



2019/20 & 2020/21 Initial Proposal / October 1, 2019

Article #25 - Health and Welfare Benefits

Family Plan Health Coverage- Annual District Contribution of:

- Employee Only = \$9,231.60
- Employee + One = \$14,334.40
- Employee + Family = \$18,871.20

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 = \$350.00
- Employee + Family = \$600.00

- District Contribution Retroactive to July 1, 2019

2020/21 Contract Year - District contribution for health care will increase to cover premium increase, reverting teacher out-of-pocket expense based on plan 80J to the previous year levels.

Article #25.4

The Imperial Teachers Association is open to negotiating contract language in Article 25.4 and interrelated articles, in return for on-going compensation in excess of this year's 3.26% COLA and a percentage of the on-going insurance premium excess, which will be reimbursed to those ITA members who carry SIMNSA health coverage and who decline health care coverage.

Article #26 - Compensation

- 1) Increase the Certificated Salary Schedule by 7.0% retroactive to July 1, 2019 for the 2019/20 school year and 3.0% for the 2020/21 school year
- 2) Increase base 1-3 of the Extra Duty Schedule by 20%
Rationale: Central District increased extra duty schedule by 25% in 2017/18
- 3) Add an anniversary step at year 33 increased by 2.6 percent above step 30 to the Certificated salary schedule
Rationale: Central Union has an anniversary step at year 33
- 4) Increase hourly pay from \$40 to \$45
- 5) 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 - \$2,630
 - Base #2 - \$2,669
 - Base #3 - \$2,708

6) Add Middle School Assistant Band Advisors (2 positions) – Responsibility Factor 0.0253

Rationale: Same language as high school. Middle school band program membership exceeds that of the high school and is in dire need of support to manage the overwhelming number of band students

Base #1 - \$1,478

Base #2 - \$1,500

Base #3 - \$1,522

7) Certificated bargaining unit members who teach grades 6-8 physical education classes shall receive \$750 per semester to compensate for the large number of 6th grade students they serve per week.

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

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-teachers 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 For teachers of special education classes (Resource Specialist and Special Day class grades 6-12):

- Elementary Resource Teachers will schedule one hundred fifty (150) minutes of CMT each week.
- Secondary Resource Teachers will be provided one (1) period of CMT.
- Self-contained teachers will schedule activities related to caseload management as determined by the teacher

Rationale: The District and association recognize the unique nature of case management of Individual Education Program (IEP). Case management responsibilities require special education teachers to participate in non-instructional duties (i.e. student testing, classroom observations, staff collaboration and training. etc) in order to fulfill the legal requirements of an IEP. Teachers will be provided Caseload Management Time (CMT) during the workday and separate from planning time.

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 2019-2020 SCHOOL YEAR
OCTOBER 1, 2019