



## 2018-19 Initial Proposal / October 1, 2018

### Article #25 - Health and Welfare Benefits

Family Plan Health Coverage- Annual District Contribution of:

- Employee Only = \$8,796.50
- Employee + One = \$14,167.30
- Employee + Family = \$18,668.10

The District increase to the Family Plan Health Coverage will result in the following monthly (ten month) out of pocket expense for bargaining unit members for SISC Plan 80 J:

- Employee Only = \$0.00
- Employee + One = \$280.00
- Employee + Family = \$500.00

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\* Will return insurance out-of-pocket expense to 2015/16 levels

- District Contribution to Begin Retroactive Effective July 1, 2018

### Article #26 - Compensation

- 1) Increase the Certificated Salary Schedule by 8.0% retroactive to July 1, 2018
- 2) Revision of #6 on "Information Concerning Teacher Salaries" shall read: Units obtained from upper division or graduate courses taken concurrently with those required for the bachelor degree, ~~with permission of the college or university of attendance~~ and which are in excess of those required of the bachelor degree, shall be counted for purposes of placement on the salary schedule. For purposes of columns G and H, BA+60 & MA and BA+75 & MA shall be defined as 60 and 75 graduate units with a Master's degree earned anywhere within the post Baccalaureate graduate sequence whichever best benefits the employee.
- 3) Increase base 1-3 of the Extra Duty Schedule by 25%  
**Rationale:** Central District increased extra duty schedule by 25% in 2017/18
- 4) Create the position of Imperial High School Pop Culture advisor with the Responsibility Factor of 0.030
  - Base #1 - \$1,563
  - Base #2 - \$1,586
  - Base #3 - \$1,609
- 5) Create the position of Imperial High School Interact advisor with the Responsibility Factor of 0.030
  - Base #1 - \$1,563
  - Base #2 - \$1,586
  - Base #3 - \$1,609

- 6) Add an additional high school assistant track coach with a Responsibility Factor of 0.045  
**Rationale:** Central & Brawley Districts have 3 assistant track coaches  
Base #1 - \$2,344  
Base #2 - \$2,378  
Base #3 - \$2,413
- 7) Change the current stipend for the position of Frank Wright Coaches for Teams A and B for Boys Soccer, Boys basketball, Boys Softball, Girls Volleyball, Girls Basketball, Girls Softball, Co-Ed Track, FNL and Cheerleader Advisor to a responsibility factor of 0.0281  
Base #1 - \$1,464  
Base #2 - \$1,485  
Base #3 - \$1,507
- 8) Certificated bargaining unit members who teach grades 6-8 physical education classes shall receive \$750 per semester to compensate for the large number of 6<sup>th</sup> grade students they serve per week.
- 9) In the contract section titled "Information Concerning Teacher Salaries", change number 10 to read: "Agricultural teachers shall receive 20% in addition to the regular pay and only an Agricultural teacher can serve as an FFA advisor."
- 10) Revision of #12 on "Information Concerning Teacher Salaries" shall read: Special education teaching assignments shall receive \$3,500 in addition to the regular pay for teachers holding at least a preliminary special education credential

11. **One-Time Retirement Incentive**

Upon retirement, the District agrees to provide a one-time, Supplemental Retirement Incentive, equal to the amount of the employee's current regular annual pay, via a District purchased five year annuity, to be distributed monthly to the retiree over a period of sixty (60) consecutive payments.

To be eligible for this retirement incentive, an employee, upon completion of their 2018-19 contract, must be a minimum fifty five (55) years old, have served a minimum twenty five (25) years of service in the District, be eligible for retirement under STRS regulations and have given written notice to the District of retirement, effective at the end of the 2018-19 school year contract and retire from the District at that time.

***\* Items # 2 through 10 retroactive to July 1, 2018***

## **Re-openers**

### **Article #16- Class Size**

16.1.2 In grades 7-12, the teacher will be paid \$1.25 per period per day of apportionment for each pupil in excess of thirty-four (34) two (32) enrolled students.

#### **New sections to be added to Article 16**

16.4 All secondary courses designated as Advanced Placement will be limited to 26 students

- 16.5 All secondary courses designated as remedial or support classes, such as, but not limited to, Algebra Foundations and Computer Literacy, will be capped at 20 students without a paraprofessional, 25 with a paraprofessional
- 16.6 The maximum number of pupils per class for Special Day Class will be as follows:
- SDC Functional Maximum at 14 + 1 paraeducator
  - Maximum Special Day class Size
  - TK-5 = 18 + 2 paraeducator
  - 6-12 = 20 + 2 paraeducator

All teachers will be provided with opportunities to receive training related to student's special need assigned in their classroom. This training will be provided as appropriate to each individual student's handicapping condition. When it is known that a student with special needs will be in a certain grade level, every effort will be made by the District to provide specialized training for the student's new teacher before the end of the current year.

**Rationale for 16.6:** Brawley Elementary affords its teachers this exact contract language.

## **Article #18 – Hours of Employment**

- 18.2 All full-time certificated employees are required to attend all regularly scheduled faculty meetings. Faculty meetings shall be defined as meetings that occur at the school site workplace for individual employees for the purpose of disseminating and/or discussing information related to the business of the individual work site and not to include professional development. In this article "regularly scheduled" shall be defined as faculty meeting dates established by the school site principal at the beginning of the school year. ...
- 18.4 When not fulfilling the minimum work day obligation or District work days, referred to in Article 18.1, and not fulfilling school duties referred to in Article 18.2 (faculty meetings, parent-teacher conferences, or school event requirements), teachers are free to come and go at their option.

**Rationale 18.4:** El Centro Elementary affords its teachers this exact contract language.

- 18.5 Teachers of special education classes (Resource Specialist and Special Day class grades 6-12) shall teach four (4) periods and have one (1) preparation period and (1) special education resource period, the use of which shall be determined by the District after consulting with the Special Education Department.

**Rationale:** Central Union affords its teachers this exact contract language.

**The Imperial Teachers Association waives its right to reopen two Articles as discussed in the Master Contract (with the exception of compensation & fringe benefits) if the Imperial Unified School District agrees to do the same.**

**"Do the Math; Best Teachers = Best Schools"**

# **PLEASE POST**

INITIAL PROPOSAL  
FROM THE  
IMPERIAL TEACHERS ASSOCIATION  
TO  
THE IMPERIAL UNIFIED SCHOOL  
DISTRICT  
REGARDING REOPENERS  
FOR THE 2018-2019 SCHOOL YEAR  
OCTOBER 1, 2018