site or district administration. A total of 6 minimum school days for intermediate special education teachers can be used can by site or district administration
X Extra Curricular	<ul style="list-style-type: none"> • Change of language – Extra-curricular stipends includes “before” and “after” school activities.
XI Absence and Leave Provisions	<ul style="list-style-type: none"> • Change of language – “Medical Doctor” to “Licensed Hearth Care Provider”. • Change of language – Service as a Witness in Personal matters – unit members must use personal necessity days.

	<ul style="list-style-type: none"> • Addition of new language - Credit for job shares for step and retirement. • Addition of new language - “ongoing” has been included to catastrophic illness for sick bank.
XII Class Size	<p>Class Size</p> <ul style="list-style-type: none"> • Addition of new language - 3 hour aide for TK and K classes exceeding 24+ students. (and odd number teacher at site). Additional 1 ½ hours instructional support for K classes with 14 to 24 students
XIII Assignment and Transfer	<ul style="list-style-type: none"> • Change of language – involuntary transfers after 1st day of school will receive 3 student free days. • Addition of new language – Unit member reassignments- unit members may time card, 2 non-contracted days of pay at the per diem rate if a change is necessary. Unit members that are reassigned to a different grade after the 1st day of school will receive \$200 for instructional materials.
XIV Unit Member Evaluation	Update of language for evaluations related to Ed Code (Administrative Regulations 4115).
XV Unit Member Safety	Addition of language – Unit member safety to include “written, verbal or physical abuse” by “student, parent or campus visitor”.
XVII Employee Benefits	<ul style="list-style-type: none"> • Change/addition of new language – all unit members will receive up to \$11,610 in health and welfare benefits beginning 2014-2015 school year. • Addition of new language – unit members may “opt out” of medical coverage with proof of comparable coverage by August 15th, 2014. • Additions of new language – Dental, vision and life insurance premiums are required for all unit members. • Addition of new language - Retiree covered at same rate of current coverage. • Addition of new language – Job share unit members will be able to combine service years.
XVIII Salaries	<p>Commencing July 1,2013 (retro) - salary increase of 2.5%.</p> <ul style="list-style-type: none"> • Addition of language – longevity of increments include steps 28, 29, and 30. • Change of language – unit members hourly rate will be \$37.50, daily rate will be \$140 and a ½ day rate is \$70.
XXIV	Temporary suspension of PAR unless needed. ESD or ETA can reinstate at any time.
XXVI	Reopener language

Memorandum of Understanding (MOU) – Beginning 2014-2015 continuing until 2015-2016 school year, grades 1st-3rd will receive to thirty 40 minute prep periods which admin can use up to 10 for trainings.