

Imperial Unified School District

**Proposed Tentative Agreement
Between the Imperial Unified School District (IUSD)
and the
Imperial Teachers' Association (ITA)
Regarding Limited Re-openers for the 2018-19 School Year and
A New Two-Year Agreement from July 1, 2019 through June 30, 2021
March 22, 2019
This concludes all negotiations for 2018-19**

Article 1 – Agreement

The Parties agree to enter into a new two-year Agreement, effective July 1, 2019 and amend Article 1 as follows:

- 1.2 Either party may request negotiation for the purpose of reopening matters dealing with compensation and fringe benefits and two (2) other articles of each party's choice during the 2019-20 and 2020-21 school years covered by the term of this Agreement. Initial proposals will be submitted to the Governing Board by the Association by October 1 of the year in which the negotiations are intended to take place.
- 1.3 This Agreement shall remain in effect and in full force upon the first day following final ratification by the District or July 1, 2019 whichever occurs first. The Agreement shall expire on June 30, 2021, unless extended.

Article 25- Health and Welfare Benefits

District contribution will be capped at the current amounts retroactive to October 1, 2018.

Single	\$ 8,796.50
Employee + one	\$13,723.30
Family	\$17,888.10

District contribution will be capped at the current amounts retroactive to January 1, 2019.

Single	\$ 8,799.60
Employee + one	\$13,726.40
Family	\$17,891.20

Article 26- Compensation

Certificated salary schedule to increase by 3.7% retroactive to July 1, 2018 for all bargaining unit members currently employed at the time of ratification of this Agreement.

Effective July 1, 2019

1. Increase base 1-3 of the Extra Duty Schedule by 10%.
2. Add the following when the District opens Cross Elementary School:

Cross Safety Patrol, Cross Yearbook Advisor, Cross Student Council Advisor, Student Study Team Assignments (each team limited to a total of 3 members made up of 2 regular members and 1 coordinator—Cross K-2 Team, Cross 3-5 Team). All positions' responsibility factors will reflect current positions' responsibility factors for Ben Hulse and Waggoner positions. Anticipated opening date is August 2019.

3. Make the following changes:

Eliminate middle school coaches for Teams A and B for Boys softball and replace with Teams A and B for flag football.

Replace F.N.L. in the extra duty schedule with Pop Culture Advisor with a responsibility factor of 0.0188.

Increase Responsibility factor of Middle School Coaches for Teams A and B for Boys Soccer, Basketball, Flag Football, Girls Volleyball, basketball, softball, Co-ed track, FNL, and Cheerleader advisor to 0.0253.

4. Amend the "INFORMATION CONCERNING TEACHER SALARIES" Attachment to the Certificated Salary Schedule as follows:

Amend Paragraphs 5 and 6 as follows:

5. Initial Placement on the Salary Schedule: All teachers will be required to submit official transcripts of all training toward a credential and all letters verifying their experience which they desire to have counted toward placement on the salary schedule.
6. Reclassification on the Salary Schedule:
 - a. All teachers shall be placed in the appropriate classification (BA, BA + 30, BA + 45 or MA, BA + 60 and MA or MA +15, BA + 75 and MA or MA

+30 or Doctorate) at the time of initial employment. Upper Division or Graduate level units earned after the MA shall be counted toward BA+60 or BA+75 for columns G or H if it benefits the employee.

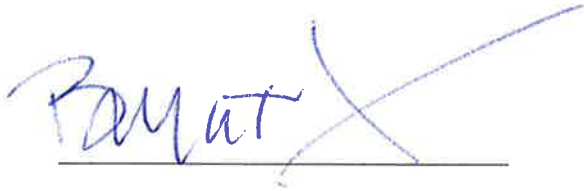
- b. Teachers who intend to submit college credits for reclassification on the salary schedule must notify the Superintendent no later than June 1 of the school year prior to when they seek reclassification. All course work must be completed by September 1 and submitted to the District in order to be credited toward advancement on the salary schedule. Payment toward advancement on the salary schedule shall not be retroactive. Courses/Units paid for or reimbursed by the District shall not be used for advancing on the salary schedule.
- c. Only units obtained from upper division or graduate courses after a teacher has obtained a BA shall be counted for purposes of reclassification on the salary schedule.
- d. All reclassification(s) are based upon verified degree(s) and earned hours of formal education at an accredited institution of higher learning. Teachers are required to provide original and certified transcripts for proof of any degree(s) earned and any additional unit(s) earned.
- e. Units referred to on the Salary Schedule refer to semester units and not quarter hours. Quarter units shall be converted to semester units by multiplying the quarter units by 2/3. No credit shall be given for course work which is approximate duplication of work previously done, as determined by the Superintendent, unless required by the exigencies of California credentials, or for some justifiable reason, and approved by the Superintendent.
- f. Extension Credit:
 1. No teacher shall receive more than a total of 15 semester units of credit for courses taken under the extension program of an accredited college or university. Extension program courses offered by an accredited college or university shall be limited to courses in the applicant's teaching/service areas.
 2. No more than 9 semester units from an accredited university or college for completion of the California Teacher Induction

program will be accepted as part of the total 15 semester units of credit under this provision.

3. All extension and in-service credits for advancement on the salary schedule shall be approved and limited to a total of 15 semester units of credit.

g. No language in this addendum shall be used to reclassify any teacher from his or her current salary placement to a lower column.

5. Special education teaching assignments shall receive \$1,000 in addition to the regular pay for teachers holding at least a preliminary special education credential.



For the District

3/22/19

Date



For ITA

3. 22. 19

Date