

AGREEMENT

between

MENLO PARK CITY SCHOOL DISTRICT

BOARD OF EDUCATION

and

MENLO PARK EDUCATION ASSOCIATION

2017-2020

RATIFIED BY BOARD OF EDUCATION JUNE 20, 2017

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**AGREEMENT BETWEEN
MENLO PARK CITY SCHOOL DISTRICT
BOARD OF EDUCATION
AND
MENLO PARK EDUCATION ASSOCIATION CTA/NEA**

Pursuant to California Government Code Section 3540, et seq.

ARTICLE 1. AGREEMENT

This Agreement constitutes a binding bilateral contract by and between the Menlo Park City School District and the Menlo Park Education Association/California Teachers Association/National Education Association.

ARTICLE 2. DEFINITIONS

- 2.1 The term “Agreement” as used here means the written Agreement provided under Section 3540.1(h) of the Government Code.
- 2.2 The term “Association” as used in this Agreement shall mean the Menlo Park Education Association/California Teachers Association/National Education Association.
- 2.3 The term “District” as used in this Agreement shall mean the Board of Education of the Menlo Park City School District, or its duly authorized representatives.
- 2.4 The term “Employee” as used in this Agreement shall mean the following certificated employees: all full or part-time certificated employees including teachers, but excluding Superintendent, Principals, Vice-Principals, psychologists, and academic advisors, and Curriculum Director who teach less than half-time, Administrative Assistants, Directors, Coordinator, substitute teachers, home teachers, and summer school teachers.

ARTICLE 3. RECOGNITION

- 3.1 The District recognizes the Association as the exclusive representative for all employees as defined in Government Code Section 3544.
- 3.2 **District Steering Committee**
The District and the Association will establish a steering committee to provide recommendations on any requests for waiver of Board policy, District regulations, or collective agreements submitted by a decision of a school staff. The steering committee will be comprised of two (2) MPEA representatives; two (2) District representatives, one (1) CSEA, and one (1) parent representative. Decisions of the committee should be made by modified consensus.

The decisions of the steering committee shall be advisory only to the Board and/or the MPEA.

3.3 MPEA/District Relationship

The MPEA and District will establish regular meetings for the purpose of maintaining the MPEA/District relationship and/or discussing other matter of mutual concern. The MPEA President and the Superintendent will be responsible for scheduling the meetings and insuring that the appropriate individuals are present.

ARTICLE 4. MANAGEMENT RIGHTS AND DISTRICT POWERS

- 4.1 It is understood and agreed that the District retains all of its powers and authority to direct and control the District to the full extent of the law.

- 4.2** The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the Board, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and expressed terms of the Agreement, and then only to the extent that such specific and expressed terms are in conformity with the laws of the State of California.

ARTICLE 5. ORGANIZATIONAL SECURITY

5.1 Agency Fee and Dues Deduction

5.1.1 Employee Rights

The District and MPEA/CTA/NEA recognize the right of employees to form, join, and participate in lawful activities of employee organizations and the equal, alternative right of employees to refuse to form, join, and participate in employee organizations. Neither party shall exert pressure upon nor discriminate against an employee in the exercise of these alternative rights. Accordingly, membership in the Association shall not be compulsory.

5.1.2 Payroll Deductions

The District shall deduct from the pay of Association members and pay to the Association the normal and regular monthly Association membership dues as voluntarily authorized in writing by the employee on the District form, subject to the following conditions:

5.1.2.1 Such deduction shall be made only upon submission of the District form to the designated representative of the District. That form shall be duly completed and executed by the employee and an authorized representative of the Association.

5.1.2.2 Existing administrative procedures regarding other legally authorized voluntary deductions shall be maintained.

5.1.3 Payment Method And Association Certification Requirements

5.1.3.1 A bargaining unit member who has not voluntarily made application for membership in the Association within the thirtieth (30) day following the date upon which that employee has been formally hired by the District as a bargaining unit employee, or who is not exempted in subsection 5.1.6, must as a condition of continued employment in the District pay to the Association a service fee. This fee is in exchange for representation services performed by the Association in conformance with its legally imposed duty of fair representation on behalf of the unit member who is not a member of the Association.

5.1.3.2 In the event that a unit member fails to become a member of the Association or pay the fee directly to the Association, the District shall begin automatic payroll deduction as provided by the Education Code, upon notice of such failure from the Association.

5.1.3.3 Prior to beginning the automatic payroll deduction, the Association will certify to the District in writing:

5.1.3.1. that the employee whose pay is to be affected by the deduction:

5.1.3.1.1.1 has refused to join the Association; and

5.1.3.1.1.2 has refused to tender the amount of the service fee as defined herein; and

5.1.3.1.1.3 has not applied for an exemption under subsection 5.1.5 herein; and

5.1.3.1.2 that the Association has complied with the lawful Public Employment Relations Board Regulations regarding agency fees.

5.1.3.4 The written certification in subsection 5.1.3.3 above, shall be a condition precedent to any collection of the service fee by the District.

5.1.3.5 Minimum Requirements for Automatic Payroll Deduction of Fee

5.1.3.5.1 The District is under no obligation to make payroll deductions for periods during which a unit member is either terminated from active employment or not on the District's active payroll for any reason, including, but not limited to, layoff and voluntary leave of absence without pay for more than thirty (30) days.

5.1.3.5.2 The unit member's earnings must be sufficient after other legal and required deductions are made to cover the amount of the dues or service fees to be deducted.

5.1.3.5.3 When a unit member is in a non-pay status for an entire pay period, no withholding will be made to cover the pay period. In the case of a unit member who is in a non-pay status during only part of the pay period, and the salary is not sufficient to cover the full withholding, no deduction shall be made. All other legal and required deductions have priority over Association dues and service fees.

5.1.4 Amount Of Fee

The amount of fee collected from bargaining unit members shall be that allowed by law.

5.1.5 Individual Exemptions From Obligation To Pay Service Fee

5.1.5.1 Any unit member shall be exempted from the requirements of a service fee if that unit member is a member of a bona fide religion, body, or sect which has historically held conscientious objections to joining or financially supporting a "public employee organization" as defined by Section 3540.1(d) of the Government Code. In addition, any unit member may be exempted from the service fee if that unit member registers a deep philosophical objection to financially supporting a "public employee organization."

5.1.5.2 To be exempt from the fee for reason set forth in subsection 5.1.5.1, the unit member must first submit by registered mail a written statement describing the grounds for exemption to both the Association and the District Office. New employees must register objections by September 30 of each school year, or within thirty (30) days of employment.

5.1.5.3 A unit member whose application has been approved shall, as an alternative to payment of a service fee to the Association, pay an amount equivalent to such service fee to:

5.1.5.3.1 United Way; or

5.1.5.3.2 Menlo Park/Atherton Education Foundation.

5.1.5.3.3 Any charity or educational foundation jointly agreed upon by the District and the Association that is exempt from taxation under the Internal Revenue Code and is not affiliated in any manner with the Association, and is not related to an established religious organization.

5.1.5.4 An employee whose application for an exemption has been approved will be required to show proof of contribution to a charity under subsection 5.1.5.3 above by means of canceled check or other reasonable proof within thirty (30) days.

Failure to show such proof will risk disapproval.

5.1.6 District's Obligation

The District's obligations under this Article are: 1) to notify unit member(s) who have failed to comply with the provisions of this Section that, as a condition of employment in the District, that unit member must either become an Association member, pay a service fee, or establish an exempt status and make payment pursuant to the provisions of this Agreement; and 2) deduct from pay appropriate amounts pursuant to subsections 5.1.2 and 5.1.3 herein.

Under no circumstances shall the District be required to dismiss or otherwise discipline any unit member for failure to fulfill obligations to the fees established herein or contributions to the designated charities.

5.1.7 Hold Harmless And Indemnity Provision

5.1.7.1 The Association, as defined by this Agreement, shall hold the District harmless and shall fully and promptly reimburse the District for reasonable legal fees and costs incurred in responding to or defending against any claims, disputes, or challenges, which are actually brought against the District or any of its agents by other than the Association in connection with the administration or enforcement of any section of this agreement pertaining to representation fee. That reimbursement shall include costs and attorneys' fees incurred by the District.

5.1.7.2 Upon notice that the District is going to seek indemnification or to be held harmless under this provision, the Association shall have the right to meet with the District regarding the reasonableness and merit of any claim, demand, suit, or action for which the District seeks indemnification, and shall attempt to agree whether any such action listed above in subsection 5.1.7.1 shall be compromised, resisted, defended, tried or appealed.

5.1.7.3 In determining whether or not that action shall be compromised, resisted, defended, tried, or appealed, the District will defer to the Association's interest if the District does not have a distinct and separate legal interest in the matter in dispute.

5.1.7.4 The District shall not be entitled to be reimbursed for any fees, costs, charges, or penalties for which the Association was not properly notified and provided the opportunity to discuss as set forth herein; nor will the District be entitled to any such reimbursement when the District's efforts in defending against the action would be duplicative, or when the District is defending a separate and distinct legal interest or when the District is defending an activity which is arguably subject to criminal liability on the part of any District administrator.

5.2 The Association or any of its representatives may call a general, special, or subgroup meeting on any workday with the permission of the planned attendees' immediate supervisor. After giving a minimum of twenty-four (24) hours notice to the Superintendent, the meeting may begin no sooner than a time mutually agreed between the Association and the Superintendent. Those meetings shall not be conducted commencing one-half hour prior to the beginning of any attendees scheduled pupil assignment. The Association may call general, special, or subgroup meetings on Monday afternoons commencing no sooner than a time agreed to between the Association and the Superintendent. Those meetings may be held without the prior authorization of the employees' immediate supervisor.

The Superintendent may cancel any meetings if, in the Superintendent's judgment, the absence of an attendee from his or her work location assignment will adversely affect the welfare of students or the District.

After school on the first Monday of each month when school is in session will be reserved for MPEA meetings. District and site leadership will not schedule school-wide, department-wide, or District-wide meetings on these Mondays. Sites and departments wishing to schedule such meetings on the other Mondays will submit trimester meeting calendars to their respective site staffs prior to the start of each trimester and will share those calendars with MPEA. When MPEA desires to hold a General Membership Meeting on a Monday other than the first designated Monday of the month, modifications of submitted schedules may be made by mutual agreement between Association and meeting hosts.

5.3 The Association shall designate five (5) representatives to attend negotiations and impasse proceedings. Additional persons attending may include members of the Menlo Park Education Association Executive Board as observers and/or representatives of the California Teachers Association.

5.4 The Association President shall be entitled to the equivalent of five (5) days of paid leave per year for the purpose of conducting Association business or attending conferences or workshops. This may consist of an allocation of one (1) hour per week release from non-instructional duties. The specific time the individual takes the leave will be mutually agreed upon by the Superintendent and the Association.

ARTICLE 6. GRIEVANCE PROCEDURES

6.1 Definitions

6.1.1 Grievance

An alleged violation, misapplication, or misinterpretation of the express provisions of this Agreement.

6.1.2 Grievant

An employee or employees as defined elsewhere in this Agreement and/or the Association.

6.1.3 Representative

Any person selected by the grievant or the employer to assist in representation at any stage of the grievance process.

6.1.4 Day

Unless stated otherwise, a day shall refer to any day in which the District Office is scheduled to be open for business.

6.2 Level 1: (Immediate Supervisor)

6.2.1 Within 30 calendar days of when the grievant knew or should have known of the event(s) giving rise to the grievance, the grievant must file with the immediate supervisor a written statement that includes the following:

6.2.1.1 The Article or Articles of the Agreement that were allegedly violated.

6.2.1.2 The manner in which the employee was adversely affected.

6.2.1.3 The specific District action that resulted in the alleged violation, misinterpretation, or misapplication.

6.2.1.4 The specific remedy sought by the grievant.

6.2.2 The grievant will transmit a copy of this grievance to the Association at the time it is filed with the immediate supervisor.

6.2.3 If the grievant is satisfied with the written proposed solution offered by the supervisor, the grievant will state in writing to the supervisor and transmit a copy of this statement and the supervisor's solution to the Association.

6.2.4 The Association will have seven (7) days to respond to the proposed solution, after which time the solution may be effectuated.

6.2.5 If the grievant has received no written response from the immediate supervisor within ten (10) days, or if the grievant is not satisfied with the response from the supervisor and if the grievant chooses to refer the grievance to Level 2, that referral must be made within five (5) days of the supervisor's response, or within fifteen (15) days if no response has been provided at Level 1. The grievant will transmit a copy of the unsatisfactory Level 1 response to the Association.

6.3 Level 2: (Superintendent or Board's Designee)

6.3.1 The grievant will provide to the Superintendent or Board's designee a statement expressing dissatisfaction with the decision or lack thereof at Level 1. Under the same cover, a copy of the original grievance and, if applicable, a copy of the Level 1 response will be transmitted. The Superintendent or Board designee shall respond in writing within ten (10) days of the receipt of the Level 1 grievance. A copy of the response shall be submitted to the Association and the grievant.

6.3.2 The Association will have ten (10) days to respond to the proposed solution, after which time the solution may be effectuated, unless that matter is referred to Level 3, Arbitration.

6.4 Level 3: (Arbitrator)

- 6.4.1** In the event the Association wishes the matter to be arbitrated, the Association President or designee within ten (10) days of the receipt of the Level 2 response, may submit the grievance to arbitration.
- 6.4.2** A list of five (5) suggested arbitrators shall be requested from the State Mediation and Conciliation Service. If the parties are unable to agree upon an arbitrator, the parties shall each strike from the State Mediation and Conciliation Service list alternatively one (1) name — after determining the first strike by lot. The final name shall be the arbitrator.
- 6.4.3** The arbitrator shall conduct a hearing and render a decision setting forth findings of fact, reasoning and conclusion on the issues submitted. The arbitrator shall be without power or authority to make any decision that requires the commission of an act prohibited by law or that is violative of the terms of this Agreement. The arbitrator shall interpret this Agreement in accordance with accepted arbitral standards of contract interpretation.
- 6.4.4** All costs for the services of the arbitrator, including but not limited to, per diem expenses, travel and subsistence expenses, court reporter, transcript, and hearing room shall be borne equally by the parties. All other costs shall be borne by the party incurring them.
- 6.4.5** The arbitrator's decision will be binding on the parties unless within 30 calendar days the Governing Board, after review of the entire record, revises the decision and explains in writing the reason(s) for not allowing the decision to stand.

6.5 General Grievance Provision

- 6.5.1** All time limitations may be waived by written mutual agreement. Particular attention will be given to this Section in the event the grievance cannot be resolved before the end of the school year.
- 6.5.2** Either party may request a meeting between parties at Levels 1 and 2.
- 6.5.3** The grievant may file, as a part of the original grievance, any evidence in the form of documentation, or statement of witnesses in support of the grievance.
- 6.5.4** If new evidence develops beyond Level 1, or if the grievant changes the alleged violation of agreement provisions or nature of the specific remedy sought, the grievant must resubmit the modified grievance at the Level the original grievance was filed
- 6.5.5** Neither the Association nor any of its representatives, nor the District, may interfere with an employee's rights under the grievance procedure. Neither the District nor the Association may take punitive action against an employee for exercising rights under this procedure.

The grievant may settle the grievance at any time without interference by the Association.
- 6.5.6** If the specific action that resulted in the alleged violation occurred at a level higher than the immediate supervisor, the grievant may commence the grievance procedure with Level 2.
- 6.5.7** Either party in a grievance is entitled to a representative at the hearing or at any step of the grievance proceedings.

- 6.5.8 If either party asserts that the alleged violation does not fall within the definitions of a grievance, the arbitrator must make that determination before the hearing goes forward on substance of the case.
- 6.5.9 Witnesses may be called by either party.
- 6.5.10 When one or more employees have the same grievance, a single grievance will be processed on behalf of all those employees. Each employee will be named as a grievant.

ARTICLE 7. WORK YEAR

- 7.1 The length of the certificated work year shall be either 186 or 189 days of teacher service with 180 days of instruction. Teacher unit members may elect an annual contract for 189 work days that will involve three additional days of professional development at grade-level, department level, or on a school-wide basis as collaboratively developed by the administrators and the teaching staff. A teacher must irrevocably elect either a 186-day or 189-day work year no later than May 1, 2010. Once a teacher elects the 189-day work calendar, the unit member may not revert to the 186-day work calendar. Beginning in the 2010-2011 school year, the additional three collaboratively developed staff development days will be placed within the 186-day work year, unless otherwise agreed by the District and MPEA.. These three days will be funded from revenue sources that cannot otherwise be utilized for general wages and benefits.

Teacher unit members who have elected a 186-day work year may be authorized to work during all or a portion of the three additional collaboratively developed staff development days under the following conditions:

- The District and unit member agree on the specific staff development activities in which the unit member will participate, and the number of hours of participation authorized. This agreement must be in writing, and made before the additional staff development activities begin.
- The unit member will be paid the hourly rate specified on the Salary Schedule for working the authorized additional hours.

The 2017-18 calendar is attached as Appendix B.

- 7.2 No more than three (3) orientation days may be added to the work year for newly employed staff.
- 7.3 One minimum day for unit members will be scheduled either on the day before Thanksgiving holiday or the day before the start of the winter vacation period. If the minimum day is scheduled before the winter vacation, the last work day before the Thanksgiving break will be Tuesday.
- 7.4 The days of Back-To-School Night and Open House work day for unit members will coincide with the student attendance day, except that it begins one-half hour before the student day begins and ends when the student supervision ends.

7.5 Weekly Restructured Days

- 7.5.1 As long as the District provides weekly restructured days, and places staff development days within the 186-day work year as described in Section 7.1, the

time after unit members' student instruction and supervision duties have ended on the restructured days shall be used as follows:

7.5.1.1 A total of no more than 14 restructured days per school year will be reserved for any purposes deemed appropriate by the District, including, but not limited to school-wide or District-wide activities, except as specified in Section 7.6.2 (b). The maximum number of days reserved to the District pursuant to this section 7.5.1.1 shall be reduced from 14 to 13 in any school year in which the regular school year for students includes school days during only ten (10) calendar months.

7.5.1.2 The other weekly restructured days will be reserved for grade level or departmental collaborative work among teachers, including but not limited to District-initiated team meetings.

7.6 Parent Conferences

7.6.1 A parent conference day consists of a full work day during which a teacher is released from all instructional duties (preparation, teaching, and grading) for half of that work day. This will be defined as a "minimum day" for purposes of this section.

7.6.2 Parent conferences will be scheduled by releasing each classroom teacher for four minimum days in the fall of each school year. The principal and the school site's teacher leadership team will develop and agree upon a parent conference schedule for the site, provided that:

- a. The four minimum days are arranged in no more than two clusters
- b. No more than one of the four minimum days will be scheduled on a Thursday. That one Thursday will replace the designated time for District activities and staff development. The District, including the site administrator, may schedule a combined total of only one mandatory District or site meeting on a restructured Thursday during the one month in which the majority of the parent conference days occur.
- c. At least one of the four conferencing minimum days will be scheduled for parent conferences at all schools in the District.
- d. At least three of the four days will be scheduled consecutively. The K-5 three consecutive days will be scheduled in conjunction with a restructured Thursday in order to utilize that early-release time for scheduling additional parent conferences. This provision will not prohibit the scheduling of District meetings for a sub-group of unit members not involved with or scheduled for conferences.
- e. The middle school's three consecutive days may be scheduled at any time different than the elementary schools.

7.6.3 During the four District designated conference days, teachers will not be required to conference with parents more than once. It will be at the professional discretion of teachers to schedule additional conferences with parents on the designated minimum days, provided these conferences do not limit or impede the scheduling of the primary parent conferences during the four days. This provision recognizes that teachers schedule conferences with parents as needed and requested for a wide variety of reasons during a school year.

- 7.6.4** Teachers assigned to teach grades K-5 who are required to hold conferences for more than 29 students as part of the parent conferences required by section 7.5.2, shall be paid at the hourly rate for additional required conference time worked outside of the normal workday set forth in section 8.1 up to a maximum of five (5) hours. To receive pay pursuant to this section 7.5.4, the teacher shall certify the extra time spent outside of the normal workday on the required conferences for students in excess of 29 students. The extra pay shall be provided after confirmation by the principal of the time spent outside of the normal workday.
- 7.6.5** The Hillview principal will offer additional release time to any unit member who must schedule conferences exceeding the time provided by the four minimum conference days. The District will allocate 3 substitute teacher days to provide additional parent conferences outside the scheduled four minimum days.
- 7.6.6** During the designated days for parent conferencing, principals will schedule non-conferencing teachers and non-teaching personnel resources to duties outside of the classroom. This schedule will relieve or substantially reduce duties outside of the classroom for teachers who conduct conferences and for teachers who have instructional assignments beyond the minimum days.
- 7.6.7** If the District requires parent conferencing during the instructional day and does not release the students, the District will be responsible for planning, scheduling, and implementing any supplemental programs or activities for the students of all the conferencing teachers. These responsibilities will not fall upon teachers engaged in conferences.
- 7.6.8** Elementary school teachers not scheduled for conferences will teach their normally assigned students, subject, and grade levels, although not necessarily at their regularly scheduled times. Middle school teachers not scheduled for conferences will be assigned their normal subject areas.
- 7.6.9** The certificated salary schedule was adjusted by a 1% increase beginning the 2005-06 school year in recognition of the reduction of the conference days from six to four. That increase was in addition to any other negotiated contractual salary increase for the year.

ARTICLE 8. HOURS OF EMPLOYMENT

- 8.1** The teacher's normal work day shall be seven and three-fourths (7-3/4) hours, including a thirty (30) minute duty free lunch period.
- 8.2** Each day school is in session employees will report to their work site no later than one-half (1/2) hour before the beginning of the employee's school day and leave no earlier than one-half (1/2) hours after the employee's school day has closed.
- 8.3** If the application of Section 8.1 above results in a teacher's assignment longer than seven and three fourth (7-3/4) hours, the requirements of Section 8.2 above will be modified so that the total normal work day does not exceed seven and three-fourths (7-3/4) hours.
- 8.4** Teachers shall remain at school or on duty until the completion of their professional duties, which include, but are not limited to faculty meetings, parent conferences, instructional improvement meetings, and curriculum development meetings. On occasion, those duties may extend the work day.
- 8.5** An immediate supervisor, at his or her discretion, may excuse an employee from the provisions in Sections 8.1, 8.2, or 8.4. No such decision will establish precedent or proscribe the unrestrained discretion of future District decision.

- 8.6** With the prior approval from the site administrator, teachers who provide services at meetings or events that start after 4 p.m. shall be paid the hourly rate as specified in Article 13, Section 13.3.9, and Appendix A-S for work performed. This hourly rate shall not apply to Back-To-School Night, Open House, performances or other activities that are essential elements of the teachers' course of assignments, time spend waiting for meeting or event commence, or activities performed in lieu of required site supervision duties (e.g. school dances, etc.).
- 8.7** Unit members assigned to more than one school shall be granted adequate time for travel between schools. Unit members shall not be required to travel during their thirty (30) minute duty free lunch. To the extent legally permissible, unit members who are scheduled to one site for an entire day will share in the creation and the fulfillment of the teacher duty schedule.
- 8.8** The District will reallocate classroom p resources on the basis of one (1.0) hour per day per regular grade K-3 classroom. This allocation is subject to approval by the appropriate site councils.

Under normal circumstances the allocation of classroom aides will be made on an equal basis among the regular education classrooms for the grade levels specified above. In the event of special circumstances related to the needs of students or the educational program, the site principal, with the concurrence of the teaching staff at the school will make the assignment of the classroom aides.

Each school site will establish a teacher/principal team to develop the allocation process for classroom aides. Teachers at each grade level will select the teacher representative from their team. This team will meet periodically to review the needs and make adjustments to the allocation.

- 8.9** Fourth and fifth grade teachers will have at least an equivalent of four periods (180 minutes) of preparation time per week. Sixth, seventh, and eighth grade teachers will have the equivalent of five (5) periods of preparation per week. Preparation periods will be scheduled during student attendance hours. For the purpose of computing the number of minutes of preparation time available per week, the length of a period will be equivalent to the length of the instructional period in the school in which the teacher is assigned at the time the preparation period is scheduled, which is based upon the scheduling of the regular education specialists.
- 8.10** If a unit member assumes the responsibilities of another class due to the District's inability to procure a substitute, the unit member shall receive the substitute pay, prorated for the portion of the instructional day and/or students in the class, unless those responsibilities are replacing the regularly assigned ones.
- 8.11** Kindergarten teachers will provide instruction the same number of minutes daily as the first and second grade teachers. The time over and above the kindergarten instruction will be assigned by the principal after consultation with the teachers. Assignments will take into consideration a teacher's interests, experience, credential, training, and skills, and kindergarten and District needs.

All District kindergarten teachers will teach the same number of minutes.

Priority will be given to assignments at the kindergarten level.

If the assignment is unsatisfactory, the teacher will have the right to re-negotiate using these steps: (1) discuss the assignment with the principal and the kindergarten team at the school: (2) if there is no resolution, appeal the assignment to the Superintendent, Director of Curriculum, and the principal. At the teacher's request, an MPEA representative may attend as an observer.

8.12 Working Policy On Combination Classes And Double Core Assignments

8.12.1 Double Core Assignations

- 8.12.1.1 Before assigning any inexperienced middle school teachers to a double core, the site administrator will consider the following factors: experience and teaching competencies; teachers who volunteer for assignment; ability to assign a “buddy teacher”; ability to assign common prep time for a team or buddy teacher.
- 8.12.1.2 Upon request, the administrator will provide a written description of the application of the above criteria.
- 8.12.1.3 Double cores shall be assigned at the same grade levels unless requested otherwise by the teacher.
- 8.12.1.4 Teachers who are assigned to a double core shall be assigned fewer non-classroom duties.

8.12.2 Combination Class Assignments

- 8.12.2.1 Before assigning any K-5 teacher to a combination class, the site administrator will consider the following factors: experience, teaching competencies, and teachers who volunteer for assignment. The administrator, the combination teacher, and the grade level teachers involved will meet to develop site-based solutions to the combination classes, including student assignment. Combination class teachers shall be given preference for mentor assistance.
- 8.12.2.2 Teachers assigned to a combination class shall have access to the following incentives: assignment of fewer non-classroom duties; assignment of extra clerical assistance; alternative teaching materials and kits; and where possible, interns, student teachers, and volunteers.
- 8.12.2.3 The District will provide release time to combination class teachers for visitation to other combination classes, or for meeting with current and/or former combination teachers and administrators, in order to share ideas and explore means of improving instruction in combination classes.

8.12.3 The administration will make every effort to avoid assigning a double core for a combination class for more than two (2) consecutive years for any individual teacher.

8.13 CORE Teachers in grades 6-8 will be provided four release days per year for purposes of grading compositions or other student work. Substitute teachers will be employed for the direct instruction of students during these release days. Teacher assigned to double CORE will be provided eight release days per year.

8.14 The assigned weekly instructional time for each specialty teacher (Art, Music, P.E., Library) will not exceed the highest weekly instructional time of regular classroom teachers at the school where the specialty teacher spends the greatest percentage of assigned instructional time.

In the event that the instructional time of a specialty teacher exceeds this provision, the District shall have thirty (30) calendar days after notification to establish a plan to address the problem, and another (30) calendar days to implement the plan. The plan may include

assignment to multiple sites, increase in specialists' class size, or an overall reduction in specialists' services to the site.

- 8.15** The District will annually allot each school reasonable resources to be utilized by the site principal for purpose of ameliorating the time required of teachers to evaluate student work and district mandated assessments. These resources shall include, but not be limited to, funding to release teachers from instructional or non-instructional duties and to employ substitute teachers.

ARTICLE 9. CLASS SIZE

- 9.1** A basic class is a group of children assigned to a teacher, other than a physical education class or Special Education class, for State attendance reporting purposes.

- 9.2** The average basic class size, District wide, shall not exceed a ratio of twenty-seven (27) pupils to one (1) teacher. Reasonable efforts will be made to balance the classes by the beginning of the school year, taking into account the factors listed in Section 14.3 of this Agreement.

The size of each individual class for specialty teachers (Art, Music, P.E., Library) will be based upon the following criteria: safety considerations, appropriate facilities, and the impact of IEP requirements as presented in Section 14.3. If the specialty teacher believes that the class size is too large based on the above criteria, that teacher will confer with the principal to discuss feasible alternatives. If the teacher and the principal are unable to agree upon a feasible alternative, the teacher and the principal thereafter shall present written recommendations to the Superintendent regarding feasible alternatives. The Superintendent shall consider the stated alternatives and provide a written decision to the teacher specialist.

- 9.3** If any primary (K-3) self-contained class in the District exceeds thirty (30) students for fifteen (15) consecutive school days or more, the principal shall confer with the teacher involved to discuss feasible alternatives. The principal shall, after that conference, prepare and transmit to the Superintendent recommendations regarding feasible alternatives. The Superintendent shall receive the recommendations for consideration and, at the District's sole discretion, consider implementation.

- 9.4** If the contingencies regarding staffing ratios are activated, the class size limitations contained in Sections 9.1 and 9.2 above shall be increased by an amount no greater than the increase in the staffing ratios, up to a maximum of one pupil.

ARTICLE 10. PROFESSIONAL ASSESSMENT PROGRAM

10.1 Purpose Of The Assessment

- 10.1.1** To provide a periodic assessment of unit members' performance through comparison with established standards and expectations;
- 10.1.2** To encourage unit members toward self-analysis and reflection about teaching to inform and improve practice;
- 10.1.3** To provide relevant and constructive feedback that will form the basis for productive discussion between administrators and unit members, thereby developing mutual understanding and more effective working relationships;
- 10.1.4** To complete the District's obligations under law regarding certificated evaluations.

10.2 Evaluation And Assessment Guidelines

10.2.1 The District will evaluate and assess unit member competency as it reasonably relates to:

10.2.1.1 The progress of pupils toward the District academic standards, as measured by multiple measures;

10.2.1.2 The instructional techniques and strategies used by the unit member;

10.2.1.3 The unit member's adherence to curricular objectives;

10.2.1.4 The establishment and maintenance of a suitable learning environment, within the scope of the unit member's responsibilities.

Criteria 10.2.1.2-10.2.1.4 shall be supplemented by the California Standards for the Teaching Profession, which together with the first criterion shall constitute the standards for the evaluation of unit members. These standards will be utilized in the evaluation forms that are attached to this Agreement as Appendix C.

The state adopted academic content standards shall become the District adopted content standards for expected pupil achievement at each grade level in each area of study.

Non-instructional unit members whose responsibilities cannot be evaluated under the above standards shall be evaluated according to their established job responsibilities.

10.2.2 Evaluation and assessment shall not include the use of publishers' norms established by standardized tests.

10.2.3 Evaluation and assessment made pursuant to this article must be reduced to writing and a copy thereof transmitted to the unit member no later than 30 days prior to the end of school for teachers. The unit member has the right to submit a written reaction or response to the summative evaluation. This response will become a permanent attachment to the unit member's personnel file. Upon request of a unit member who submitted a response, a meeting shall be held between the unit member and the evaluator to discuss the response before the last day of the teacher work year.

10.2.4 Under normal circumstances, the unit member's supervisor will be responsible for developing and preparing the final evaluation. In the event the unit member's final evaluation is to be prepared by someone other than the immediate supervisor, the unit member shall be so notified when this information is known to the District. In the event that the unit member's evaluator is changed, a separate conference will be held prior to the completion of any final evaluation. In the event a unit member has two or more supervisors, the unit member will be notified which of the supervisors is responsible for preparing the final evaluation.

10.2.5 The evaluation shall be continuous in nature, and shall include both data collection and classroom observation, and may also include observations of the unit member in a collaborative setting, or other workplace observations. The evaluator may conduct a reasonable number of formal and informal classroom observations. After each formal observation, the evaluator will

discuss with the unit member the evaluator's observations and assessments, and will provide to the teacher a completed Periodic Review and Conference Report within ten (10) working days of the formal evaluation. The unit member shall have the right, within ten (10) working days of receipt, to submit a written response to the Periodic Review and Conference Report. This written response will be attached to the Periodic Review and Conference Report.

10.3 Overview

10.3.1 All probationary and temporary unit members shall be evaluated at least once each year, and all permanent unit members shall be evaluated every other year, except for those designated as level three.

10.3.2 The Professional Assessment Program shall consist of three different timelines and procedures, depending on the status of the unit member being assessed.

10.3.2.1 The first level is for unit members with probationary/ temporary status. Unit members remain on this timeline and procedure until permanent status is achieved.

10.3.2.2 The second level is for unit members with permanent status, except those designated as level three.

10.3.2.3 The third level is for unit members with permanent status who meet the requirements of Section 10.6 and agree with the evaluator to the level three designation.

10.3.3 During the first month of each school year, the District shall inform each unit member of his/her evaluation level placement and the applicable evaluation timelines as set forth in this Article.

10.4 Level One Process For Probationary/Temporary Unit Members

10.4.1 The evaluation standards listed in Section 10.2 shall be used to inform probationary and temporary unit members of District expectations and to evaluate the progress toward those standards.

10.4.2 The assessment of progress toward achieving those standards is a continuous process conducted throughout the unit member's probationary period. The supervisor and the unit member will meet on a regular basis to discuss areas of focus, needed support, and how progress will be documented.

10.4.3 Timeline For Level One (Probationary And Temporary Unit Members)

10.4.3.1 By October 31: Evaluation Planning Conference with evaluator to discuss: the standards used in the evaluation, the multiple measures to be used for determining student progress, the data to be used by the teacher and the evaluator for various components of the process, and the areas of emphasis for professional growth. Both individuals will make a good faith effort to reach agreement on these matters. By mutual agreement, this process, which includes goal setting, may be set in the prior spring.

10.4.3.2 By December 1: At least one formal classroom observation and written Periodic Review and Conference Report will be completed.

- 10.4.3.3 By 30 days before the last day of school: At least three Periodic Review and Conference Reports must be completed. Two must be completed prior to March 1. The Periodic Review and Conference Report may relate to formal classroom observations, observations of the unit member in a collaborative setting, review of student progress data, or other conference regarding the unit member's performance.
- 10.4.3.4 By 30 days before the last day of school: Third observation, or data collection, Periodic Review and Conference Report, must be completed.
- 10.4.3.5 By 30 days before the last day of school, the year-end Summative Evaluation Report must be completed and provided to the unit member.

10.5 Level Two Process For Permanent Unit Members

- 10.5.1** All permanent unit members will be evaluated at least every two years, unless the unit member has been placed on an improvement plan, or unless the unit member is qualified and has been designated for level three.

10.5.2 Timeline For Permanent Unit Members During Evaluation Year

- 10.5.2.1 By October 31: Evaluation Planning Conference with evaluator to discuss: the standards used in the evaluation, the multiple measures used for determining student progress, the data to be used by the unit member and the evaluator for various components of the process, and the areas of emphasis for professional growth. Both individuals will make a good faith effort to reach agreement on these issues. By mutual agreement, this process, which includes goal setting, maybe set the prior spring.
 - 10.5.2.2 By February 1: The evaluator must conduct at least one formal classroom observation of the unit member.
 - 10.5.2.3 By 30 days before the last day of school: At least two Periodic Review and Conference Reports must be completed. The Periodic Review and Conference Report may relate to formal classroom observations, observations of the unit member in a collaborative setting, review of student progress data, or other conference regarding the unit member's performance.
 - 10.5.2.4 By 30 days before the last day of school: Summative Evaluation Report must be completed and provided to the unit member.
- 10.5.3** If an "Improvement Needed" or "Unsatisfactory" is present in the May Summative Evaluation in the area of Annual Performance column of the periodic assessment, the immediate supervisor may place a unit member on an improvement plan for Improvement Needed and shall place a unit member on an improvement plan for Unsatisfactory. However, a unit member may be placed on an improvement plan any time the standards are not being met and are reflected in any preliminary observation or periodic report.
 - 10.5.4** The evaluator shall notify the unit member of any "unsatisfactory" area(s) of concern as soon the evaluator is reasonably aware of the deficiency.

- 10.5.5 The unit member will be informed in writing of the major area, or areas, of concern. The evaluator shall develop an improvement plan according to the conditions set forth in Section 10.7, and shall seek the agreement of the teacher before implementation. The administrator will conduct subsequent annual assessments using the periodic performance assessment forms.

10.6 Level Three Permanent Unit Members

- 10.6.1 Those unit members meeting the qualifications set forth Education Code Section 44664(a)(3) and who have obtained the recommendation of the evaluator for placement at this level will undergo a regular evaluation every three years. The required qualifications include the following:

- 10.6.1.1 The unit member has the required No Child Left Behind Act (20 U.S.C. Sec. 7801) designation if applicable,

- 10.6.1.2 Have been employed in the District for at least ten years, and

- 10.6.1.3 The unit member's most recent performance evaluation rated the unit member as meeting or exceeding standards,

- 10.6.1.4 The unit member and evaluator agree to placement at this level.

- 10.6.2 The unit member and the evaluator must agree to Level 3 placement by October 15 to move the unit member to Level 3.

- 10.6.3 The Level 3 designation must be put in writing and placed on file with the District Superintendent. The unit member will be removed from this level upon the request of the unit member or the evaluator.

10.6.4 Three Year Assessment Cycle

- 10.6.4.1 Year 1 – No formal evaluation.

- 10.6.4.2 Year 2 – No formal evaluation

- 10.6.4.3 Year 3 – Level two evaluation – The unit member will be assessed according to the procedures and criteria as the level two unit members, and shall follow that timeline. If recommended by the evaluator and agreed by the unit member, the unit member will be placed in Level Three for the next three years.

10.7 Remediation

- 10.7.1 In the event a unit member is not performing in a satisfactory manner, the evaluator must notify the unit member in writing of that fact and describe the unsatisfactory performance. The evaluator shall thereafter confer with the unit member making specific recommendations for improvement in the unit member's performance and endeavor to assist in that performance.

- 10.7.2 When any permanent unit member has received an unsatisfactory evaluation, the evaluator shall annually evaluate the unit member until a satisfactory evaluation is achieved.

- 10.7.3 The unit member will be reimbursed for costs incurred by any program or training required by the District for remediation.

10.8 Grievances Regarding Evaluation Process

The substance of the evaluator's classroom observation reports and annual evaluation appraisals are not subject to the grievance procedure. Violations of evaluation procedures specified above may be grieved.

ARTICLE 11. TRANSFERS

11.1 Definitions

11.1.1 Transfer

A transfer shall consist of a unit member's change in work location from one school or work site to another school or work site within the District. Such a transfer does not encompass the process of assignment to a specific position and responsibilities within the school, or department, or work location. A unit member assigned to more than one work site shall be considered as being transferred only when moved from one District-wide program to another program.

11.1.2 Assignment

An assignment is the designation of a specific position or responsibilities within a school or department or work location. Assignment includes the initial placement of a newly employed bargaining unit member in a specific school or work locations as well as the change of a unit member's position or responsibilities within the same school, department, or work location. An assignment does not include any extra-curricular duties or extra-pay activities.

11.1.3 Reassignment

Reassignment is relocation to a different program and/or the movement from one work site to another resulting from a layoff according to Education Code 44955. Such a reassignment is necessary to ensure the retention of certificated unit members with seniority greater than those laid off. This definition specifically excludes any transfer that does not result from the District's obligation to reassign under Education Code 44955.

11.2 General Provisions

11.2.1 Except in unusual circumstances, the District will avoid the involuntary transfer or an involuntary change in assignment of K-5 teachers more frequently than once every two (2) consecutive years. This provision shall not prohibit agreements by the Association and the District governing a transfer or assignment.

11.2.2 Prohibited Reasons For An Assignment Or Transfer

A District assignment or transfer cannot be based on:

- a. any unlawful discrimination based on age, gender, race, national origin, religion, sexual orientation, whistle-blowing, or union activity; or
- b. retaliation because an employee engaged in legally protected activity; or
- c. lack of instructional competence that has not been documented through the evaluation process.

1. Assignment And Change In Assignment

1. Once each year, a unit member will complete the “Intent to Return” form, which shall include a provision for stating a unit member’s preferences for assignment within the school, department, or work unit and any desire for a general transfer. Unit members shall submit the Intent to Return from no later than February 15 each year. Principals will thereafter make assignments of unit members based on the following criteria:
 1. The unit member’s preferences as stated in the intent form for assignments and transfers;
 2. The stated preferences of all the unit members at the school site;
 3. The need to assign all the site’s unit members in order to maximize the utilization of various skills, experience, training, and credentials;
 4. The site administrator’s articulated need for functioning instructional work groups, for example, grade-level teams or a department. (Note: Before any change of assignment for this reason is considered, the site administrator must have notified the team member(s) involved that they are not functioning adequately within the team, and have attempted to resolve the conflict between those team members.)
 5. If all the above are determined by the District to be equal, seniority in the District as determined by the Education Code.
2. Failure of a teacher to complete the intent form by the stated deadline, or failure of a teacher on leave to notify the District of the intent to return by the stated deadline, will result in the loss of assignment preferences and voluntary transfer rights in this article. The Association and the District will encourage teachers not returning to provide the District with timely notice to ensure the best opportunity to fill the position.
3. By no later than May 1 of each year, the principal will notify each returning permanent staff member of the next year’s tentative assignment. If the principal or immediate supervisor is considering a change in a unit member’s assignment, the unit member shall be notified of that change and provided an opportunity to conference with the administrator in a timely manner in order to mutually discuss the proposed assignment. If the unit member objects to the site administrator’s decision, the administrator will provide a written explanation for the assignment based on the criteria in Section 11.3.1. If the teacher still objects, the assignment may be appealed to the Superintendent, who will provide a written response based on the criteria of Section 11.3.1.
4. Positions held by unit members of temporary or probationary status will be listed as filled, subject to the retention or reelection for the following year. All positions filled on a temporary basis according to subsection 11.4.7, will be designated as vacant. Any positions not filled after the assignment process will be considered vacant and posted within the District.
5. First Consideration For Unit Members Affected By The Relocation Of Positions From One Elementary School To Another
 - 11.3.5.1 The relocation of a unit position from one elementary school to another resulting in the loss of position(s) at the originating school: (1) may cause a unit member in the reduced position to become unassigned at that school; or (2) may cause a unit member in the reduced position

to be assigned to a different position within the originating school. The above assignment status occurs as the result of the principals' initial assignments according to Section 11.3.

- 11.3.5.2 Any unit member in the circumstances defined by Section 11.3.5.1 will be considered first for any remaining vacancy before the internal and external posting and filling of vacancies established in Section 11.4, provided the unit member meets the qualifications of the position.

The vacancy list, as prepared for posting in Section 11.4, will be provided to the above defined individuals prior to the general posting for voluntary transfers. Those individuals will have five (5) calendar days to consider the vacancies and make their preferences known to the District Office.

If two or more unit member in this pool desire the same vacant position, the decision will be made on the basis of the criteria set forth in Section 11.4. Any unit member who is not selected for such a position will have the right of appeal as set forth in Section 11.4.5.

- 11.3.5.3 In addition to the above right of first consideration, a unit member in the circumstances defined by Section 11.3.5.1 will have the right of first consideration for one vacancy that becomes available during the subsequent posting and filling of vacancies under Section 11.4.

In order to exercise this right, the individual unit member must notify the District Office in writing of the vacancy's characteristics (e.g., grade level(s), and/or site(s)) that will attach to this additional right of first consideration. When a vacancy occurs that fits the characteristics of the position, the unit member must exercise the first consideration within three (3) calendar days, or forfeit the right. Thereafter, the unit member will be considered the same as all other unit members under the criteria in Section 11.4.

- 11.3.5.4 Any unit member defined by Section 11.3.5.1 who is transferred from a school may not be involuntarily transferred the following year as specified by subsection 11.5.1.1 for a decline in school enrollment or reconfiguration of a school.

2. Voluntary Transfers — Posting And Filling Of Vacancies

1. All positions that are not filled after the assignment process is completed will be posted as vacancies for at least five (5) working days in the District administration office and at each work site. In addition, any position that thereafter becomes vacant prior to two weeks before the first day of instruction in the following school year will be posted. The vacancy notice shall include the location, grade level or subject matter assignment, the minimum qualifications, any special job requirements, and the date for closing applications, except for middle school vacancies where the notice may be generic. During the summer non-work period, vacancy notices will posted for at least forty-eight (48) hours, and shall be e-mailed to any bargaining unit member at their District e-mail addresses.

2. Interviewing Applicants For Transfer

1. Before the District interviews non-employee applicants for a vacant position, all internal applicants meeting the stated qualifications are entitled to a job interview with the appropriate administrator.

2. Interviews with internal applicants will be completed before the District interviews any non-employee applicants for the specific position, except during the summer period when individual unit member requests listed on the preference form will be considered without a formal interview.
3. Section 11.4.2.2 will not prohibit the District from interviewing and offering jobs to non-employees, provided the District does not offer a specific assignment or grade level before the internal candidates are interviewed.
3. Criteria For Selecting A Candidate Seeking A Voluntary Placement In Another School
 1. The selection will be made on the below listed criteria:
 1. The special requirements listed in the job vacancy announcement;
 2. The special skills, training, credentials, and teaching experience of the applicants; and
 3. If all of the above are determined by the District to be equal, seniority in the District as determined by the Education Code.
 2. The District is not required to select any internal candidate. However, the selecting administrator must first consider the internal candidates, using the above criteria, before considering any non-employee,
 3. After due consideration of the internal candidates, the District will select a non-employee only if the selecting administrator determines that the non-employee is a better candidate based on the above criteria.
4. If a unit member is selected for a vacant position, the person will be voluntarily transferred.
5. If a unit member of permanent status is not selected for transfer to a vacant position, the unit member, upon request, will receive in writing the reason or reasons for the non-selection, based on the criteria in Section 11.4.3.1. Within ten days of the receipt of the reasons for denial, the unit member may appeal the decision to the Superintendent or designee who will respond in writing within ten (10) working days of the receipt of the appeal. In the event the employee objects to the decision of the Superintendent relative to an employee-requested transfer, the employee may appeal the decision to the Governing Board.
6. The District will make a good faith effort to fill all openings by the last work day in June, with the exception of those openings occurring after the close of the school year due to school closure, changes in student enrollment, reorganization of classes, or retirement, illness, death, or leave of an employee.
7. Positions that become vacant during the school year (the first work day through the last work day) shall be filled as a temporary assignment by a new hire. This position shall then be posted as vacant for the following school year.

11.5 Involuntary Transfer Based On District Need

- a) Involuntary transfer may be initiated by the District at any time based on one of the following:
 - Involuntary transfer may be initiated by the District at any time based on one of the following:
 - a. Change in school site enrollment – If an involuntary transfer is required because of a change in enrollment at the school site, the teacher with the least seniority will be transferred, and the remaining teachers will be assigned according to the criteria in Section 11.3.1; or
 - b. Reconfiguration of a school – If the District reconfigures schools, the transfers will be based on the criteria in Section 11.4.3; or
 - c. The District’s legitimate needs.
- b) The District will solicit voluntary transfers prior to initiating an involuntary transfer, but the District is not bound to grant a volunteer’s wishes if the District’s needs are not met.
- c) If feasible, involuntary transfers initiated as a result of District needs will not be finalized until, if requested by the employee, a conference has been held between the employee and the originating administrator.
- d) All notices, appeals, and responses regarding an involuntary transfer shall be in writing. In addition, the employee, upon request, shall be given in writing the reason or reasons for the involuntary transfer initiated as a result of District need.
- e) In the event the employee objects to an involuntary transfer, the employee may appeal the decision to the Superintendent.
- f) In the event the employee objects to the decision of the Superintendent, the employee may appeal the decision to the Governing Board. The request for the appeal will be set forth in writing with a clear and concise statement as to the reason for appeal. The request shall be made within ten (10) working days following the announcement of the Superintendent’s decision.
- g) When an involuntary transfer of an employee necessitates special training or retraining in the District’s judgment, the District shall pay the tuition costs of such additional training. Any units thus paid for by the District will not count for salary schedule movement.
- h) No unit member shall be involuntarily transferred more than once in two years until the District has advised the Association and requested its advice regarding the proposed transfer.

ARTICLE 12. LEAVES

12.1 Definition of Immediate Family As Used In This Article

Except as otherwise specified, “immediate family” shall be defined to include only mother, mother-in-law, father, father-in-law, grandmother, grandfather or grandchild of the employee or of the spouse of the employee, the spouse or domestic partner, son, son-in-law, daughter, daughter-in-law, brother or sister, sister-in-law, brother-in-law, niece,

nephew, aunt, uncle, and cousin of the employee, or any person living as a family member in the immediate household of the employee.

12.2 Sick Leave

- 12.2.1 All employees shall be entitled to ten (10) days of sick leave per year in accordance with prevailing law. Part-time employees shall be entitled to sick leave on the same basis as full-time employees in proportion of time worked to full-time employment.
- 12.2.2 Employees who leave the District must request the transfer of sick leave in writing within the school year succeeding the school year in which the employment is terminated. New employees of the District must follow the same procedure to receive credit for any transferable accumulated sick leave.
- 12.2.3 As required by Education Code Section 44977, when an employee exceeds his or her accumulated sick leave due to illness or injury and continues to be absent for reasons of that illness or injury, for an additional period of up to five school months the employee shall be paid the difference between the employee's per diem rate and the amount that is actually paid to the substitute, or, if no substitute is employed, the amount that would have been paid to the substitute according to the District's substitute salary schedule. The payment to unit members pursuant to this section shall be no less than 50% of the unit member's per diem salary for each day of absence during the five month period. For purposes of this section, a "school month" is defined as 20 work days. The provisions of Education Code Section 44977(b)-(g) shall apply.
- 12.2.4 Only that sick leave accumulated under provisions of subsection 12.2.1 above is available for use when authorization for use of sick leave is granted in other sections of this Article.
- 12.2.5 The District may require verification for sick leave usage, when the District has reason to believe that the sick leave may have been used for inappropriate reasons. Prior to submitting that verification, the teacher may request and shall be given in writing, the reasons upon which the requirement for verification was based.

12.3 Leave for Personal Necessity and Family Illness

- 12.3.1 An employee may use sick leave described in subsection 12.2.1 above for purposes of personal necessity as enumerated below, provided the use for such purposes does not exceed nine (9) days in any school year.
- 12.3.2 For purposes of this Section, personal necessity shall be limited to: (a) death or serious illness of a member of the employee's immediate family; (b) an accident involving the employee's person or property, or the person or property of the employee's immediate family; (c) appearance in court as a witness or litigant; and (d) illness or injury of a member of the employee's immediate family that requires the employee's assistance and/or attendance.

12.4 Personal Need

Three (3) days per year of the unit member's accumulated sick leave under Section 12.2.1 may be used for personal need.

12.5 Notice for Personal Necessity, Family Illness, and Personal Need

- 12.5.1 In order to obtain a substitute or coverage for work, the employee will notify the District five (5) days in advance of taking leave, except when the need for the leave is unknown in advance or in case of emergency. In such cases, the employee will make every effort to appropriately notify the District of the need for and the duration of the leave as soon as possible in advance of the leave.
- 12.5.2 The employee taking leave will not be required to provide the specific reasons for the leave. Under all circumstances, however, an employee shall verify in writing that the leave was taken for the purposes stated in this Section. The District will provide a verification form at each school site. If the District has a reasonable basis to believe that the leave was not taken for the purposes stated, the District may require the employee to verify the appropriate usage.
- 12.5.3 In the event of death, bereavement leave must be taken before the employee may utilize personal necessity leave.

12.6 Paid Family Care Leave (Labor Code Section 233)

- 12.6.1 In addition to any other rights to leave afforded by this Article, in any school year, unit members may use up to a maximum of five (5) days of accrued and available sick leave under Section 12.2.1 for any of the following reasons:
- 12.6.1.1 Diagnosis, care, or treatment of an existing health condition of, or preventive care for a unit member's family member.
- 12.6.1.2 In addition, with appropriate certification a unit member who is a victim of domestic violence, sexual assault, or stalking may use accrued paid sick leave under this Section 12.6 for the following reasons:
- To obtain or attempt to obtain any relief, including, but not limited to, a temporary restraining order, restraining order, or other injunctive relief, to help ensure the health, safety, or welfare of the victim or the victim's child;
 - To seek medical attention for injuries caused by domestic violence, sexual assault, or stalking;
 - To obtain services from a domestic violence shelter, program, or rape crisis center;
 - To obtain psychological counseling related to an experience of domestic violence, sexual assault, or stalking;
 - To participate in safety planning and take other actions to increase safety from future domestic violence, sexual assault, or stalking, including temporary or permanent relocation.

12.6.2 As used in this Section 12.6:

"Family member" means a unit member's parent, child, spouse, registered domestic partner, sibling, grandchild or grandparent.

“Child” means a biological, foster, or adopted child, a stepchild, a legal ward, a child of a domestic partner, or a child to whom the unit member stands in loco parentis.

“Parent” means a biological, foster, or adoptive parent, a stepparent, or a legal guardian of the unit member or the unit member’s spouse or registered domestic partner, or a person who stood in loco parentis when the unit member was a minor child.

12.6.3 All conditions and restrictions upon the unit member’s use of sick leave, including those set forth in Sections 12.2.4 and 12.2.5, shall apply to the use of sick leave in this Section to attend to the unit member’s family member.

12.6.4 This Section does not extend the maximum period of leave to which a unit member is entitled under the Family Medical and Leave Act of 1993 (29 U.S.C. Section 2606, et seq.), the California Family Rights Act (Government Code Section 12945.2), and District policies implementing these Acts regardless of whether the unit member receives sick leave compensation during that leave.

12.7 Bereavement Leave

Upon receiving appropriate confirmation that an employee’s immediate family member has died, the Superintendent shall grant bereavement leave not to exceed five (5) days for each bereavement without loss of pay.

12.8 Jury Duty Leave

Leave for jury duty will be granted under provision of the law. Jury duty leave will be with pay, the amount of which will be up to the amount of the difference between the employee’s regular earnings and any amount received for jury fees.

12.9 Other Unpaid and Paid Leaves Of Absence

The District may grant other unpaid and paid leaves of absence, all conditions surrounding which shall be upon the mutual agreement of the District and the employee. No such agreements will establish precedent nor proscribe the unrestrained future discretion of the District or an employee to reach mutual agreements under this Section.

12.10 Industrial Accident and Illness Leave

12.10.1 Employees will be entitled to industrial accident and illness leave in accordance with the requirements of the Education Code for personal injury or illness that qualifies for Workers’ Compensation under provisions of the Compensation Insurance Fund.

12.10.2 Such leave shall not exceed sixty (60) days during which schools of the District are required to be in session or when the employee would otherwise be performing work for the District in any one fiscal year for the same industrial accident or illness. An employee’s entitlement for any given industrial accident or illness shall not exceed sixty (60) days. If the industrial accident or illness extends beyond a fiscal year, the employee will be entitled only to the unused portion of the original sixty (60) days provided for the given industrial accident or illness.

12.10.3 The District has the right at its own expense to have the employee examined by a physician designated by the District to assist in determining the length of time during which the employee will be temporarily unable to perform assigned

duties and the degree to which the disability is attributable to the injury or illness involved.

- 12.10.4 For any days of absence from duty as a result of the industrial accident or illness, the employee shall endorse to the District any wage loss benefit check from the Compensation Insurance Fund which makes the total compensation from both sources exceed one hundred percent (100%) of the amount the employee would have received as salary if there had been no industrial accident or illness.
- 12.10.5 If the employee fails to endorse to the District any wage loss disability indemnity check received because of the industrial accident or illness as provided above, the District shall deduct from the employee's salary warrant the amount of such disability indemnity actually paid to and retained by the employee.
- 12.10.6 Employees shall report within twenty-four (24) hours any accident to themselves that occurs in the line of duty. A written report must be filed on a form prescribed by the District. If the employee is incapacitated, the report must be prepared by the employee's supervisor.

12.11 Religious Leave

An employee is entitled to two (2) days for religious leave providing at least a two (2) week notice has been given the immediate supervisor. This leave will be classified as Personal Necessity Leave and subtracted from sick leave.

12.12 Pregnancy Leave and Child Rearing Leave

The Board of Education will request the advice of the Association prior to the granting of any leave excepting Pregnancy Leave and Child Rearing Leave for a third or subsequent year.

12.13 Sabbatical Leave

12.13.1 Objectives

Sabbatical leaves are approved under State law in the phrase "for the purpose of permitting study or travel by the employee which will benefit the schools and pupils of the District."

12.13.2 Distribution

- 12.13.2.1 The number of certificated employees absent on sabbatical leave at any one time shall not exceed three employees.
- 12.13.2.2 Selection of these three employees shall be based on the needs of the District, direct benefits to students, and continuing professional growth of the teacher.
- 12.13.2.3 Sabbatical leaves shall coincide with the school year, unless otherwise approved by the Superintendent.
- 12.13.2.4 Refusal: Should the District refuse to grant a Sabbatical Leave, it shall be in writing, stating the reason for the refusal.

12.13.3 Requirements

12.13.3.1 Sabbatical leaves must be preceded by at least seven (7) consecutive years of teaching service, all of which must have been in the Menlo Park City School District.

12.13.3.2 This application is to be submitted no later than January 10 and a formal decision by the office of the Superintendent should be rendered as soon as budget considerations make it possible. Deadlines for applications may be waived by mutual agreement of the applicant and Superintendent.

12.13.3.3 Applicants must sign to the effect that they will return to the District for a period of at least two (2) years following the termination of the leave.

12.13.3.4 Sabbatical leave time may be a combination of both travel and study.

12.13.3.5 Teachers' plans for a combination study-travel sabbatical leave must be submitted to the Governing Board for approval.

12.13.3.6 Sabbatical Leaves For Study

12.13.3.6.1 A teacher shall complete at least twenty-four (24) semester units of work during a sabbatical year, not less than eight (8) semester units of which shall be completed during either semester while on leave.

12.13.3.6.2 These courses should be exclusive of correspondence courses.

12.13.3.6.3 A special project or research problem may be substituted for the unit requirements if approved in advance by the Superintendent.

12.13.3.6.4 Transcripts or other evidence of completion shall be submitted to the office of the Superintendent within sixty (60) days of the teachers' return to duty.

12.13.3.7 Sabbatical Leave For Travel

12.13.3.7.1 Teachers on sabbatical leave for travel shall remain in travel status at least four and one-half (4-1/2) months for each semester of leave granted.

12.13.3.7.2 The application for leave for travel shall include an itinerary of the proposed travel, together with a statement concerning the proposed objectives and be submitted to the building principal for consideration.

12.13.3.7.3 Upon completion of the travel leave, and within sixty (60) days of the teacher's return to duty,

a written report shall be submitted to the office of the Superintendent.

12.13.4 Compensation

- 12.13.4.1 Compensation while on leave shall be based on the salary schedule in effect during the period of leave, and shall be no less than one-half (1/2) the salary which the employee would receive for full-time employment during that period.
- 12.13.4.2 The Governing Board will have the option of requiring an applicant to post a bond in the amount of the contract salary before payment of salary commences.
- 12.13.4.3 One-half (1/2) the cost of medical and dental insurance shall continue to be paid by the District and sick leave benefits will remain in effect.
- 12.13.4.4 Additional compensation from study benefits, research grants, scholarships, and fellowships will be honored and encouraged by the District, and these are not prorated with leave pay.

12.13.5 Effect Of Salary Increment

- 12.13.5.1 The sabbatical leave shall constitute a year's service for salary increment purposes.
- 12.13.5.2 The sabbatical leave shall constitute a year's service for retirement credit.

12.13.6 Prior to granting a Sabbatical Leave, the District and the employee shall enter into a written agreement regarding assignment upon return from leave.

12.14 Catastrophic Illness Leave

On a case-by-case basis and with mutual agreement of the Association and the District, any employee may donate accumulated and unused eligible leave credits to another employee when that employee or a member of his or her family suffers from a catastrophic illness or injury.

12.14.1 Definitions

- 12.14.1.1 "Catastrophic illness" or "injury" means an illness or injury that is expected to incapacitate the employee for an extended period of time, or that incapacitates a member of the employee's family, and that incapacity requires the employee to take time off from work for an extended period of time to care for that family member, and taking extended time off from work creates a financial hardship for the employee because all of his or her sick leave and other paid time off has been exhausted.
- 12.14.1.2 "Eligible leave credits" means sick leave accrued to the donating employee under subsection 12.2.1 of this Agreement. One (1.0) full day of eligible leave credit shall equal one day of usable leave to the receiving party.

- 12.14.1.3 “Family members” shall be as defined in Section 12.1 of this Agreement for bereavement leave.

12.14.2 Eligibility

Eligible leave credits may be donated to an employee for a catastrophic illness or injury if all of the following requirements are met:

- 12.14.2.1 The employee who is, or whose family member is, suffering from a catastrophic illness or injury requests that eligible leave credits be donated and provides verification of catastrophic injury or illness as required by the District.
- 12.14.2.2 The District determines that the employee is unable to work due to the employee’s, or his or her family member’s, catastrophic illness or injury.
- 12.14.2.3 The employee requesting donation of sick leave has exhausted all accrued paid leave credits, including differential leave for certificated employees and extended sick leave for classified employees, if the employee is requesting catastrophic leave for his/her illness or injury.

12.14.3 Procedure

- 12.14.3.1 An employee who wishes to receive the catastrophic illness benefit must request in writing to the Association and District that sick leave donations be solicited on his or her behalf. The request must be accompanied by a verification of the catastrophic injury or illness.
- 12.14.3.2 Donations will be solicited anonymously by a joint announcement of the Association and District on behalf of an individual who meets the requirements for this benefit.
- 12.14.3.3 The employee who volunteers to donate sick leave must donate in minimum increments of one (1) full-time equivalent day of leave credit.
- 12.14.3.4 The maximum amount of time that donated leave credits may be used by the recipient employee shall not exceed twelve (12) consecutive months per illness, recurrence, or injury. Donated leave credits must be used consecutively. A recipient of donated leave may not alternate between paid and unpaid status.
- 12.14.3.5 All transfers of eligible leave credits shall be irrevocable. However, if the leave is not used within twelve (12) months of donation, it will revert to the donor(s) in the order in which it was donated.
- 12.14.3.6 An employee who receives paid leave pursuant to this Section shall use any leave credits that he or she continues to accrue on a monthly basis prior to receiving paid leave pursuant to this catastrophic illness benefit.
- 12.14.3.7 Donated leave credits shall be used in the order donations are received. However, one day of leave will be used from each

donor before a second day is utilized from any other donor. This sequential process will be repeated for all donation rounds thereafter.

- 12.14.3.8 The recipient shall be paid at her or his regular rate of pay.
- 12.14.3.9 The District may adopt rules and regulations for the administration of this benefit as long as the regulations do not conflict with the specific provisions of the collective bargaining agreements. Such rules and regulations will be submitted to the Association for review prior to implementation.
- 12.14.3.10 Any entitlement to family leave under the Federal Family and Medical Leave Act and the California Family Rights Act will run concurrently with the leave created by donations.
- 12.14.3.11 If STRS determines that any provision of this policy is inconsistent with STRS rules and regulations, the provision shall be reopened for negotiations. If PERS determines that any provision of this policy is inconsistent with PERS rules and regulations, the provision shall be reopened for negotiations.
- 12.14.3.12 Disputes regarding alleged violations or misinterpretations of this policy may be resolved through the appropriate collective bargaining agreement grievance procedure, for represented employees, or through the District complaint procedure for unrepresented employees.

12.15 Family Medical Leave Act and California Family Rights Act

12.15.1 Eligible unit members are entitled to leave under the Federal Family and Medical Leave Act (FMLA) and the California Family Rights Act (CFRA). The leaves under FMLA and CFRA will run concurrently to the extent permitted by law.

12.15.2 The provisions of this Agreement and District policies will be applied in conformance with the FMLA and CFRA.

12.15.3 Eligibility

To be eligible for family care and medical leave, on the date on which leave is to begin, a unit member must have been employed by the District for at least 12 months, which need not be consecutive, and have actually worked at least 1,250 hours of service during the 12 month period immediately preceding the commencement of the leave.

12.15.4 Family Care and Medical Leave Entitlement

Subject to state and federal law, including the federal FMLA and the CFRA, an eligible unit member is entitled to a total of 12 workweeks of unpaid leave in a 12 month period for any one, or more, of the following reasons:

- 12.17.4.1 The birth of a child and to care for the newborn child (FMLA and CFRA);

- 12.15.4.2 The placement with the unit member of a child in connection with adoption or foster care of the child by the unit member and care for the newly placed child (FMLA and CFRA);
 - 12.15.4.3 To care for the unit member's child, parent or spouse with a serious health condition (FMLA and CFRA);
 - 12.15.4.4 Because of an unit member's own serious health condition that makes the unit member unable to perform the functions of the unit member's position, except for disability on account of pregnancy, childbirth, or related medical conditions, which is covered by pregnancy disability leave. (Pregnancy disability counts toward only California Pregnancy Disability Leave (PDL) and FMLA leave.)
 - 12.15.4.5 Because of any qualifying exigency arising out of the fact that the unit member's spouse, son, daughter, or parent is a military member on covered active duty (or has been notified of an impending call or order to covered active duty status) (FMLA only).
- 12.15.5 Definitions Under Section 12.15, Family Care and Medical Leave
- 12.15.5.1 "Child" is defined as a biological, adopted, or foster son or daughter, stepson or stepdaughter, legal ward, or child of a unit member standing in loco parentis to that child who is under 18 years of age or an adult dependent child.
 - 12.15.5.2 "Parent" is defined as a biological, foster or adoptive parent, stepparent, legal guardian, or other person who stood in loco parentis to the unit member when the unit member was a child. Parent does not include a parent-in-law.
 - 12.15.5.3 "Spouse" means partner in marriage as defined in Family Code Section 300 or a registered domestic partner as defined in the California Family Code and includes same-sex partners in marriage.
 - 12.15.5.4 The twelve month period for FMLA/CFRA purposes is the school year, July 1 through June 30. "Twelve work weeks" means the equivalent of 12 of the unit member's normally scheduled work weeks.
- 12.15.6 Family Care and Medical Leave To Care for a Covered Servicemember with a Service Injury or Illness
- Subject to the provisions of this Article, and state and federal law, including the FMLA, an eligible unit member may take FMLA leave to care for a covered servicemember with a serious injury or illness if the unit member is the spouse, son, daughter, parent, or next of kin of the servicemember.
- 12.15.6.1 An eligible unit member's entitlement under this Section 12.15.6 is limited to a total of 26 workweeks of leave during a single 12-month period to care for a covered servicemember with a serious injury or illness. The "single 12-month period" in which the 26-weeks-of-leave-entitlement begins on the first day a unit member takes leave to care for the covered servicemember.

12.15.6.2 During the “single 12-month period” described above, an eligible unit member’s FMLA leave entitlement is limited to a combined total of 26 workweeks of FMLA leave for any qualifying reason.

12.15.7 Pay Status and Benefits

Except as provided in this Section 12.15 and in Section 12.19 (Teacher Parental Leave), the family care and medical leave will be unpaid. The District will, however, continue to provide District contributions toward health and welfare premiums during the period of family care and medical leave for up to twelve work weeks on the same basis as District contributions would have been provided had the unit member not taken family care and medical leave. The unit member will be required to continue to pay the unit member’s share of premiums, if any, during a family care and medical leave.

12.15.8 Relationship of Family Care and Medical Leave to Other Leaves

Any leave of absence that qualifies as family care and medical leave and is designated by the District as family care and medical leave will be counted as running concurrently with any other paid or unpaid leave to which the unit member may be entitled for the same qualifying reason. A unit member is required to utilize the unit member’s accrued sick leave for FMLA/CFRA qualifying absences due to the unit member’s own serious health condition.

12.15.9 Notice to the District

12.15.9.1 The unit member must provide written notice to the District as far in advance of the leave as possible and as soon as the unit member reasonably knows of the need for the leave. If the need for the leave is foreseeable based on an expected birth, placement of a child for adoption or foster care or planned medical treatment, the notice must be provided at least 30 calendar days in advance of the leave, or if not reasonably known 30 calendar days before the leave, then as soon as reasonably practicable.

12.15.9.2 The written notice must inform the District of the reasons for the leave, the anticipated duration of the leave and the anticipated start of the leave.

12.15.9.3 If a unit member needs leave intermittently or on a reduced leave schedule for planned medical treatment, the unit member shall consult with the District and make a reasonable effort to schedule the treatment so as to minimize disruption to District operations.

12.15.10 Medical Certification

12.15.10.1 A unit member’s request for family care and medical leave to care for a child, a spouse, or a parent who has a serious health condition shall be supported by a certification issued by the health care provider of the individual requiring care. If additional leave is requested after the expiration of the time originally estimated by the health care provider, the unit member shall provide the District with recertification by the health care provider.

- 12.15.10.2 A unit member's request for family care and medical leave because of unit member's own serious health condition shall be supported by a certification issued by the unit member's health care provider.
 - 12.15.10.3 As a condition of a unit member's return from leave taken because of the unit member's own serious health condition, the unit member is required to obtain certification from the unit member's care provider that the unit member is able to resume work and perform the essential functions of the unit member's job with or without accommodation.
 - 12.15.10.4 Unit members may use the District's Certification of Health Care Provider form available from the District to meet the certification and recertification requirements of this section.
- 12.15.11 Minimum Duration of Leave
- 12.15.11.1 Family care and medical leave does not need to be taken in one continuous period of time.
 - 12.15.11.2 Leave taken for a serious health condition of the unit member, the unit member's child, parent, or spouse of the unit member may be taken intermittently or on a reduced work schedule when medically necessary, as determined by the health care provider of the person with the serious health condition. However, intermittent or reduced work schedule leave may be taken for absences where the unit member or covered family member is incapacitated or unable to perform the essential functions of the position because of a chronic serious health condition, even if he or she does not receive treatment by a health care provider. Unit members requesting intermittent leave shall make a reasonable effort to schedule the leave to minimize disruption to school or district operations.
 - 12.15.11.4 Leave taken for reason of birth, adoption, or foster care placement of a child of the unit member does not have to be taken in one continuous period of time. Any leave(s) taken shall be concluded within one year of the birth or placement of the child with the unit member. The basic minimum duration of leave shall be two weeks. However, the District shall grant a request for a leave of less than two weeks' duration on any two occasions.
- 12.15.12 District's Response to Leave Request
- It is the District's responsibility to designate leave, paid or unpaid, as family care and medical leave-qualifying based on the information provided by the unit member and to notify the unit member of the designation.
- 12.15.13 Dual Parent Employment
- Where both parents are District employees, allowable leave for the birth, adoption, or foster care placement of a child limited to a total of 12 work weeks in a 12-month period between the two unit members. Their family care and medical leave entitlement is not limited or combined for any other qualifying purpose.

12.15.14 Unit Member's Status on Returning from Leave

Except as provided by law, on return from family care and medical leave, a unit member is entitled to be returned to the same or equivalent position the unit member held when leave commenced, or to an equivalent position with equivalent benefits, pay, and other terms and conditions of employment. A unit member is also entitled to reinstatement even if the unit member has been replaced or the unit member's job has been restructured to accommodate the unit member's absence. A unit member has no right to return to the same position. Use of family care and medical leave will not result in the loss of any employment benefit that accrued prior to the start of an eligible unit member's FMLA/CFRA leave. A unit member has no greater right to reinstatement or to other benefits and conditions of employment than if the unit member had been continuously employed during the FMLA/CFRA leave period.

12.16 Pregnancy Disability Leave

A pregnant unit member is entitled to an unpaid leave of up to four months, as needed, for the period(s) of time the unit member is actually disabled by pregnancy, as determined by her health care provider.

12.16.1 Notice to District

Using the District's Certification of Health Care Provider form for pregnancy disability leave, a unit member should provide at least 30 days advance notice or notice as soon as practicable of the unit member's need for pregnancy disability leave or need for reasonable accommodation based on the advice of her health care provider that reasonable accommodation is medically advisable because of pregnancy or a related medical condition.

12.16.2 Use of Sick Leave During Pregnancy Disability Leave

A unit member is required to use any accrued sick leave under Section 12.2 during an otherwise unpaid pregnancy disability leave.

12.16.3 Health and Welfare Benefits

The District shall maintain its contribution toward health and welfare benefits during any unpaid portion of a pregnancy disability leave on the same basis that the contribution would have been provided if the unit member had not taken pregnancy disability leave. The unit member will be required to continue to pay the unit member's share of premiums, if any, during a pregnancy disability leave.

12.16.4 Unit Member Status

During a pregnancy disability leave, the unit member shall retain unit member status, and the leave shall not constitute a break in service for any purpose under this Agreement.

12.16.5 Relationship Between Pregnancy Disability, FMLA, and CFRA Leaves

12.16.5.1 A pregnancy disability leave shall run concurrently with the unit member's FMLA leave entitlement.

12.16.5.2 The right to take pregnancy disability leave is separate and distinct from the right to take leave under CFRA. A unit member's own disability due to pregnancy, childbirth or

related medical conditions is not a “serious health condition” under CFRA.

- 12.16.5.3 At the end of the unit member’s period(s) of pregnancy disability leave, or at the end of four months of pregnancy disability leave, whichever occurs first, a CFRA-eligible unit member may request to take CFRA leave of up to 12 workweeks for reason of the birth of her child, if the child has been born by this date.

12.17 Teacher Parental Leave

12.17.1 Interpretation of Teacher Parental Leave Section

This section 12.17 is based on Education Code Section 44977.5 and shall be interpreted and implemented in compliance with Section 44977.5 as amended by the California Legislature or interpreted by a court with jurisdiction over the District.

12.17.2 Definition of Teacher Parental Leave

For the purposes of this section, “teacher parental leave” means “parental leave or paternity leave” as that term is defined in Education Code Section 44977.5 i.e. leave for reason of the birth of a child of a unit member, or the placement of a child with a unit member in connection with the adoption or foster care of the child by the unit member,” pursuant to Government Code Section 12945.2 (CFRA). “Teacher parental leave” refers to the same entitlement described in Sections 12.15.4.1 and 12.157.4.2; it is not a separate and additional entitlement. All of the requirements for using such leave as set forth in Section 12.17 above apply except, to the extent required by law (Education Code Section 449.77.5(d)), a unit member shall not be required to have 1,250 hours of service with the District during the previous 12-month period in order to take parental leave under this Section 12.15.

12.17.3 Eligibility for Teacher Parental Leave

During each school year, a unit member may use his or her sick leave for purposes of parental leave for a period of up to 12 workweeks. When a unit member has exhausted all available sick leave, including all accumulated sick leave, and continues to be absent from the unit member’s duties on account of parental leave pursuant to Government Code Section 12945.2 (CFRA, Sections 12.15.4.1 and 12.15.4.2 above) for a period of up to 12 workweeks, the amount deducted from the salary due the unit member for any of the remaining portion of the 12 workweek period in which the absence occurs shall not exceed the sum that is actually paid a substitute employee employed to fill the unit member’s position during the unit member’s absence or, if no substitute was employed, the amount that would have been paid to the substitute had a substitute been employed. The District shall make every reasonable effort to secure the services of a substitute teacher.

12.17.4 Calculation of Teacher Parental Leave

For the purposes of this section, (1) the 12-week period shall be reduced by any period of sick leave, including accumulated sick leave, taken during a period of parental leave; (2) A unit member shall not be provided more than one 12-week period per parental leave during any 12-month period; and (3) parental leave taken pursuant to Section 12.17 shall run concurrently with parental leave taken pursuant to Government Code Section 12945.2. and the aggregate amount of parental leave taken pursuant to this Section 12.17 and

Government Code Section 12945.2 shall not exceed 12 workweeks in a 12-month period.

12.17.5 Governing Board Approval Not Required

This section of the collective bargaining agreement, which is based on Education Code Section 44977.5, shall be applicable whether or not the absence from duty is by reason of a leave of absence granted by the District's governing board.

12.18 Child Rearing Leave

In addition to the parental leave provisions of Section 12.17, upon request the District may grant an employee who is a natural or adopting parent an unpaid leave of absence for the purpose of child rearing. The employee shall request at least four (4) weeks prior to the anticipated date on which the leave is to commence.

12.19 Shared Teaching Assignment And Job Share Leave

12.19.1 Introduction

Subject to the Governing Board's approval, two full-time permanent teachers may elect to share the duties and responsibilities of one full-time position. The percentage of full-time position actually employed will constitute the share of the job, and the remaining percentage will be placed on Job Share Leave for the period of one year, subject to annual review and renewal by the Governing Board. Nothing in this provision will in any way limit a teacher from seeking a part-time leave (reduced employment) by requiring participation in a job share.

12.19.2 Shared Teaching Assignment Defined

A shared teaching assignment is defined as one full-time instructional assignment shared by two unit members. Both unit members in a shared teaching assignment share equally instruction and other ancillary duties and responsibilities performed by teachers, as further described in this Article.

12.19.3 Eligibility For Shared Teaching Assignments

12.19.3.1 A unit member must have three years of consecutive service in the District with satisfactory evaluations and be on the 189 day salary schedule by the beginning of the job share year.

12.19.3.2 A unit member must apply to the Superintendent by February 1 in the year preceding the actual job sharing.

12.19.3.3 The application must be submitted on the District form setting forth the plan for sharing of the job duties and responsibilities, including:

- the expected duration of the job share;
- the details of the prorated compensation;
- a summary of the prorated duties listed in this section; and
- a plan to ensure consistent classroom management that includes: (1) behavior and discipline standards; (2) methods by which classroom assignments will be

given, collected, and evaluated; (3) methods by which students' progress will be monitored and recorded; and (4) methods by which unit members communicate daily information about students and about school related matters.

- 12.19.3.4 The application will constitute the job share plan if accepted by the site administrator of the job share's location, and if approved by the Superintendent and the Governing Board.

12.19.4 Shared Duties And Responsibilities

Unit members participating in a shared assignment shall perform all duties and responsibilities routinely assigned to unit members within a school, which include and are not limited to the following:

- 12.19.4.1 Both unit members shall attend all designated collaborative planning days, Back-To-School and Open House Nights, the three designated staff development days, and all parent-teacher conferences scheduled on the minimum days.

- 12.19.4.2 Each unit member in a shared teaching assignment shall attend a proportional share of all faculty and grade-level or departmental meetings over the course of the school year, and will assume a proportional share of all unit member ancillary responsibilities as defined at the school site. Unit members sharing an assignment are responsible for communicating to each other all information disseminated in the meetings.

- 12.19.4.3 The principal shall specify the teachers' attendance at relevant meetings such as IEP's, Section 504, student-study-team, special education planning sessions, based on the District's needs and special circumstances. If the principal requires both teachers to attend one of these meetings, however, only the teacher off-duty on that day will receive the pay at the established hourly rate for the time of required attendance.

- 12.19.4.4 Because a shared position entails necessary dual attendance requirements to equal the regular attendance of one full-time unit member, the work year for a 0.5 FTE shared position will be based on the time proportionate to the number of instructional days plus the time required under this subsection 12.18.4, but the pay will be based on 96.0 days.

12.19.5 Salary And Benefits

Individual participants shall be compensated on a proportional basis, including but not limited to, salary, health and welfare benefits, sick leave, and other benefits. A 0.5 FTE shared position will consist of a salary based on 96.0 days of the 189 day salary schedule. In addition, each participant shall qualify for one-year advancement on the salary schedule for each year served in a shared position.

12.19.6 STRS Contribution

Unit members on shared assignments will contribute to the State Teachers Retirement System and will receive prorated credit for years of service toward retirement. The District will continue its contributions according to STRS requirements for part-time participants.

12.19.7 Duration And Return To Full-Time Assignment

Shared teaching assignments are approved for only one year, but may be extended for an additional year with the approval of the Governing Board.

A job share participant must inform the District on the annual intent-to-return form of any intent to extend the job share for another year or to return from leave to a full-time status on a 189 day calendar. A job share participant returning to full-time status will be placed in a position for which the individual is credentialed and qualified, and will have the same rights as other unit members to posted positions under Article 11, Transfers.

12.19.8 Order Of Employment And Tenure Status

Shared teaching assignment status shall not constitute a break in service for purposes of tenure status and the certificated order of employment (Education Code "seniority").

ARTICLE 13. EMPLOYEE BENEFITS/SALARY

13.1 District Medical/Dental/Vision Insurance Contributions

13.1.1 Effective September 1, 2017, the District shall contribute up to the following maximum total amounts per full-time employee and dependents toward the premiums of the insurance programs listed in Sections 13.1.2.1-13.1.2.3 (medical, dental, and vision).

- \$10,250 for those enrolled in single medical programs,
- \$11,750 for those enrolled in two-party medical programs,
- \$13,250 for those enrolled in family medical programs.

Employees enrolled in insurance programs for which the total premiums for medical, dental and vision insurance exceed the amounts listed above will have the difference deducted proportionally from their eleven paychecks. Any annual increase in premium rates will begin with deductions from the December paycheck. The District will provide health benefits for qualified domestic partners of bargaining unit members to the same extent, and subject to the same terms and conditions, as health benefits are available to dependents of unit members under this Agreement. This coverage is conditioned upon the domestic partner meeting all the criteria of California Family Code Section 297, and upon the unit member presenting the District with proof that a valid declaration of domestic partnership has been filed according to the above Family Code Section or with any local agency registering domestic partnerships.

13.1.2 Health Insurance Plans

13.1.2.1 Medical Plans – CalPERS Plans

The District will pay the monthly minimum payment to CalPERS required by statute.

In addition, the District will contribute to each full-time unit member, an amount that, when added to the CalPERS' minimum and the amounts provided for dental and vision insurance premiums pursuant to Sections 13.1.2.2 and 13.1.2.3, will not exceed the amounts listed in Section 13.1.1. This contribution shall be made monthly, with a total annual District contribution for medical, dental, and vision insurance premiums not exceeding the amounts listed above in Sections 13.1.1.

13.1.2.2 Dental Insurance — Delta Dental Group

See total cap set forth in Section 13.1.2.1.

13.1.2.3 Vision Insurance VSP

See total cap set forth in Section 13.1.2.1.

13.1.3 Unit members must be employed .50 FTE or more to be eligible to participate in the District-sponsored medical, dental, and/or vision insurance plans.

13.1.4 All unit members employed .50 FTE or more are required to enroll in the employee-only dental program. Dependent coverage is optional.

13.1.5 Unit members employed less than full-time (but at least one-half time) shall receive a prorata share of the District's contribution toward medical, dental, and vision insurance premiums based upon the number of hours as compared to a full-time employee.

13.1.6 Spouses or domestic partners who are both full time employees may pool the District's contributions listed in Section 13.1.1 for payment of benefits.

13.2 In Lieu Of Benefits

13.2.1 Unit members who work full time (1.0 FTE) may elect compensation in lieu of medical benefits once per year during the Open Enrollment Period.

13.2.2 Unit members previously electing in lieu benefits may surrender in lieu benefits and claim the standard medical benefits package during the Open Enrollment Period each year or following the loss of their existing medical coverage through a spouse or domestic partner.

13.2.3 Unit members selecting compensation in lieu of medical benefits will provide the District with documentation or an affidavit showing they are fully insured for medical benefits through a spouse's or domestic partner's employment at a level equal to the least expensive medical plan provided by the District.

13.2.4 Unit members electing compensation in lieu of medical benefits will receive \$2,500 per year paid in 12 equal monthly installments.

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- 13.2.5 Unit members electing compensation in lieu of medical benefits must participate in the Dental Insurance Program for employee paid by the District as a benefit separate from any compensation in lieu of benefits. The District will also pay for eligible family members separate from any compensation in lieu of benefits.
- 13.2.6 Unit members electing compensation in lieu of benefits may enroll in the District Vision Plan. The Vision Plan's premium will be deducted from the compensation in lieu of benefits.
- 13.2.7 Spouses or domestic partners who are also full time District employees are not eligible for in lieu of benefits.
- 13.2.8 This in lieu provision shall be effective to the extent it comports with obligations and provisions of the CalPERS Employee Health Benefit Program.
- 13.2.9 This in lieu of benefits option will cease if the District selects a new medical benefits carrier requiring universal participation, or if state or federal law requires universal participation of all full time District employees.

13.3 Salary And Pay Provisions

- 13.3.1 **2017-2018 Salary:** Effective July 1, 2017, the 2016-17 salary schedules shall be increased by 2.0%. The revised salary schedules shall be attached to this Agreement as Appendix A1 and Appendix A2.
- 13.3.2 **2018-2019 Salary:** Effective July 1, 2018, the 2017-18 salary schedules shall be increased by 3.0%, and shall be attached to this Agreement as Appendix A3 and Appendix A4.
- 13.3.3 The Stipend Schedule is attached as Appendix A-S. Effective July 1, 2016, the Stipend Schedule shall be revised to include a \$1,500 per year stipend for unit members who hold a BCLAD credential, and to increase the Master's Degree stipend to \$1,750 per year.
- 13.3.4 Those individuals who received the "hard to recruit" stipend and who were employed in the District prior to July 1, 2002, will no longer be eligible for that stipend.
- 13.3.5 Employees requested to use their own automobiles in the performance of their duties and employees who are assigned to more than one school per day shall be reimbursed for all required travel at the rate approved and authorized by the IRS for all driving done between arrival at the first location at the beginning of the work day and the last location of the work day.
- 13.3.6 All employees in the unit shall be paid according to the teachers' salary schedule.
- 13.3.7 The District shall require tuberculosis tests for each employee once every four years.
- 13.3.8 For curriculum development and related activities authorized in writing by Superintendent, the pay shall be \$45.00 per hour. See Article 8, Section 8.6 for requirements for hourly pay for authorized work at meetings or events that begin after 4:00 p.m.

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- 13.3.9 Effective July 1, 2015, teachers who participate in District approved programs requiring an overnight stay shall receive an additional \$200.00 per night for the additional responsibilities involved with extended supervision.
- 13.3.10 All part-time employees shall be paid according to the proportional time worked.
- 13.3.11 To the extent that these provisions are available through the County Office services, each employee may choose to be paid on one of the following schedules:
 - 13.3.11.1 Twelve equal installments with payment on the teachers' last working day of the calendar month, except during summer vacation when payment is issued on the last working day of the calendar month.
 - 13.3.11.2 Eleven equal installments with payment on the teachers' last working day of the calendar month.
- 13.3.12 An employee granted: (1) disability retirement; or (2) disability leave may, at the employee's option, elect to be covered under the District Health Insurance Program providing the employee reimburses the District for the cost of such premiums.
- 13.3.13 An employee will not be required to take a course given after working hours unless unit credit is provided by the District, or the District provides a minimum day, or the course is written as a performance objective requirement designed to improve a noted weakness for an individual employee. A course is a subject taught by an instructor over a period of five weeks or more, each meeting running for not less than two (2) hours and designed to develop certain skills, expertise, and provide professional growth.
- 13.3.14 Effective July 1, 2001, teachers newly employed with the District will be eligible to receive up to eleven (11) years of credit for approved public or for private teaching experience. This limitation will be increased by one year for each year thereafter until reaching the maximum years of service on the schedule.
- 13.3.15 By September 30 of each year, the District will annually post the list of committees for which PGU credit will be granted. The Association President will receive a copy at the time of posting.
- 13.3.16 Teachers who achieve National Board of Teaching Standards certification will receive a stipend equal to the Ph.D. stipend.

13.4 Pre-Retirement Employment Plans

- 13.4.1 A unit member may reduce employment from full to part-time, and receive service credit the unit member would have received if employed on a full-time basis, provided the unit member meets all the requirements of this subsection and Education Code 22713 and the following District criteria.
 - 13.4.1.1 The option of part-time employment must be exercised at the unit member's request and, once granted, can be revoked during the program term only with the mutual consent of the District and the unit member. The employment level can be increased or decreased within the legal limitations.

- 13.4.1.2 The unit member must submit a request to participate in this program to the District Office no later than February 1 of the school year preceding the desired year of participation.
- 13.4.1.3 The unit member must have reached the age of fifty-five (55) prior to the school year or term in which the reduction in workload starts.
- 13.4.1.4 The unit member must have been employed full-time in a position requiring certification for at least ten (10) years, of which the immediately preceding five (5) years were full-time employment.
- 13.4.1.5 The maximum period of participation in the part-time employment program shall be five (5) years.
- 13.4.1.6 The District and the unit member shall agree to make the appropriate contributions to the State Teachers' Retirement System (STRS) equal to the amount required as if serving as a full-time unit member.
- 13.4.1.7 The final determination as to the form of part-time employment and the qualifications necessary to meet the District's instructional needs rests within the sole discretion of the District.
- 13.4.2 The minimum part-time employment shall be the equivalent of one-half (1/2) of the number of days of service required by the unit member's contract of employment during his/her final year of service in a full-time position. Except for the reduction of salary corresponding to the reduced workload, the District will provide the part-time unit member with the same fringe benefits provided a regular full-time unit member.
- 13.4.3 If the Governing Board agrees, the reduced service may be on a part-time daily schedule or full-time for at least one-half (1/2) year. Regardless of the work schedule, the unit member and District contributions must be paid monthly to STRS.
- 13.4.4 Unit members who terminate before the end of the school term or the school year will receive retirement credit based on the salary actually paid in the proportion that it relates to the annual salary that would have been paid had the employment continued. Retirement contributions for services not actually performed will be returned to the unit member and the District. The amount of sick leave earned while on reduced workload will vary directly to the percent of full-time employment. For example, fifty percent (50%) employment would yield ten (10) days of half-time sick leave or five (5) days of full-time sick leave.

13.5 Post-Retirement Employment Programs

Retired unit members who return to work for the District in any capacity shall be subject to all requirements of law and CalSTRS regulations, including, but not limited to the post-retirement earnings limits and 180-day separation-from-service requirements of Education Code Sections 24214 and 24214.5.

13.6 Retirement Credit For Work In Addition To Full-Time Equivalent

- 13.6.1 To the extent allowed by law, the District will make the following activities creditable for STRS Defined Supplement Benefit.

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All regular teaching beyond 1.0 FTE;
Summer school;
Student activities director;
Outdoor education;
Teacher coaches;
Hourly rate teaching;
Substituting during the school day;
Curriculum writing;
State National Board Certification stipend;
BTSA Support Provider; and
PAR Consulting Teacher.

13.6.2 In addition, the Superintendent or designee and the Association President may agree during the term of this Agreement to add to the list provided the work qualifies under Education Code Section 22119.2.

13.7 Retiree Fringe Benefits

13.7.1 The District shall provide a retiree who was employed by the District before April 1, 2007, with employee-only health insurance coverage at District expense, under the following conditions:

13.7.1.1 An employee must retire under one of the State Teachers' Retirement System monthly payment options.

13.7.1.2 An employee must be age 55 or older.

13.7.1.3 If an employee is at least 55 years of age, but less than 60, he/she must have been employed by a public school district for a period of ten (10) years immediately prior to retirement, the last five (5) of which must have been in the service of the Menlo Park City School District and he/she must have accumulated one (1) additional year of in-District service for each year under sixty (60) years of age at the time of retirement up to a total of ten (10) years.

13.7.1.4 If an employee is sixty (60) years of age or older, he/she must have been employed by a California public school district for a period of ten (10) years immediately prior to retirement, the last five (5) of which must have been served in the Menlo Park City School District.

13.7.1.5 Insurance coverage options for the retiree shall be limited to the annual health insurance options available to employees in active District service.

13.7.1.6 When a retiree is eligible for Medicare and the retiree's medical premiums are deducted from the STRS payment,

the District's medical contribution will be reduced accordingly. Twice each year (March and September) the District will reimburse the retiree for the costs of Part B Medicare payments.

- 13.7.1.7 The District will pay the monthly minimum payment to CalPERS required by statute for each eligible retiree for medical and dental insurance. In addition, the District will pay an amount that, when combined with the required CalPERS payment, will not exceed three hundred twenty-five dollars (\$325) for those current employees who retire on or after January 1, 2005.
- Because STRS requires that the CalPERS premiums be deducted from the retiree's STRS check, the District will provide, twice annually (March and September) a non-taxable reimbursement up to the amount designated above.
- 13.7.1.8 Should the District elect another health plan carrier, continuation of coverage for retirees shall be the responsibility of the new carrier.
- 13.7.1.9 Employees retiring because of disability are eligible under this policy as long as they meet all other requirements contained herein.
- 13.7.2 Unit members employed by the District after April 1, 2007, will not be eligible to receive the medical benefit described in Section 13.7.1 past the date of eligibility for Medicare.
- 13.7.3 The District will pay retiree-only dental benefits for a period of five years following retirement. Unit members employed by the District after April 1, 2007, shall not be eligible for this benefit.
- 13.7.4 If permitted by the appropriate carrier, the District will allow retiree spousal coverage for medical and/or dental benefits, provided the full cost of the additional premium is paid by the retiree.

ARTICLE 14. MISCELLANEOUS WORKING CONDITIONS

14.1 Layoffs

Layoffs of personnel during the term of this Agreement shall be governed by the appropriate provisions of the Education Code.

14.2 IRS Section 125

The current District IRS Section 125 Plan will be revised to cover child care, elder care, and medical expenses effective March 1, 1996.

14.3 Impact Of An IEP On Working Conditions

- 14.3.1 When a regular classroom teacher's working conditions are impacted by an initial IEP or a change in an IEP, upon the request of the Association, a District

representative and an Association representative will develop solutions to mitigate the impact on working conditions. Solutions may include but will not be limited to:

- providing time for parent conferences, time for meetings with special service providers, and time for training;
- providing appropriate assistive devices, services, and training resources;
- adjusting the teacher's class load and physical space allocation.

14.3.2 A teacher will be provided advance notice prior to being assigned a student with an IEP.

14.4 Personnel Files

14.4.1 The personnel file of each unit member shall be maintained at the District's central administration office.

14.4.2 Each unit member shall have access to his/her file and has the right to be accompanied by an individual(s) of his/her choosing when reviewing the file and shall have the right to show contents of the file to such individual(s).

14.4.3 A unit member may authorize in writing the review of the files by specified individual.

14.4.4 Unit members shall be provided with copies of any written material before it is placed in the unit member's personnel file. The unit member shall be given reasonable opportunity to review and comment thereon. The review shall take place during normal business hours on non-instructional time and the unit member shall be released from duty for this purpose without salary reduction. The written response shall be attached to the material.

14.4.5 Unit members may not examine and/or obtain copies of material that includes ratings, reports, or records that were obtained prior to their employment including but not limited to interviewer's comments.

14.4.6 All personnel files shall be kept in confidence and shall be available for inspection only on a need-to-know basis.

14.4.7 Any person who prepares written material for placement in a unit member's file shall sign and date that material.

14.4.8 If a grievance is timely filed claiming that the placement of a document in the personnel file involves the violation of another provision of this Agreement, the document will not be officially filed while the grievance is still pending. This provision will not prohibit the introduction of that document in a dismissal or discipline hearing.

14.5 Classroom Volunteers

A teacher may request that the site principal exclude a specific parent volunteer provided the teacher reasonably articulates how the volunteer interferes with the orderly process of student learning.

14.6 Teacher Safety

Unit members will report to the principal conditions that are unsafe for unit members. The site administrator will respond to the unit member as soon as practicable regarding the

unsafe condition. If the unit member does not receive a response within a reasonable period of time, the unit member may then notify the site administrator in writing of the unsafe condition. The site administrator will provide a written response within two workdays.

14.7 CLAD/SDAIE Certification

14.7.1 A one-time payment of \$500 will be provided to each teacher employed before July 1, 2002, who obtains a CLAD or SDAIE certificate after July 1, 2003.

14.7.2 After July 1, 2002, each classroom teacher must obtain the CLAD or SDAIE certification or equivalent as a condition of gaining permanency with the District.

14.7.3 The attainment of CLAD or SDAIE, or equivalent certification by July 1, 2006, will be considered an established District standard under “Development as a professional educator” in the evaluation process set forth in Article 10 of this Agreement. Failure to obtain the certificate or equivalent, by itself, will not constitute a basis for designating a performance evaluation as “unsatisfactory.”

14.8 Kindergarten Provisions

14.8.1 The District’s intent is to provide the same conditions for the full-day as for the other Kindergarten models. Therefore, for all non-full-day Kindergarten teachers, the allocation of instructional aide time and special instructional services, the class size, and the extra-duties will not be altered because of the full-day program. Additionally, all teachers’ instructional services will not be diminished nor will duties be increased because of the full-day program.

14.8.2 The teachers of the Kindergarten full-day program will receive preparation time of equivalent length to that contracted for Grade 1 teachers.

14.9 Absences of Inclusion Aides

In order to reduce the impact of an Inclusion Aide’s absence, the District will do the following in a priority order:

- a) assign a District inclusion aide that serves as an on-going substitute;
- b) assign a full-inclusion aide to the student to the extent necessary according to the specific student disabilities;
- c) attempt to hire a substitute from the substitute teacher list; and
- d) attempt to replace the absent aide with an instructional aide who is trained to deal with inclusion issues and who is paid at a higher rate when substituting.

Substitutes for aides will be provided in the following order: Inclusion, Special Day Class, and RSP.

14.10 When requested by the Association, the Superintendent will consult with the Association regarding the overall issue of grade-level teachers’ recommendation for student placement.

14.11 Unit members required to change classrooms due to construction will be provided reasonable time within the work day and/or work year to move classroom materials.

ARTICLE 15: TEACHER RIGHTS TO DUE PROCESS

15.1 General Provisions

This article establishes just cause and due process for disciplinary action less than fifteen (15) days suspension. The District retains the right to discipline unit members for any reason provided the terms of this article are met.

15.2 Progressive Discipline

The District shall utilize a normal progression: verbal warning; written reprimand; and suspension without pay.

15.2.1 Verbal Warning By The Principal

Verbal warning may also result in a post conference summary memorandum. The unit member has the right to write a response that shall be attached to the memorandum.

15.2.2 Written Reprimand By The Principal

Written warnings shall not be used unless the unit member has been verbally warned about similar actions within the last four (4) preceding years. The unit member shall sign the reprimand to acknowledge receipt and a copy may be placed in the unit member's personnel file. The unit member has the right to write a response which shall be attached to the reprimand and retained in the file.

15.2.3 Suspension Without Pay By The Superintendent For Repeated Offenses

Suspension may be without pay but shall not reduce or deprive the unit member of seniority or any access to other benefits. No unit member shall receive more than one (1) penalty for any single action or infraction. A suspension shall not exceed fifteen (15) work days. Suspension shall not be used unless the unit member has received a written reprimand about similar actions. No unit member shall be suspended more than fifteen (15) working days during a school year.

15.3 Discipline Without Progression

Nothing in this provision shall prohibit the District from disciplining a unit member for just cause, up to and including suspension without pay for fifteen (15) work days, in instances where remediation is inappropriate or for clearly egregious matters.

15.4 Administrative Leave With Pay Pending Investigation

The District at its discretion may place any unit member on administrative leave with pay for the purpose of investigating charges or complaints against such unit member. Full benefits and seniority status shall remain in force pending the investigation. Such leave will not be considered disciplinary in nature.

15.5 Notice Of Discipline

Notice of suspension shall be made in writing and served in person or by certified mail upon the unit member. A copy shall be provided to the Association President. The notice of suspension shall contain a statement in ordinary language of the specific acts or omissions upon which the action is based, any rule or regulation alleged to have been violated, proposed penalty, and the proposed duration of suspension. The unit member shall be given a copy of any written charges and materials on which the action is based and a statement of the unit member's right to respond.

15.6 Appeal Of Discipline

15.6.1 If the unit member chooses to appeal the imposition of a written reprimand, the appeal notice must be filed within five (5) work days from the time of notice of or imposition of the disciplinary action, whichever comes first. The appeal must be made in writing and hand delivered to the office of the Superintendent. The Superintendent or designee will provide a written decision within ten work days of the filing of the appeal. The Superintendent's decision will be final.

15.6.2 Within ten (10) work days of the receipt of the notice of suspension, the Association may appeal a suspension by the Superintendent to arbitration according to Article 6. A record of the hearing before the arbitrator shall be made by the District through electronic recordation, or, if mutually agreed by both parties, a court reporter's transcription shall be utilized. The arbitrator shall provide a written decision within twenty (20) work days of the completion of the hearing.

15.7 Association Presence

As the exclusive representative, the Association has the right to be present at all conferences and hearings, regardless of any request by the unit member that is subject to discipline.

15.8 Effect Of Pending Appeal

If an appeal is filed by the Association, the suspension action proposed by the District shall be stayed pending a final decision on the appeal.

15.9 Confidentiality

Unless agreed otherwise by the parties, the information and proceedings relative to such disciplinary actions shall remain confidential with the individuals, unit members, and parties who are involved, and shall not be released without the consent of the Association and the District.

15.10 Application

This Article is not intended to apply to suspensions pursuant to Education Code Sections 44939, 44940, or 44942.

ARTICLE 16: FORMAL WRITTEN COMPLAINTS

16.1 Exclusions

16.1.1 Discriminations Laws

This article does not apply to sexual harassment complaints, or complaints of discrimination based on race, religion, national origin, sex, age, marital status, physical handicap, or sexual orientation, which are subject to Board policy and state and federal law, or complaints covered by law under the District's Uniform Complaint Procedure.

16.2 Complaints By Parents, Guardians, Or Other District Staff

16.2.1 District Complaint Procedures

All formal complaints by parents, guardians, 6-8 grade students, or other District employees against a unit member must follow either the District Uniform Complaint Procedure regarding program, or the District Miscellaneous Complaint Procedure

regarding the actions of District employee. Any change in the policies that affect working conditions for unit members will not be made unless the District first provides the Association with notice of the proposed change.

16.2.2 Investigation Procedures

- 16.2.2.1 Before the onset of the formal investigation, the unit member will be notified of the nature of the complaint.
- 16.2.2.2 No adverse action against the unit member shall be based on any initial complaint or allegation.
- 16.2.2.3 The District may take appropriate action based on the results of an investigation conducted according to the established District complaint procedures.
- 16.2.2.4 Any investigation relied upon by the District shall require, at a minimum:
- that the unit member be made aware of the nature of the complaint within 24 hours of initiating the investigation;
 - that the unit member is provided the opportunity to meet with the investigator and provide evidence;
 - that the unit member be entitled to representation during any investigatory interview; and
 - the investigator makes findings and provides written conclusions to the unit member.

These requirements do not in any manner limit the unit member's right to otherwise challenge the imposition of a disciplinary action by the District.

16.2.3 Response To Report And Placement In Personnel File

All documents relating to complaints shall be placed in a separate file and not in the unit member's personnel file, unless adverse action is taken as a result of the investigation. The unit member shall then have the right to prepare a written response to the investigator's report, and attach the response to the official administration copy, within ten (10) working days of receipt of a copy of the investigator's report.

ARTICLE 17. SAVINGS, TERM, AND COMPLETION OF NEGOTIATIONS

- 17.1 If any article, section, or clause of this Agreement is declared illegal by a court of competent jurisdiction or by legislative act, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect.
- 17.2 The terms of this Agreement shall be from July 1, 2017 to June 30, 2020.
- 17.3 This Agreement represents and incorporates the final and complete understanding by the parties of all bargainable issues that were or could have been subject to negotiations.

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There shall be no reopeners for the 2017-18 year, and the following re-openers apply in subsequent years:

17.3.1 Article 13 (Employee Benefits/Salary) may not be re-opened for the 2018-19 year. The re-openers for the 2018-19 year include calendar and up to two articles selected by each party upon request.

17.3.2 The reopeners for the 2019-20 year include Article 13 (Employee Benefits/Salary) and up to two additional articles selected by each party upon request.

17.4 In addition to the reopeners described in Section 17.3 above, the parties will re-open on any of the following during the term of this Agreement:

17.4.1 The impact of new legislation upon mandatory subjects of bargaining.

17.4.2 Any other items by the mutual agreement of the parties.

SIGNATURES

Agreed this 20th day of June, 2017.

BOARD OF EDUCATION
MENLO PARK CITY SCHOOL DISTRICT

MENLO PARK EDUCATION ASSOCIATION

APPENDIX A1 – SALARY SCHEDULE EFFECTIVE JULY 1, 2017, FOR 186 WORK DAYS

**MENLO PARK CITY SCHOOL DISTRICT
TEACHER SALARY SCHEDULE**

Step	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90
1	\$59,889	\$59,889	\$63,326	\$64,680	\$69,472	\$74,263	\$79,054
2	\$59,889	\$59,889	\$63,326	\$67,735	\$72,526	\$77,317	\$82,108
3	\$59,889	\$61,207	\$65,998	\$70,789	\$75,580	\$80,372	\$85,163
4	\$59,889	\$64,261	\$69,053	\$73,844	\$78,635	\$83,426	\$88,217
5	\$62,524	\$67,316	\$72,107	\$76,898	\$81,689	\$86,480	\$91,271
6	\$65,579	\$70,370	\$75,161	\$79,952	\$84,744	\$89,535	\$94,325
7	\$68,633	\$73,424	\$78,216	\$83,007	\$87,798	\$92,589	\$97,380
8	\$71,688	\$76,479	\$81,270	\$86,061	\$90,852	\$95,643	\$100,435
9	\$74,742	\$79,533	\$84,324	\$89,115	\$93,907	\$98,698	\$103,488
10	\$77,796	\$82,588	\$87,378	\$92,170	\$96,961	\$101,752	\$106,543
11	\$77,796	\$82,588	\$87,378	\$92,170	\$96,961	\$101,752	\$106,543
12	\$77,796	\$82,588	\$87,378	\$92,170	\$96,961	\$101,752	\$106,543
13	\$77,796	\$82,588	\$87,378	\$92,170	\$96,961	\$101,752	\$106,543
14	\$81,390	\$86,180	\$90,972	\$95,763	\$100,554	\$105,345	\$111,588
15	\$81,390	\$86,180	\$90,972	\$95,763	\$100,554	\$105,345	\$111,588
16	\$81,390	\$86,180	\$90,972	\$95,763	\$100,554	\$105,345	\$111,588
17	\$81,390	\$86,180	\$90,972	\$95,763	\$100,554	\$105,345	\$111,588
18	\$84,983	\$89,774	\$94,565	\$99,356	\$104,148	\$108,939	\$115,181
19	\$84,983	\$89,774	\$94,565	\$99,356	\$104,148	\$108,939	\$115,181
20	\$84,983	\$89,774	\$94,565	\$99,356	\$104,148	\$108,939	\$115,181
21	\$84,983	\$89,774	\$94,565	\$99,356	\$104,148	\$108,939	\$115,181
22	\$88,576	\$93,368	\$98,159	\$102,950	\$107,741	\$112,532	\$118,774

Credit for Previous Experience: 21 years maximum (Step 22)

Professional Growth:

Movement across salary schedule requires 15 semester units between columns. Anniversary increments at Steps 14, 18 and 22 are already factored in to the above salary schedule.

Stipends:	Master's Degree	1,750
	Ph.D Degree	3,000
	BCLAD	1,500
	CCC(speech) certification	1,500
	National Bd. Certification	3,000
	Hard To Recruit (Positions defined by Appendix A-S Employed first work day of 2002 or thereafter)	2,000

Hourly Rate: \$45.00 - Payment for extra time work (Planning Curriculum Development, etc.) requested by the District. Activities which qualify for this remuneration shall be performed outside the regular workday hours.

Please Note: The Salary Schedule reflects a shadow schedule for BA and BA+15 for those individuals who do not have a full California Teaching Credential.

APPENDIX A2 – SALARY SCHEDULE EFFECTIVE JULY 1, 2017, FOR 189 WORK DAYS

**MENLO PARK CITY SCHOOL DISTRICT
TEACHER SALARY SCHEDULE**

Step	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90
1	\$60,855	\$60,855	\$64,349	\$65,724	\$70,592	\$75,460	\$80,329
2	\$60,855	\$60,855	\$64,349	\$68,827	\$73,696	\$78,564	\$83,432
3	\$60,855	\$62,195	\$67,062	\$71,931	\$76,799	\$81,668	\$86,536
4	\$60,855	\$65,298	\$70,167	\$75,035	\$79,903	\$84,771	\$89,639
5	\$63,533	\$68,402	\$73,270	\$78,139	\$83,007	\$87,874	\$92,743
6	\$66,637	\$71,505	\$76,374	\$81,242	\$86,110	\$90,979	\$95,846
7	\$69,740	\$74,609	\$79,477	\$84,345	\$89,214	\$94,082	\$98,951
8	\$72,844	\$77,712	\$82,580	\$87,449	\$92,317	\$97,187	\$102,054
9	\$75,947	\$80,816	\$85,684	\$90,552	\$95,421	\$100,289	\$105,159
10	\$79,050	\$83,919	\$88,788	\$93,656	\$98,524	\$103,393	\$108,261
11	\$79,050	\$83,919	\$88,788	\$93,656	\$98,524	\$103,393	\$108,261
12	\$79,050	\$83,919	\$88,788	\$93,656	\$98,524	\$103,393	\$108,261
13	\$79,050	\$83,919	\$88,788	\$93,656	\$98,524	\$103,393	\$108,261
14	\$82,702	\$87,571	\$92,439	\$97,307	\$102,177	\$107,044	\$113,387
15	\$82,702	\$87,571	\$92,439	\$97,307	\$102,177	\$107,044	\$113,387
16	\$82,702	\$87,571	\$92,439	\$97,307	\$102,177	\$107,044	\$113,387
17	\$82,702	\$87,571	\$92,439	\$97,307	\$102,177	\$107,044	\$113,387
18	\$86,354	\$91,222	\$96,090	\$100,959	\$105,826	\$110,696	\$117,038
19	\$86,354	\$91,222	\$96,090	\$100,959	\$105,826	\$110,696	\$117,038
20	\$86,354	\$91,222	\$96,090	\$100,959	\$105,826	\$110,696	\$117,038
21	\$86,354	\$91,222	\$96,090	\$100,959	\$105,826	\$110,696	\$117,038
22	\$90,004	\$94,873	\$99,742	\$104,610	\$109,478	\$114,348	\$120,689

Credit for Previous Experience: 21 years maximum (Step 22)

Professional Growth:

Movement across salary schedule requires 15 semester units between columns. Anniversary increments at Steps 14, 18 and 22 are already factored in to the above salary schedule.

Stipends:	Master's Degree	1,750
	Ph.D Degree	3,000
	BCLAD	1,500
	CCC (Speech) Certification	1,500
	National Bd. Certification	3,000
	Hard To Recruit (Positions defined by Appendix A-S Employed first work day of 2002 or thereafter)	2,000

Hourly Rate: \$45.00 - Payment for extra time work (Planning Curriculum Development, etc.) requested by the District. Activities which qualify for this remuneration shall be performed outside the regular workday hours.

Please Note: The Salary Schedule reflects a shadow schedule for BA and BA+15 for those individuals who do not have a full California Teaching Credential.

APPENDIX A3 – SALARY SCHEDULE EFFECTIVE JULY 1, 2018, FOR 186 WORK DAYS

**MENLO PARK CITY SCHOOL DISTRICT
TEACHER SALARY SCHEDULE**

Step	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90
1	\$61,686	\$61,686	\$65,226	\$66,620	\$71,556	\$76,491	\$81,425
2	\$61,686	\$61,686	\$65,226	\$69,767	\$74,702	\$79,637	\$84,572
3	\$61,686	\$63,043	\$67,978	\$72,913	\$77,848	\$82,783	\$87,718
4	\$61,686	\$66,189	\$71,124	\$76,059	\$80,994	\$85,929	\$90,864
5	\$64,400	\$69,335	\$74,270	\$79,205	\$84,140	\$89,075	\$94,010
6	\$67,546	\$72,481	\$77,416	\$82,351	\$87,286	\$92,221	\$97,155
7	\$70,692	\$75,627	\$80,562	\$85,497	\$90,432	\$95,367	\$100,302
8	\$73,838	\$78,773	\$83,708	\$88,643	\$93,578	\$98,513	\$103,448
9	\$76,984	\$81,919	\$86,854	\$91,789	\$96,724	\$101,659	\$106,593
10	\$80,130	\$85,065	\$90,000	\$94,935	\$99,870	\$104,805	\$109,740
11	\$80,130	\$85,065	\$90,000	\$94,935	\$99,870	\$104,805	\$109,740
12	\$80,130	\$85,065	\$90,000	\$94,935	\$99,870	\$104,805	\$109,740
13	\$80,130	\$85,065	\$90,000	\$94,935	\$99,870	\$104,805	\$109,740
14	\$83,831	\$88,766	\$93,701	\$98,636	\$103,570	\$108,506	\$114,935
15	\$83,831	\$88,766	\$93,701	\$98,636	\$103,570	\$108,506	\$114,935
16	\$83,831	\$88,766	\$93,701	\$98,636	\$103,570	\$108,506	\$114,935
17	\$83,831	\$88,766	\$93,701	\$98,636	\$103,570	\$108,506	\$114,935
18	\$87,533	\$92,467	\$97,402	\$102,337	\$107,272	\$112,207	\$118,635
19	\$87,533	\$92,467	\$97,402	\$102,337	\$107,272	\$112,207	\$118,635
20	\$87,533	\$92,467	\$97,402	\$102,337	\$107,272	\$112,207	\$118,635
21	\$87,533	\$92,467	\$97,402	\$102,337	\$107,272	\$112,207	\$118,635
22	\$91,234	\$96,169	\$101,104	\$106,038	\$110,973	\$115,908	\$122,337

Credit for Previous Experience: 21 years maximum (Step 22)

Professional Growth:

Movement across salary schedule requires 15 semester units between columns. Anniversary increments at Steps 14, 18 and 22 are already factored in to the above salary schedule.

Stipends:	Master's Degree	1,750
	Ph.D Degree	3,000
	BCLAD	1,500
	CCC(speech) certification	1,500
	National Bd. Certification	3,000
	Hard To Recruit (Positions defined by Appendix A-S Employed first work day of 2002 or thereafter)	2,000

Hourly Rate: \$45.00 - Payment for extra time work (Planning Curriculum Development, etc.) requested by the District. Activities which qualify for this remuneration shall be performed outside the regular workday hours.

Please Note: The Salary Schedule reflects a shadow schedule for BA and BA+15 for those individuals who do not have a full California Teaching Credential.

APPENDIX A4 – SALARY SCHEDULE EFFECTIVE JULY 1, 2018, FOR 189 WORK DAYS

**MENLO PARK CITY SCHOOL DISTRICT
TEACHER SALARY SCHEDULE**

Step	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90
1	\$62,681	\$62,681	\$66,279	\$67,695	\$72,710	\$77,724	\$82,739
2	\$62,681	\$62,681	\$66,279	\$70,892	\$75,906	\$80,921	\$85,935
3	\$62,681	\$64,061	\$69,074	\$74,089	\$79,103	\$84,118	\$89,132
4	\$62,681	\$67,257	\$72,272	\$77,286	\$82,300	\$87,314	\$92,328
5	\$65,439	\$70,454	\$75,468	\$80,483	\$85,498	\$90,510	\$95,526
6	\$68,636	\$73,650	\$78,665	\$83,679	\$88,693	\$93,709	\$98,721
7	\$71,832	\$76,848	\$81,861	\$86,876	\$91,890	\$96,905	\$101,920
8	\$75,029	\$80,043	\$85,058	\$90,072	\$95,087	\$100,102	\$105,116
9	\$78,226	\$83,240	\$88,255	\$93,269	\$98,283	\$103,298	\$108,313
10	\$81,421	\$86,437	\$91,451	\$96,466	\$101,480	\$106,495	\$111,509
11	\$81,421	\$86,437	\$91,451	\$96,466	\$101,480	\$106,495	\$111,509
12	\$81,421	\$86,437	\$91,451	\$96,466	\$101,480	\$106,495	\$111,509
13	\$81,421	\$86,437	\$91,451	\$96,466	\$101,480	\$106,495	\$111,509
14	\$85,183	\$90,198	\$95,212	\$100,227	\$105,242	\$110,256	\$116,788
15	\$85,183	\$90,198	\$95,212	\$100,227	\$105,242	\$110,256	\$116,788
16	\$85,183	\$90,198	\$95,212	\$100,227	\$105,242	\$110,256	\$116,788
17	\$85,183	\$90,198	\$95,212	\$100,227	\$105,242	\$110,256	\$116,788
18	\$88,945	\$93,959	\$98,973	\$103,987	\$109,001	\$114,016	\$120,549
19	\$88,945	\$93,959	\$98,973	\$103,987	\$109,001	\$114,016	\$120,549
20	\$88,945	\$93,959	\$98,973	\$103,987	\$109,001	\$114,016	\$120,549
21	\$88,945	\$93,959	\$98,973	\$103,987	\$109,001	\$114,016	\$120,549
22	\$92,704	\$97,719	\$102,734	\$107,748	\$112,763	\$117,778	\$124,310

Credit for Previous Experience: 21 years maximum (Step 22)

Professional Growth:

Movement across salary schedule requires 15 semester units between columns. Anniversary increments at Steps 14, 18 and 22 are already factored in to the above salary schedule.

Stipends:	Master's Degree	1,750
	Ph.D Degree	3,000
	BCLAD	1,500
	CCC (Speech) Certification	1,500
	National Bd. Certification	3,000
	Hard To Recruit (Positions defined by Appendix A-S Employed first work day of 2002 or thereafter)	2,000

Hourly Rate: \$45.00 - Payment for extra time work (Planning Curriculum Development, etc.) requested by the District. Activities which qualify for this remuneration shall be performed outside the regular workday hours.

Please Note: The Salary Schedule reflects a shadow schedule for BA and BA+15 for those individuals who do not have a full California Teaching Credential.

APPENDIX A-S — STIPENDS

ACTIVITY	DIFFERENTIAL OR STIPEND	WORK DAYS
Masters Degree	\$1,500 \$1,750 effective 7/1/16	N/A
Doctoral Degree	\$3,000	N/A
National Board Certification	\$3,000	N/A
BCLAD Credential	\$1,500 effective 7/1/16	N/A
Certificate of Clinical Competence in Speech-Language Pathology from ASLHA	\$1,500	N/A
Difficult to Recruit ¹	\$2,000	N/A
Mentor I ²	\$2,500	N/A
Mentor II ²	\$5,000	N/A
PAR/BTSA Year 1; PAR Year 2; PAR new experienced teacher; PARtner; PAR Panel	These stipends are to be determined by the District annually	To be determined by the District
Project Work ²	These stipends are to be determined by the District annually	To be determined by the District
Hourly Rate Projects	\$45.00	As determined by terms of project
Overnight Programs	\$200.00 per night	N/A
Middle School Student Activities Director	\$3,000 divided proportionately for those individuals providing the service	N/A

¹ In order to receive the bonus the individual must have certification in math, science, or special education, and must be assigned as a specialist in one of these subject areas, and be recruited by the District for employment beginning the first work day of 2002, or thereafter. This stipend will be paid for five years from the time of recruitment, provided the individual continues to teach within the hard-to-recruit subject area. Other “hard-to-recruit” positions will be added by the Superintendent after giving written notice to the Association. “Hard-to-recruit” will be determined by the following criteria: (1) the lack of qualified applicants in the first 30 days of posting (“qualified applicants” as used in this provision shall mean fully credentialed for the subject area, having subject area experience, and having quality references); and/or (2) a history of that position being “hard-to-recruit” over the previous five years.

² In order to consult with the Association regarding the advisability of and the effectiveness of the positions, the Superintendent will provide 30 calendar days notice to the Association in advance of posting Mentor I, Mentor II and Project Work.

The posting will identify:

1. roles and responsibilities,
- 7 a maximum term of service of one year,
- 8 the level of stipend,
- 9 the vacancies available to new members (i.e., rotating chairs, set terms),
- 10 the funding source of the stipend, and
- 11 a description of the interview process for the project work.

APPENDIX B — TEACHER WORK CALENDAR 2017-18

Month	M	T	W	TH	F	Notes	Instructional Days
August							
		1	2	3	4	Aug. 17 FLOATING Teacher Work Day: Option 1	
	7	8	9	10	11	Aug. 18 Teacher Work Day	
	14	15	16	17	18	Aug. 21-22 Teacher Collaborative Planning Days	
	21	22	23	24	25	Aug. 23 Teacher Work Day	2
	28	29	30	31		Aug. 24 1st Day of School for Students	4
September							
					1		1
	4	5	6	7	8	Sept. 4 NO SCHOOL - Labor Day	4
	11	12	13	14	15	Sept. 11 NO SCHOOL - Staff Professional Development Day (CASO Day 1)	4
	18	19	20	21	22	Sept. 12 School Board Meeting	5
	25	26	27	28	29	Sept. 26 School Board Meeting	5
October							
	2	3	4	5	6		5
	9	10	11	12	13	Oct. 10 School Board Meeting	5
	16	17	18	19	20		5
	23	24*	25*	26*	27*	Oct. 24-27 Minimum Days - K - 8 Conference Days	5
	30	31					2
November							
			1	2	3	Nov. 10 NO SCHOOL - Veterans' Day	3
	6	7	8	9	10	Nov. 14 School Board Meeting	4
	13	14	15	16	17	Nov. 17 End of Trimester 1 (Regular Day)	5
	20	21	22	23	24	Nov. 22-24 NO SCHOOL - Thanksgiving	2
	27	28	29	30		Nov. 27 NO SCHOOL - Staff Professional Development Day (CASO Day 2)	3
December							
					1		1
	4	5	6	7	8		5
	11	12	13	14	15	Dec. 12 School Board Meeting	5
	18	19	20	21*	22	Dec. 21 Minimum Day	4
	25	26	27	28	29	Dec. 22-29 NO SCHOOL - Winter Break	0
January							
	1	2	3	4	5	Jan. 1-5 NO SCHOOL - Winter Break	0
	8	9	10	11	12	Jan. 8 NO SCHOOL - Teacher Collaborative Planning Day (Teacher Directed Time around Student Outcom	4
	15	16	17	18	19	Jan. 11 School Board Meeting (Note: Thursday)	4
	22	23	24	25	26	Jan. 15 NO SCHOOL - Martin Luther King Birthday	5
	29	30	31				3
February							
				1	2		2
	5	6	7	8	9		5
	12	13	14	15	16	Feb. 13 School Board Meeting	5
	19	20	21	22	23	Feb. 19-23 NO SCHOOL - Mid-Winter Break	0
	26	27	28				3
March							
				1	2		2
	5	6	7	8	9	Mar. 13 School Board Meeting	5
	12	13	14	15	16	Mar. 16 End of Trimester 2 (Regular Day)	5
	19	20	21	22	23		5
	26	27	28	29	30	Mar. 30 NO SCHOOL - Staff Professional Development Day (CASO Day 3)	4
April							
	2	3	4	5	6	Apr. 3 School Board Meeting	5
	9	10	11	12	13	Apr. 9-13 NO SCHOOL - Spring Break	0
	16	17	18	19	20		5
	23	24	25	26	27		5
	30						1
May							
		1	2	3	4		4
	7	8	9	10	11	May 8 School Board Meeting	5
	14	15	16	17	18		5
	21	22	23	24	25		5
	28	29	30	31		May 28 NO SCHOOL - Memorial Day	3
June							
					1	June 5 School Board Meeting	1
	4	5	6	7	8	June 12 School Board Meeting	5
	11	12	13	14	15*	June 15 Last Day of School for Students / MINIMUM DAY / End of Trimester 3	5
	18					June 18 FLOATING Teacher Work Day: Option 2	Instructional Days 180

STUDENT DATES	
First and Last Day of Instruction (2)	Red
Minimum Days (6)	Yellow
NO SCHOOL - Local & Legal Holidays (28)	Grey
NO SCHOOL - Staff Professional Days (3)	Blue
NO SCHOOL - Teacher Collaborative Planning Days (1)	Light Green
End of Trimester (3)	Dark Green

STAFF DATES	
Teacher Work Days (3 Required)	Orange
Teacher Collaborative Planning Days (3)	Light Green
Staff Professional Development Days (3)	Blue
School Board Regular Meetings (12)	Red

Board Approved May 9, 2017

APPENDIX C (1) EVALUATION PLANNING CONFERENCE PROCEDURES

(Must be reviewed with evaluator by October 31)

This form should be used as the cover page to goals and planned activities

Teacher _____ **Date of Conference** _____

- Level 1, evaluation no evaluation
Level 2, evaluation no evaluation
Level 3, evaluation no evaluation

Review of Evaluation Procedures:

Review the California Standards for the Teaching Profession and the rubric that will be used for assessment.

Develop agreements for teacher goals for student progress and goals for improving teacher practice.

Develop agreement on anticipated activities to achieve goals.

Review evaluation process and timeline.

Guidelines for Developing Student Progress Goals

Define evidence of student progress using multiple measures by responding to the following questions:

- Who is targeted (all students, a subgroup of students, etc.)?
- What do I want students to learn or be able to do?
- When do I expect students to achieve the progress that is identified (time frame)?
- What multiple measures will I use to track student progress and determine attainment of goal?

Guidelines for Developing Teacher Practice Goals

Define the area of professional development necessary to improve on any one or more of the California Standards for the Teaching Profession:

- 13 Review previous administrative evaluations for recommended areas of improvement.
- 14 Develop the goal(s) within an “outcome” statement rather than a statement of focus.
- 15 Include a measure to indicate the evidence of attainment.

Planned Activities for Achieving Goals

List anticipated activities that may be implemented to achieve both the Student Progress and Teacher Practice Goals

Evaluator Signature _____ **Date** _____

Teacher Signature _____ **Date** _____

APPENDIX C (2) SUMMATIVE EVALUATION REPORT

(To be used at the end-of-year for both probationary and permanent employees)

Teacher _____ Evaluator _____ Date _____

School _____ Instructional Assignment _____

Status: ___ Temporary ___ Probationary ___ Permanent

Progress of Students According to Established Academic Standards

The extent to which student achievement and progress has been achieved towards established academic standards by all students.

Evaluator Assessment of Progress:

California Standards for the Teaching Profession

Rubric: 1 –Little or No Progress 2 – Adequate Progress 3 – Substantial Progress
N/A – Not Applicable
(See attached rubric for references in determining progress)

_____ **Standard 1 Engaging and Support All Students In Learning**

Connecting students' prior knowledge, life experiences, and interests with learning goals.
Using a variety of instructional strategies and resources to respond to students' diverse needs.
Facilitating learning experiences that promote autonomy, interaction, and choice.
Engaging students in problem solving, critical thinking, and other activities that make subject matter meaningful
Promoting self-directed, reflective learning for all students.

_____ **Standard 2 Creating and Maintaining Effective Environments for Student Learning**

Creating a physical environment that engages all students.
Establishing a climate that promotes fairness and respect.
Promoting social development and group responsibility
Establishing and maintaining standards for student behavior.
Planning and implementing classroom procedures and routines that support student learning.
Using instructional time effectively.

_____ **Standard 3 Understanding and Organizing Subject Matter for Student Learning**

Demonstrating knowledge of subject matter content and student development.
Organizing curriculum to support student understanding of subject matter
Interrelating ideas and information within and across subject matter areas.
Developing student understanding through instructional strategies that appropriate to the subject matter.
Using materials, resource, and technologies to make subject matter accessible to students.

**Standard 4 Planning Instruction and Designing Learning Experiences
For All Students**

Drawing on and valuing students' backgrounds, interests and developmental learning needs.
Establishing and articulating goals for student learning.
Developing and sequencing instructional activities and materials for students learning.
Designing short-term and long-term plans to foster student learning.
Modifying instructional plans to adjust for student needs.

Standard 5 Assessing Student Learning

Establishing and communicating learning goals for all students.
Collecting and using multiple sources of information to assess student learning
Involving and guiding all students in assessing their own learning.
Using the results of assessments to guide instruction.
Communicating with students, families, and other audiences about student progress.

Standard 6 Developing As A Professional Educator

Reflecting on teaching practice and planning professional development.
Establishing professional goals and pursuing opportunities to grow professionally.
Working with communities to improve professional practice.
Working with families to improve professional practice.
Working with colleagues to improve professional practice
Balancing professional responsibilities and maintaining motivation.

ANNUAL OVERALL PERFORMANCE

**PROGRESS OF ALL STUDENTS
ACCORDING TO ESTABLISHED
ACADEMIC STANDARDS**

___ Little or no progress evident
(improvement plan required)

___ Substantial progress evident

___ Adequate progress evident

___ Little or no progress evident
(improvement plan required)

**CALIFORNIA STATE STANDARDS FOR
THE TEACHING PROFESSION**

___ Substantial progress evident

___ Adequate progress evident

Unsatisfactory Performance is defined as little or no progress on California State Standards for the Teaching Profession and little or no progress of students according to established academic standards.

Commendations:

Recommendations:

Evaluator Signature _____ **Date** _____

Teacher Signature _____ **Date** _____

(Signature acknowledges only receipt of the document. Comments may be attached prior to submission into Personnel File.)

APPENDIX C (3) PERIODIC REVIEW AND CONFERENCE REPORT

(To be used by evaluator in conjunction with conference between the evaluator and teacher following classroom observations and/or review of data collections as relevant and appropriate)

Teacher _____ **Evaluator** _____

Assignment _____ **Date** _____

- Data Collection from:** Classroom Observation
 Conference with the employee
 Observation of the employee in a collaborative setting
 A review of multiple measures to assess student progress
 Other: _____

Annual progress towards student goal(s)

Annual progress towards teacher practice goal(s)

Practice as related to California Standards of the Teaching Profession:

COMMENDATIONS:

Standard 1 2 3 4 5 6

RECOMMENDATIONS:

Standard 1 2 3 4 5 6

Evaluator Signature _____ Date _____

Teacher Signature _____ Date _____
(Signature indicates receipt of document. A written attachment can be submitted to the evaluator)