9-1-1988

Moreno Valley Board of Education and Associated Teachers of Metropolitan Riverside, California Teachers Association, National Education Association (1988)

Follow this and additional works at: https://digitalcommons.ilr.cornell.edu/blscontracts2
Thank you for downloading an article from DigitalCommons@ILR.
Support this valuable resource today!

This Article is brought to you for free and open access by the Collective Bargaining Agreements at DigitalCommons@ILR. It has been accepted for inclusion in Retail and Education Collective Bargaining Agreements - U.S. Department of Labor by an authorized administrator of DigitalCommons@ILR. For more information, please contact catherwood-dig@cornell.edu.
Moreno Valley Board of Education and Associated Teachers of Metropolitan Riverside, California Teachers Association, National Education Association (1988)

**Location**
Moreno Valley, CA

**Effective Date**
9-1-1988

**Expiration Date**
8-31-1991

**Number of Workers**
1200

**Employer**
Moreno Valley Board of Education

**Union**
Associated Teachers of Metropolitan Riverside

**NAICS**
61

**Sector**
Local government

**Item ID**
6178-008b182f020_01

**Keywords**
collective labor agreements, collective bargaining agreements, labor contracts, labor unions, United States Department of Labor, Bureau of Labor Statistics

**Comments**
This digital collection is provided by the Martin P. Catherwood Library, ILR School, Cornell University. The information provided is for noncommercial, educational use, only.
MORENO VALLEY
UNIFIED SCHOOL DISTRICT

AND THE

ASSOCIATED TEACHERS
of Metropolitan Riverside
Representing Teachers in Alvord, Moreno Valley and Riverside

CERTIFICATED
EMPLOYEES
COLLECTIVE BARGAINING
AGREEMENT

September 1, 1988 through August 31, 1991

Doris Moran A.A.
Personnel Services

MORENO VALLEY UNIFIED SCHOOL DISTRICT
13911 Perris Boulevard • Moreno Valley, California

An Affirmative Action / Equal Opportunity / M-F / Handicapped Employer
AGREEMENT

THIS AGREEMENT is made and entered into this 1st day of September, 1988, by and between the Moreno Valley Board of Education (hereinafter called the "Board") on behalf of the Moreno Valley Unified School District (hereinafter called the "District") and the Associated Teachers of Metropolitan Riverside/CTA/NEA (hereinafter called the "Association").
# TABLE OF CONTENTS

## CERTIFICATED EMPLOYEES

### EMPLOYMENT AGREEMENT

<table>
<thead>
<tr>
<th>Agreement</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agreement</td>
<td>1</td>
</tr>
<tr>
<td><strong>ARTICLE I</strong></td>
<td>9</td>
</tr>
<tr>
<td>Recognition</td>
<td>9</td>
</tr>
<tr>
<td><strong>ARTICLE II</strong></td>
<td>9</td>
</tr>
<tr>
<td>Notice</td>
<td>9</td>
</tr>
<tr>
<td><strong>ARTICLE III</strong></td>
<td>9</td>
</tr>
<tr>
<td>Management Rights</td>
<td>9</td>
</tr>
<tr>
<td><strong>ARTICLE IV</strong></td>
<td>10</td>
</tr>
<tr>
<td>Association Rights</td>
<td>10</td>
</tr>
<tr>
<td>Section 1 Use of Facilities</td>
<td>10</td>
</tr>
<tr>
<td>2 Communication</td>
<td>10</td>
</tr>
<tr>
<td>3 Right of Access</td>
<td>10</td>
</tr>
<tr>
<td>4 Bargaining Unit Information</td>
<td>11</td>
</tr>
<tr>
<td>5 Association Business Days</td>
<td>11</td>
</tr>
<tr>
<td>6 Release Time</td>
<td>11</td>
</tr>
<tr>
<td><strong>ARTICLE V</strong></td>
<td>12</td>
</tr>
<tr>
<td>Association Security</td>
<td>12</td>
</tr>
<tr>
<td>Section 1 Dues Deduction Authorization</td>
<td>12</td>
</tr>
<tr>
<td>2 Fee Deduction</td>
<td>12</td>
</tr>
<tr>
<td>3 Religious Exemption</td>
<td>12</td>
</tr>
<tr>
<td>4 Association's Duties</td>
<td>13</td>
</tr>
<tr>
<td>5 Indemnification</td>
<td>13</td>
</tr>
<tr>
<td><strong>ARTICLE VI</strong></td>
<td>14</td>
</tr>
<tr>
<td>Non-Discrimination</td>
<td>14</td>
</tr>
<tr>
<td>Section 1 Non-Discrimination</td>
<td>14</td>
</tr>
<tr>
<td>2 Violations</td>
<td>14</td>
</tr>
<tr>
<td><strong>ARTICLE VII</strong></td>
<td>14</td>
</tr>
<tr>
<td>Salaries</td>
<td>14</td>
</tr>
<tr>
<td>Section 1 Schedule</td>
<td>14</td>
</tr>
<tr>
<td>2 Partial Year's Service</td>
<td>14</td>
</tr>
<tr>
<td>3 Payments</td>
<td>14</td>
</tr>
<tr>
<td>4 Psychologists</td>
<td>14</td>
</tr>
<tr>
<td>5 Counselors</td>
<td>15</td>
</tr>
<tr>
<td>6 Department Chairpersons, Lead Teachers, Grade Level Leaders, and Team Leaders</td>
<td>15</td>
</tr>
<tr>
<td>7 Vocational Credentials</td>
<td>16</td>
</tr>
<tr>
<td>8 Step and Column Advancement</td>
<td>16</td>
</tr>
<tr>
<td>9 Extra Pay for Extra Duty</td>
<td>17</td>
</tr>
<tr>
<td>10 Part-Time Employees</td>
<td>18</td>
</tr>
</tbody>
</table>
ARTICLE VII (cont.)
Salaries
Section 11 Intern Teachers.......................... 18
12 Rating In.................................... 18
13 Honoraria.................................. 19

ARTICLE VIII
Employee Benefits
Section 1 Entitlement.................................. 19
2 Dental Insurance................................ 19
3 Life Insurance................................ 20
4 Health Insurance............................. 20
5 Tax Sheltered Annuity....................... 20
6 Leaves........................................ 20
7 Part-Time Employees............................ 20
8 Fully Retired Employees....................... 21

ARTICLE IX
School Calendar
Section 1 Calendar......................... 21
2 Instructional Days.......................... 21
3 Workyear.................................. 21
4 Parent Conference/Non-Student and
Calendared Minimum Days................... 21
5 Minimum Teaching Day.................... 22

ARTICLE X
Hours and Assignments
Section 1 Assignment.............................. 22
2 Hours of Work............................. 22
3 Job Sharing................................ 23
4 Psychologist/Non-Classroom Certificated Employees 23
5 Student Grouping.......................... 24
6 Emergency Coverage....................... 24
7 Preparation/Conference Periods........ 24
8 Traveling Employees..................... 24
9 Meetings.................................. 24
10 Psychologist Attendance............... 25

ARTICLE XI
Summer School
Section 1 Posting.................................. 25
2 Student Enrollment......................... 25
3 Class Limits................................ 25
4 Selection.................................. 25
5 Pay........................................ 26
6 Scheduling................................ 26
7 Notification................................ 26

ARTICLE XII
Professional Working Environment
Section 1 Orientation and Inservice........ 26
2 Teacher Aides and Student Teachers..... 26
3 School Site Councils....................... 27
4 Facilities.................................. 27
5 Materials and Supplies.................... 27
<table>
<thead>
<tr>
<th>ARTICLE XIII</th>
<th>Class Size</th>
</tr>
</thead>
<tbody>
<tr>
<td>Section 1</td>
<td>Staffing Ratios</td>
</tr>
<tr>
<td>Section 2</td>
<td>Class Average Limits</td>
</tr>
<tr>
<td>Section 3</td>
<td>Exceptions to Class Size Maximums</td>
</tr>
<tr>
<td>Section 4</td>
<td>Certificated Support Services Staffing</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ARTICLE XIV</th>
<th>Evaluation Procedures</th>
</tr>
</thead>
<tbody>
<tr>
<td>Section 1</td>
<td>Principles of Evaluation and Assessment</td>
</tr>
<tr>
<td>Section 2</td>
<td>Procedures for Evaluation and Assessment</td>
</tr>
<tr>
<td>Section 3</td>
<td>Remediation</td>
</tr>
<tr>
<td>Section 4</td>
<td>Association Representation</td>
</tr>
<tr>
<td>Section 5</td>
<td>Rebuttal</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ARTICLE XV</th>
<th>Public Complaints</th>
</tr>
</thead>
<tbody>
<tr>
<td>Section 1</td>
<td>Procedures</td>
</tr>
<tr>
<td>Section 2</td>
<td>Implementation of Procedures</td>
</tr>
<tr>
<td>Section 3</td>
<td>Unsubstantiated Public Complaints</td>
</tr>
<tr>
<td>Section 4</td>
<td>Visitations</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ARTICLE XVI</th>
<th>Personnel Files</th>
</tr>
</thead>
<tbody>
<tr>
<td>Section 1</td>
<td>Maintenance of Files</td>
</tr>
<tr>
<td>Section 2</td>
<td>Inspection</td>
</tr>
<tr>
<td>Section 3</td>
<td>Derogatory Material</td>
</tr>
<tr>
<td>Section 4</td>
<td>Hours of Inspection</td>
</tr>
<tr>
<td>Section 5</td>
<td>Log</td>
</tr>
<tr>
<td>Section 6</td>
<td>Identification of Material</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ARTICLE XVII</th>
<th>Transfers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Section 1</td>
<td>Voluntary Transfers</td>
</tr>
<tr>
<td>Section 2</td>
<td>Involuntary Transfers</td>
</tr>
<tr>
<td>Section 3</td>
<td>Posting</td>
</tr>
<tr>
<td>Section 4</td>
<td>Definition</td>
</tr>
<tr>
<td>Section 5</td>
<td>Exclusion</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ARTICLE XVIII</th>
<th>Layoffs</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>36</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ARTICLE XIX</th>
<th>Leaves of Absence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Section 1</td>
<td>Paid Leaves of Absence</td>
</tr>
<tr>
<td>Section 2</td>
<td>Non-Paid Leaves of Absence</td>
</tr>
<tr>
<td>Section 3</td>
<td>Teacher Exchange Programs</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ARTICLE XX</th>
<th>Retirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Section 1</td>
<td>Reduced Teaching Service Program, Implementation, and Regulations</td>
</tr>
<tr>
<td>Section 2</td>
<td>Procedures</td>
</tr>
<tr>
<td>Section 3</td>
<td>Teacher Emeritus</td>
</tr>
</tbody>
</table>
ARTICLE I - RECOGNITION

Section 1 - The District recognizes the Association as the sole and exclusive bargaining agent for all certified employees employed by the District in accordance with the inclusions and exclusions described below:

The bargaining unit includes all certified employees including, but not limited to, classroom teachers, intern teachers, department chairpersons, school nurses, school psychologists, speech/language specialists and program specialists, counselors, music teachers, librarians, and full-time District certificated employees working on adult education on a part-time or overtime basis. The only certificated employees excluded from the unit shall be supervisory employees, confidential employees, employees designated by the Board as Management, including but not limited to Superintendent, Deputy Superintendent, Associate Superintendent, Assistant Superintendents, Directors, Coordinators, Curriculum Assistants, Principals, Assistant Principals, Deans, teachers on assignment, substitute employees, "Headstart/Pre-School" employees, and employees working ten (10) hours per week or less.

The Association agrees that the unit as described in the foregoing paragraph is appropriate and that it will not seek clarification or amendment of the unit, either as to specific exclusions or the enumerated inclusions, unless the PERB makes a ruling that clarifies or amends the unit.

Section 2 - The term "employee" as used herein shall only refer to an employee within the bargaining unit unless the context specifically indicates otherwise.

ARTICLE II - NOTICE

Notices required to be sent in this Agreement shall be in writing and if to the Association shall be mailed to Caucus Vice President for Moreno Valley, Associated Teachers of Metropolitan Riverside, 5700 Division Street, Suite 206, Riverside, California 92506, and if to the District shall be mailed to Superintendent, Moreno Valley Unified School District, 13911 Perris Boulevard, Moreno Valley, California 92388. Such addresses may be changed by either party giving written notice to the other.

ARTICLE III - MANAGEMENT RIGHTS

Section 1 - All management rights and powers which the Board had prior to entering into this Agreement to direct and control the District are unqualified except as expressly and specifically limited, delegated, granted, or modified by an express provision of this Agreement. Except as provided by this Agreement, the Board retains the sole right to manage the District; direct the work of its employees, to determine the methods, means and services to be provided; to determine the staffing patterns and the number and kinds of personnel required; to determine the educational goals, objectives and curriculum, to decide on the building, location or modification of any facility; to determine the budget and methods of raising revenue; to subcontract work or operations, to maintain order and efficiency; to hire, assign, evaluate, promote, discipline, discharge for cause, layoff,
and transfer employees; and to take action on any matter in the event of an
emergency for the reasonable period of time required by the emergency. The
foregoing rights of management are not intended to be an all inclusive list
but do indicate the types of matters which are inherent to management.

Section 2. The parties agree that action taken by the District pursuant
to this Management Rights article may generate a requirement to engage in
"effects bargaining", pursuant to PERB law. The parties further agree that
such "effects bargaining", if required by PERB law, shall take place after
notice by the Association and shall neither prevent nor delay the actions
authorized by this Article III.

ARTICLE IV - ASSOCIATION RIGHTS

Section 1 - Use of Facilities.

The Association may request the use of the District's school equipment,
building and/or facilities at reasonable hours other than during the workday
and permission shall not be unreasonably withheld. Such equipment may
include computers and printers, typewriters, mimeograph machines, duplicating
equipment, calculating machines, and audiovisual equipment when such
equipment has been designated as generally available for faculty use, and
when it is not otherwise in use for educational purposes. The District shall
provide its available reproduction equipment for Association publications at
the same rate as charged for school programs, unless the reproduction
equipment is being otherwise utilized to produce school materials. Equipment
named in this section shall be used on school premises.

Section 2 - Communication.

(a) The Association shall have the right to post notices of activities
and matters on designated employee bulletin board spaces. These bulletin
board spaces shall be located in a visible and accessible area in the faculty
room(s). The Association may use employee mailboxes for communications with
employees. All "general distribution" materials distributed by the Association
in school mailboxes shall have the Association's identification, and,
concurrent with distribution in the mailboxes, a copy will be supplied to the
site administrator.

(b) The Association shall indemnify and hold harmless the District
against any claims, liabilities, or defense costs arising out of the
Association's exercise of its rights under paragraph (a).

(c) The District shall meet with the Association to determine a mutually
agreed upon time and place for a general association meeting during the
orientation days prior to the opening of school.

Section 3 - Right of Access.

Authorized representatives of the Association shall be permitted to
transact official Association business on school property before or after the
employee workday or during lunch or other breaks.
Section 4 - Bargaining Unit Information.

(a) The roster of employee names and work locations shall be made available to all employees as soon as possible after the beginning of each school year. If the employee requests in writing that such employee's address and/or telephone number be considered confidential, the release of such will be only in accordance with the law. This information shall be made generally available by November 1 of each school year.

(b) During orientation week, the District will make provision for bargaining unit members to complete an Association membership information form during their regular work hours.

(c) Job announcements for bargaining unit positions will include a statement advising applicants that Moreno Valley Unified School District is an agency fee district and employees of the District are required as a condition of employment to join the Associated Teachers of Metropolitan Riverside or pay representational fees.

(d) The District shall furnish the Association with the names and work locations of all new hires within five (5) days of initial hire.

Section 5 - Association Business Days.

Designated Association representatives shall be entitled to a collective maximum of one hundred (100) days during the school year for the purpose of performing Association business under the following conditions:

(a) The Association shall reimburse the District at the rate of daily pay for the substitutes.

(b) The Association Caucus Vice President for Moreno Valley shall designate the member to be released and shall give the Personnel Office four (4) working days' notice.

(c) In no case will there be more than fifteen (15) members absent on Association business and in no case shall any individual be absent for more than three (3) consecutive days. Notwithstanding the foregoing provision, the parties shall maintain their practice of flexible enforcement of this provision.

(d) This section shall not be applicable to meeting and negotiating with respect to reaching a new collective bargaining agreement and the processing of grievances.

(e) The District reserves the right to deny such leave where it would unduly disrupt District operations, but permission shall not be unreasonably withheld.

Section 6 - Release Time.

(a) If the Association President is from Moreno Valley, such president shall be released full time to perform the duties of that office, and the Association shall reimburse the District for all costs associated with such release time.
(b) If the Association chooses to exercise the option, it may purchase release time for its Moreno Valley Caucus Vice President for up to sixty percent (60%) of his/her teaching assignment.

ARTICLE V - ASSOCIATION SECURITY

Section 1 - Dues Deduction Authorization.

Any unit member who is a member of the Association, or who has applied for membership, may sign and deliver to the District an assignment authorizing deduction of unified membership dues, initiation fees and general assessments of the Association. Pursuant to such authorization, the District shall deduct one tenth (1/10) of such dues from the regular salary check of the unit member each month for ten (10) months. Deductions for unit members who sign such authorization after the commencement of the school year shall be appropriately pro-rated to complete payments by the end of the school year.

Section 2 - Fee Deduction.

(a) A unit member who is not a member of the Association, or who does not make application for membership within thirty (30) days of the effective date of this Agreement, or within thirty (30) days from the date of commencement of assigned duties, shall become a member of the Association or pay to the Association a fee in an amount equal to representational costs; provided, however, that the unit member may authorize payroll deduction for such fee in the same manner as provided in Paragraph 1 of this Article. In the event that a unit member shall not pay such fee directly to the Association or authorize payment through payroll deductions, as provided in Paragraph 1, the District shall immediately, upon notice from the Association, commence involuntary payroll deduction of said fee.

(b) With respect to all sums deducted by the District pursuant to authorization of the unit member, whether for membership dues or equivalent fee, the District agrees promptly to remit such monies to the Association accompanied by an alphabetical list of unit members for whom such deductions have been made, categorizing them as to membership or non-membership in the Association, and indicating any changes in personnel from the list previously furnished.

Section 3 - Religious Exemption.

(a) Any unit member who is a member of a religious body whose traditional tenets or teachings include objections to joining or financially supporting employee organizations shall not be required to join or financially support the Association as a condition of employment; except that such unit member shall pay, in lieu of a service fee, sums equal to such service fee to one of the following non-religious, non-labor organizations, charitable funds exempt from taxation under section 501(c)(3) of Title 26 of the Internal Revenue Code:

(1) Scholarship fund administered by three (3) trustees appointed by the District and three (3) trustees appointed by the Association. One of the Association trustees shall chair the committee and give reasonable notice to the District trustees of all meetings. Failure of District trustees to attend meetings shall not prevent the committee from acting.
(2) Moreno Valley Friends of the Library.

(3) Moreno Valley Unified School District Certificated Employee Emergency Fund, administered by one (1) trustee appointed by the Association and one (1) trustee by the District.

(4) The scholarship fund of the Riverside YM/WCA Moreno Valley Summer Day Camp program.

Authorization for such payment shall be made on or before September 15 of each school year, or within thirty (30) days of commencement of assigned duties.

(b) Proof of payment and a written statement of objection along with evidence of membership in a religious body whose traditional tenets or teachings object to joining or financially supporting employee organizations, pursuant to paragraph 3(a) above, shall be made on an annual basis to the District as a condition of continued exemption from the provisions of sections 1 and 2 of this Article. Payment shall be in the form of payroll deduction.

(c) Any unit member making payments as set forth in Section 3(a) and (b) above, and who requests that the grievance or arbitration provisions of this Agreement be used in his or her behalf, shall be responsible for paying the reasonable cost of using said grievance or arbitration procedures.

Section 4 - Association's Duties.

The Association agrees to furnish any information needed by the District to fulfill the provisions of this Article.

Section 5 - Indemnification.

(a) The Associated Teachers of Metropolitan Riverside agrees to defend, indemnify and hold harmless the District against legal action by any certificated employee of the District challenging the legality of any action taken by the District at the request of the Association in compliance with this Article V.

(b) Upon commencement of such legal action, the Association shall have the exclusive right to decide and determine whether any claim, liability, suit or judgment made or brought against the District or Association because of such action shall or shall not be compromised, resisted, defended, tried, or appealed. The Association's decision thereon shall be final and binding.

(c) The District, immediately upon receipt of notice of such legal action against either or both of them, shall inform the Association of such action, provide the Association with information, pertinent documents, and assistance necessary for the Association's defense or settlement of such action and fully cooperate with the Association in its defense of such action.

(d) The Association, upon its compromise or settlement of such action, shall immediately pay the District all sums due under such settlement or compromise.
The Association, upon final order and judgment of a court of competent jurisdiction awarding damages to any employee of the District, shall immediately pay to such employee all sums owing under such order and judgment.

ARTICLE VI - NON-DISCRIMINATION

Section 1 - Non-Discrimination.

Neither the District nor the Association, to the extent required by applicable law, will discriminate against any employee on the basis of race, color, creed, age, sex, national origin, political affiliation, place of residence, physical handicap, marital status, membership or lack thereof in an employee organization (except as affected by Article V) or participation or lack thereof in an employee organization.

Section 2 - Violations.

Any allegation of discrimination based upon race, color, creed, age, sex, national origin, physical handicap, or marital status shall be processed in accordance with the District's affirmative action plan, and not through the grievance procedure set forth in this Agreement.

ARTICLE VII - SALARIES

Section 1 - Schedule.

The salary schedule for all employees is set forth in Appendix A attached and is effective March 1, 1989. The 1989-90 salary schedules shall be increased by the Governor's COLA plus 1%, effective September 1, 1989. The 1990-91 salary schedules shall be increased by the Governor's COLA plus 1%, effective September 1, 1990.

Section 2 - Partial Year's Service.

Employees who serve for less than a full year shall receive an amount proportionate to the ratio of the number of days worked and the number of days normally worked in the position, except that an employee who works one (1) semester shall receive no less than fifty percent (50%) of the annual salary.

Section 3 - Payments.

Salary payments for the regular school year shall be made not later than the last day of the applicable payroll period, except payment for the December pay period shall be made available on the first weekday after January 1st.

Section 4 - Psychologists.

Psychologists will work two hundred (200) days and be paid on a six step ratio at 1.00, 1.05, 1.10, 1.15, 1.20 and 1.25 of the employees' schedule with 1.00 equal to the amount in Column F, Step 12.
Section 5 - Counselors.

Counselors required to work additional days beyond the established work-year as set forth in this Agreement shall be paid at their scheduled daily rate of pay. Counselors in elementary school, grades K-5, shall work five (5) additional days. Counselors in middle school, grades 6-8, shall work ten (10) additional days. Counselors in secondary school, grades 9-12, shall work at least ten (10) additional days and up to fifteen (15) days. Up to three Saturdays may be scheduled for proficiency testing purposes. Such days shall be assigned on a voluntary basis to the extent possible. The counselor's required additional days shall not be scheduled days other than those weekdays immediately prior to the start of school or those immediately after the end of school (unless the counselor otherwise agrees) and shall be on the days and at the time designated by the site administrator provided it is not an established holiday and the counselor has reasonable notice of such designation. Counselors required by the District to work hours outside of the regular workday shall have such hours applied against the additional workdays set forth in this Agreement. Any days in addition to the required number of days specified above or portions thereof shall be compensated at the regular daily rate of pay.

Section 6 - Department Chairpersons, Lead Teachers, Grade Level Leaders, and Team Leaders.

(a) High school department chairpersons shall receive the amount as set forth in Appendix B per period taught by employees in their department each semester. This computation shall include periods taught by the chairperson. Thus, for example, a department chairperson who has fifty (50) periods of instruction each semester shall be paid six hundred dollars ($600.00) per semester. The present departments are set forth in Appendix B. This listing of such departments shall not limit the District from abolishing, modifying, or adding to any of the departments so listed during the terms of this Agreement. However, once departments are established at the beginning of a school year, they shall remain in existence for the remainder of the school year.

(b) The District will provide one (1) released day per month for all high school department chairpersons whose departments include five (5) or more instructors (including the chairperson). One-half (1/2) of the time provided in the release days may be directed by the District; one-half (1/2) of the time shall be used for department chairpersons' duties. The District and the Association agree that substitutes for the released time shall be funded out of Mentor Teacher/Classroom Instructional Improvement Grant funds.

(c) There shall be grade level leaders at every elementary site on the basis of one grade level leader per grade level and one for support services. They shall be chosen in the same manner that department chairpersons are chosen, and they shall receive an annual stipend as set forth in Appendix B.

(d) There shall be a team leader for each middle school team. They shall be chosen in the same manner that department chairpersons are chosen, and they shall receive an annual stipend as set forth in Appendix B.
(e) There shall be seven (7) lead teachers at each middle school, in the areas of English, mathematics, social studies, science, physical education, elective subjects, and support services. The team leaders described in paragraph (d) above in the physical education, elective subjects and support services shall be denominated "Physical Education Lead Teacher," "Elective Subjects Lead Teacher" and "Support Services Lead Teacher," respectively. The lead teacher shall be chosen in the same manner that department chairpersons are chosen, and they shall receive an annual stipend as set forth in Appendix B.

(f) There shall be one lead nurse for the District who shall receive an annual stipend as set forth in Appendix B. He/she shall be chosen in the same manner as department chairpersons are chosen.

Section 7 - Vocational Credentials.

Full-time employees holding vocational credentials shall be placed on the salary schedule initially according to the following guidelines:

(a) Employees holding vocational credentials without Bachelor degrees shall receive eighty percent (80%) of the applicable step in Column A on the salary schedule.

(b) Employees holding vocational credentials that have eighty (80) semester units of college work acceptable toward a Bachelor degree shall receive ninety percent (90%) of the applicable step in Column A on the salary schedule.

(c) Employees holding vocational credentials and having a Bachelor degree shall receive one hundred percent (100%) of the applicable step in Column A on the salary schedule.

(d) Nothing in this section shall affect the salary status of current employees holding vocational credentials.

Section 8 - Step and Column Advancement.

The following rules shall be used in determining step and column advancement on the employee salary schedule:

(a) Experience credit will be allowed only for those years in which the employee has taught or worked under a full-time regular contract for three-quarters (3/4) of a year.

(b) All units to be applied to the salary schedule for placement and advancement credit will be evaluated by the District as provided in this Article.

(c) After initial placement on the salary schedule, movement on the schedule shall be controlled only by credits earned and years of service.

(d) Steps 19 and 23 shall be attained upon the completion of eighteen (18) and twenty-two (22) years of service respectively. All years of service creditable to the salary schedule are applicable.

(e) Unit requirements of the salary schedule shall be in semester units. Quarter units shall be converted to semester units by multiplying by two-thirds (2/3).
(f) All earned upper division and graduate units shall be applicable to the salary schedules if the course units are acceptable for renewal or attainment of a teaching credential, or the course units are applicable to an advanced degree in an educational field or the course units are in professional education courses. In the case of professional education courses, an employee shall first obtain prior approval from the District. The District shall not be arbitrary and capricious in withholding approval.

(g) The District may require an employee to verify salary placement by supplying transcripts of completed work.

(h) All units applicable to the salary schedule shall be earned at an accredited college or university prior to the beginning of the employee workyear, and shall be verified by a transcript.

(i) The number of semester units for a column change must be a whole number at least equal to the number set forth on the salary schedule. However, fractional parts of semester units may be added to arrive at the whole number of semester units required.

(j) All units applicable to the salary schedule shall be verified with the Personnel Office prior to October 1. Such verification may be temporarily achieved by a course grade card or a signed affidavit by the instructor except that by no later than December 1 it shall be verified by transcript.

(k) Each employee shall inform the District by May 15, on a form provided by the District, the number of units the employee plans to have earned and applied to the salary schedule for salary placement during the following school year. The District shall adjust the employee's salary to reflect units earned prior to September 15 when reasonable proof of course completion has been submitted to the District. The District, after verification of the units earned, shall make retroactive salary adjustments as appropriate.

(l) Not later than October 15, the District shall furnish the Association with the placement of personnel on the salary schedule as of October 1, subject to subsequent verification and receipt of the requisite information from such personnel.

(m) Salary placement properly granted prior to September 1, 1988, shall not be affected by any change(s) in this Article VII.

Section 9 - Extra Pay for Extra Duty.

(a) Pay for the performance of extra duties shall be as set forth in Appendix B. No other duty pay shall be paid except as set forth in Appendix B. Qualified current employees of the District shall have preference for these positions over outside applicants and shall at least be granted an interview prior to these positions being offered to outside applicants. This provision shall not apply to committee assignments.

(b) The positions of the Athletic Director and Director of Student Activities at the high school shall receive three (3) periods daily of release time.
(c) Employees earning extra pay for extra duty who are paid in one lump sum shall be paid by separate check no later than thirty (30) days after completion of the extra duty assignment.

(d) Extra pay for extra duty positions which are assigned for the school year shall be paid monthly in accordance with Appendix B. Extra duty pay (including the stipends for department chairs, team leaders, grade level leaders, and lead teachers) will be adjusted equally with any across-the-board increase in Appendix A.

Section 10 - Part-Time Employees.

(a) Notwithstanding Section 8(a) above, employees employed specifically on a part-time basis shall be granted a step increase at the beginning of a school year whenever the number of days or hours worked in one or more prior school years equals or exceeds three-quarters (3/4) of a full school year. In the event the above calculation exceeds three-quarters (3/4), only the excess over one (1) full year shall be carried over to compute the next entitlement to a step increase.

(b) A part-time teaching employee covered by this Agreement shall be paid a pro-rata salary based upon the ratio of his/her regularly assigned instructional hours to the annual full-time instructional hours applicable to the grade being taught. For the purpose of this section, instructional hours shall mean the number of hours the employee is in class with students. Part-time, non-teaching employees shall be compensated on a pro-rata salary based upon a ratio of his/her regularly assigned duty hours to the annual full-time duty hours applicable to the position.

Section 11 - Intern Teachers.

Salary placement for intern teachers shall be Step 1, Column A of the salary schedule as set forth in Appendix A.

Section 12 - Rating In.

(a) The District shall offer employees new to the District full credit for all previous teaching experience up through a maximum of fourteen (14) years. This provision shall not affect the salary placement of employees hired to begin work in the District prior to September 1, 1989.

(b) Salary credit is given for the following teaching experience:

(1) Public school experience in any state or territory of the United States, so long as full-time with K-12 credential and BA degree. Credit is not given for experience in a position requiring children's center permit or in a position not requiring a K-12 credential. Credit is not given for preschool, headstart, or extended day care experience.

(2) Public school experience in a foreign country in grades K-12, in a position requiring a K-12 credential.

(3) Private school experience in a position in which the school requires a K-12 credential.
(4) Community college experience in a full-time position (75% or more) requiring a fully-satisfied credential and a BA degree.

(5) University or college teaching experience in a full-time position (75% or more) requiring a BA degree, only if the employee is hired by the District into an area of special needs, as defined by the District.

(6) Psychologist private practice counseling experience if done full-time with school psychologist credential, only if the employee is hired by the District into a position requiring a school psychologist credential.

(c) The District shall use the following procedures for rating-in salary credit for experience and training:

(1) The District shall place the new hire initially based on the NCR form signed by the new hire as to training and experience.

(2) The new hire shall have sixty (60) days from the first date of paid service in which to submit verification of transcripts and experience required by the District. Verification of prior teaching experience shall be on the form provided by the Moreno Valley Unified School District or on district letterhead from the school or school district giving dates of service, whether full-time or part-time, the position in which the service was rendered, and the type of teaching credential (if any) required for the position.

(3) In the event the new hire does not submit verification within sixty (60) days to justify the initial placement, the District shall place the new hire where verified on the salary schedule. The District shall withhold any amounts paid in excess of verified placement from the new hire's future salary warrants. Every new hire shall sign an authorization for such withholding at the time of hire.

Section 13 - Honoraria.

The District shall forward honoraria received from teacher training institutions to those master teachers for whose student teachers the honoraria are paid.

ARTICLE VIII - EMPLOYEE BENEFITS

Section 1 - Entitlement.

From September 1, 1988 to August 31, 1991, the District will contribute an amount equal to the combined cost of Kaiser family coverage, dental insurance as provided in Section 2 below, and life insurance as provided in Section 3 below toward the purchase of fringe benefits as governed by the sections below. Such benefits shall be paid in ten (10) monthly installments which will provide coverage from October 1, 1988, to September 30, 1991. Such benefits may include programs for Health, Dental, Life, TSA, Cancer and Income Protection.

Section 2 - Dental Insurance.

Each employee shall have deducted from the above amount a sum equal to the composite premium of the Delta Dental Plan of California. It is required that all employees participate in this program. The District shall have the
right to change the dental insurance carrier so long as the same or better benefits are maintained and prior notice and opportunities to consult are provided to the Association.

Section 3 - Life Insurance.

Each employee shall have deducted from the above a sum equal to the premium for a five thousand dollar ($5,000) term life insurance policy. It is required that all employees participate in this program.

Section 4 - Health Insurance.

Employees may elect to have the remaining amount (the amount set forth in Section 1 less dental insurance premium) credited to the premium cost of the health insurance plan offered by Kaiser or the plans offered by Partners Health Plan, California Care, and Health Net. If either carrier declines to offer a plan, the parties will meet to discuss the matter. The District may add carrier(s) at its option.

Section 5 - Tax Sheltered Annuity.

Employees who do not elect Group Health may elect to request that the balance of fringe benefit entitlement above be credited to a program of Tax Sheltered Annuity purchase, and may, with any remaining balance, purchase additional benefits from programs jointly selected by the District and the Association. If such an election is the choice of the employee, the employee shall show evidence of family health insurance coverage from another source equal to those carriers included in this agreement. TSA's shall be calculated in relation to full-family Kaiser (as previously calculated), with caps for the District's total fringe benefit contribution per full-time employee set as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>Life, Medical, &amp; Dental Insurance</th>
<th>TSA's</th>
</tr>
</thead>
<tbody>
<tr>
<td>1988-1989</td>
<td>$3687</td>
<td>$3240</td>
</tr>
<tr>
<td>1989-1990</td>
<td>$3982</td>
<td>$3340</td>
</tr>
<tr>
<td>1990-1991</td>
<td>$4301</td>
<td>$3440</td>
</tr>
</tbody>
</table>

The TSA payment will be made once a year, at the end of the fiscal year.

Section 6 - Leaves.

Employees on leave without pay shall have the option of continuing health and dental insurance premiums at their own expense during the period of the unpaid leave.

Section 7 - Part-Time Employees.

A part-time employee covered by this Agreement shall receive a pro-rata share of the amount set forth in Section 1 based upon the formula in Article VII, Section 10(b). Said amount shall first be applied to dental insurance pursuant to Section 2 above, then to the life insurance premium as specified in Section 6, and any remaining amount may be applied to health insurance as specified in Section 3, if the insurer permits for such employees. There is no requirement that part-time employees have health insurance coverage.
Section 8 - Fully Retired Employees.

Employees who fully retire shall receive individual employee coverage at the District’s expense under the applicable Kaiser plan offered to regular employees if the employee wishes to have such coverage. This benefit will cease at the end of the month in which the employee turns 65.

ARTICLE IX - SCHOOL CALENDAR

Section 1 - Calendar.

(a) School calendars for the duration of this agreement plus one year (including summer school) are attached as Appendix C.

(b) Calendars for schools on a year-round schedule shall be developed in accordance with Article XXXI and follow the parameters set forth in Article IX.

Section 2 - Instructional Days.

There shall be 180 instructional days per year for the duration of this agreement.

Section 3 - Workyear.

The length of the workyear for employees shall be the instructional days plus four (4) days except that the District may require newly-hired teachers to work two (2) additional days.

Section 4 - Parent Conference/Non-Student and Calendared Minimum Days.

(a) High School - The District shall schedule minimum days (for professional duties such as grading) at the end of the first and third quarters. An additional minimum student day shall be scheduled at the end of the fourth quarter. The District shall schedule non-student days (for professional duties such as grading) on the last day of each semester. The District may schedule other minimum days at its discretion for inservice training or District meetings, or other non-student days as provided in categorical programs.

(b) Middle School - The District shall schedule minimum days (for professional duties such as grading) at the end of each quarter. An additional minimum student day shall be scheduled at the end of the fourth quarter. The District shall schedule two (2) non-student days for parent conferences as provided in Appendix C. The District may schedule other minimum days at its discretion for inservice training or District meetings, or other non-student days as provided in categorical programs. Middle school teachers will be expected to conference the number of parents comparable to teachers with self-contained classroom assignments.

(c) Elementary School - The District shall schedule minimum days (for professional duties such as grading) at the end of each quarter. An additional minimum student day shall be scheduled at the end of the fourth quarter. The District shall schedule two (2) non-student days for parent conferences as provided in Appendix C. The District may schedule other minimum days at its discretion for inservice training or District meetings, or other non-student days as provided in categorical programs.
(d) K-12 - The last workday of the year for all grade levels shall be a minimum workday.

Section 5 - Minimum Teaching Day.

(a) Minimum days which are not back-to-back shall be 180 minutes of instruction.

(b) Minimum days which are back-to-back shall be 240 minutes of instruction.

(c) The student minimum days that the District may schedule (at its sole discretion) for inservice training or other purposes shall be 215 minutes for K-5 students.

ARTICLE X - HOURS AND ASSIGNMENTS

Section 1 - Assignment.

An employee shall be given written notice of tentative assignment (grade level, subject, and school) for the forthcoming year no later than ninety (90) calendar days preceding the first day of the new workyear. Notification of changes in assignments shall be given as soon as possible after a change has been decided upon. It shall also be the policy of the District when practicable to advise employees of possible changes when it appears such changes are likely.

Section 2 - Hours of Work.

Except pursuant to the circumstances set forth in subsections (a) and (b) below, the length of the regular workday for employees who have a majority of their time assigned to regular classroom teaching shall be seven (7) hours, twenty (20) minutes.

(a) Teaching employees shall attend meetings called by site administrators or department chairpersons except as limited by Section 9.

(b) Teaching employees may be assigned duties that may be outside of the defined workday. Such assignments shall be reasonable and assigned equitably within a school staff. If assigned duties occur on a Sunday or a legal holiday, the employee shall be compensated at the appropriate hourly rate.

(c) Teaching employees shall be entitled to a thirty (30) minute duty-free lunch period each workday. In no event shall the student lunch period exceed the teacher lunch period and in those schools with thirty (30) minute lunches, accommodation will be made to assure teachers of their full thirty (30) minute duty-free lunch break.

(1) In serious inclement weather situations, the District may adjust the elementary schedule, as long as a thirty (30) minute duty-free lunch period is maintained.

(2) On minimum days, the District may adjust all schedules as long as a thirty (30) minute duty-free lunch period is maintained.
(3) The lunch period at elementary schools shall be forty-five (45) minutes. Teachers are expected to walk their classes to the lunch area, and may be required to stay with their classes for a reasonable period of time, generally from zero (0) to five (5) minutes.

(d) Classroom teachers shall be responsible for up to three hundred five (305) minutes of instruction as scheduled by the District. Teaching employees in a period-oriented program will be assigned no more than five (5) periods of instruction.

(e) The District shall establish the beginning and ending times of all school programs except in setting such times the Board shall not exceed the workday as set forth above in Section 2. Teaching employees will be present at their site a reasonable period of time prior to and following the student day.

(f) Playground duty, bus duty and supervision of special events within a school staff may be assigned to employees and in such cases such duties shall be reasonable in amount and assigned equitably within a school staff.

Section 3 - Job Sharing.

(a) Job sharing is defined as two (2) permanent employees in satisfactory status sharing one full-time teaching assignment. Job sharing shall be by mutual consent of the District and the teachers and shall not result in any additional cost to the District.

(b) A written plan for job sharing shall be presented to the District for approval. The plan must be in the best interests of the District. The plan shall include provisions for extra duty assignments and attendance at regular meetings. The District shall not withhold approval arbitrarily or capriciously.

(c) Employees sharing jobs shall be paid at their regular contractual rate and accrue salary and benefits proportionate to the part of the job assignment fulfilled.

(d) Employees sharing jobs shall be entitled to the rights, protections, and benefits set forth in this Agreement.

(e) Employees sharing jobs shall receive one step increase upon the accumulation of each one full-time equivalent year.

(f) Job-sharers shall request and shall be granted one-half (1/2) time leaves of absence during the job share year. If one job sharer leaves the arrangement, the other job sharer must either go on leave for the remainder of the year or move to full-time employment.

Section 4 - Psychologist/Non-Classroom Certificated Employees.

The length of the workday for psychologists shall be eight (8) hours exclusive of a lunch period. The length of the regularly scheduled workday for all other employees whose majority assignment is not regular classroom teaching shall be in accordance with the provisions of paragraph 2, 2(a), 2(b), and 2(c) of this Article. The establishment of a regularly scheduled
workday in this paragraph shall not mean that any responsibilities tra-
ditionally associated with a particular job involving work outside the
regular scheduled workday or away from the building site shall be affected.
In every case the hours of work for each non-teaching employee shall be
established by such employee's immediate supervisor.

Section 5 - Student Grouping.

The principal of each school may involve the employees in the grouping of
students within the school so as to maximize learning consistent with sound
growth, development and social practices.

Section 6 - Emergency Coverage.

If the principal and assistant principal (if any) are to be away from the
school during the regular student hours, an employee shall be designated to
act in an emergency.

Section 7 - Preparation/Conference Periods.

On each full-time teaching day, all teaching employees shall have a
preparation/conference period established by the District during which entire
time the employee shall devote his or her energies to preparation activities,
conferencing with students, parents of students, or employees on matters
relevant to assigned duties. In grades K through 5 the prepara-
tion/conference period shall be no less than fifty (50) consecutive minutes.
At the secondary level (6-12) the length of the preparation/conference period
shall be no less than the students' regular daily period.

Section 8 - Traveling Employees.

(a) Employees traveling from site to site on the same day will be paid
mileage at the current IRS rate to cover automobile expenses.

(b) The District will make a reasonable effort to provide existing equip-
ment and materials to traveling employees to minimize the inconvenience faced
by such employees.

Section 9 - Meetings.

The number of required meetings will be limited as follows: At each
school, attendance at more than two (2) meetings of the entire school staff
shall not be required by the site administrator during a calendar month and
no more than two (2) other mandatory meetings per month except in either case
where such meetings are pursuant to the dictates of state law or except those
required by categorically funded programs. Except in the case of categorical
program evaluations, emergencies, and where the site administrator with the
concurrence of the majority of the school staff agree, mandatory staff
meetings shall not occur during a scheduled preparation/conference period.
Mandatory meetings shall not last longer than sixty (60) minutes after the
end of the regular workday and shall be scheduled at least twenty-four (24)
hours in advance. Meetings called by department chairpersons shall not count
against the above limits, but shall be reasonable in number. This section
shall not be applicable to any non-student attendance days. Issues discussed
at voluntary staff meetings shall be summarized at the next mandatory staff
meeting or provided to the staff in writing.
Section 10 - Psychologist Attendance.

With respect to Association building representative meetings, one (1) psychologist representative may attend up to two (2) such meetings per month during scheduled work hours, provided one day's advance absence notice is given. All District Office employees (psychologists, nurses, elementary counselors, speech therapists) may attend up to three (3) general membership meetings per school year. In either case where attendance at such meetings will occur during scheduled work hours, the District Office employees shall make up such time at a time scheduled by the District.

ARTICLE XI - SUMMER SCHOOL

Section 1 - Posting.

On or about April 1, the District shall post job announcements for summer school positions on employee bulletin boards at each site.

Section 2 - Student Enrollment.

Job openings as described in Section 1 above shall, in all cases, be contingent upon actual enrollment. Employment of employees for summer school positions shall be considered as tentative until such time as sufficient enrollment for the offering of classes is established.

Section 3 - Class Limits.

The District shall follow its practices as to combination classes to the extent practicable.

Section 4 - Selection.

(a) Employees qualified to apply for summer school positions shall be those who have completed the written application form, who have the appropriate credential/authorization to provide service in the subject/grade level for which they have applied, and who have no "unsatisfactory" or "needs to improve" evaluation ratings within the last two (2) years.

(b) The District shall paper screen qualified employees by using pre-established criteria (such as credential, experience in the content area or grade level, experience within the District).

(c) The District shall afford the opportunity to ATMR to appoint one member to the selection committee.

(d) The District shall use its regular competitive selection process to make final selections for summer school positions.

(e) Summer school positions will be filled by current District employees. However, if no qualified employee (who meets the paper screen criteria) applies for a particular position by the deadline, the District may hire a non-employee for the position, using its regular recruitment and selection processes.
Section 5 - Pay.

Summer school pay shall be as provided in Appendix B of the Agreement.

Section 6 - Scheduling.

Whether or not summer school shall be held shall be the sole decision of the Board. Summer school for grades K-8 shall not exceed five (5) weeks and summer school for high school shall not exceed six (6) weeks. Such days shall not exceed four and one-half (4-1/2) hours per day. The summer school calendar shall be included in Appendix C.

Section 7 - Notification.

Notification of tentative and final assignments to summer school shall be in writing and shall include, where practicable, the location, subject matter, and/or grade level of the assignment. All applicants, successful and unsuccessful, shall be so notified. If a summer school job is denied, the employee (upon written request) will be provided in writing the reasons for the denial.

ARTICLE XII - PROFESSIONAL WORKING ENVIRONMENT

Section 1 - Orientation and Inservice.

(a) All orientation and inservice education of other than new employees shall be conducted as designated by the District during the workyear for employees as established by the terms of this Agreement.

(b) Hours of service for employees on days designated for orientation or inservice activities shall be the same as the hours of service established for employees on regular days.

(c) Employees have a professional responsibility to provide for their own continuing program of professional inservice education designed to maintain their individual skills.

(d) District inservice and preservice programs shall be planned by the District. Upon request, the District officials responsible for planning such programs will meet with an Association committee, composed of no more than three (3) members designated by the Association, to discuss any suggestions or information such committee may have with respect to present or future programs. Such meetings shall be reasonable in number and shall take place during other than normal working hours except as otherwise mutually agreed. The content and format of any such program shall be the sole decision of the District committee and not reviewable under its grievance-arbitration article set forth in this Agreement.

Section 2 - Teacher Aides and Student Teachers.

(a) The District may assign a paid teacher aide to an employee. The employee shall not have responsibility for a formal evaluation of the paid aide, but shall provide input and opinions to the evaluator. The employee
shall be responsible for the work direction of the paid aide. The employee shall be consulted prior to the assignment of a paid aide to the work station of the employee. Such right to consult shall not be construed as a right to reject an assignment.

(b) The District may assign or the employee may recruit non-paid volunteer teacher aides. Teachers shall have the right to decline such voluntary, unpaid assistance.

(c) The District will work cooperatively with employees on the assignments of student teachers or certificated intern staff from teacher training institutions. No student teacher or intern will be assigned to work with an employee without the employee's approval.

Section 3 - School Site Councils.

The School Site Council shall not have the authority to waive any provision of this Agreement without the written consent of the Association and the District. The District shall provide the Association with a copy of School Site Council Improvement Plans at least ten (10) calendar days prior to approval by the Board.

Section 4 - Facilities.

(a) The District agrees to make available to employees equipment for typing and duplication of educational materials. In addition, the District will make available to employees: (1) a location where coats and other personal items, such as handbags, may be stored; (2) chalkboard space in each instructional area; and, (3) a place at each instructional site where District instructional materials might be stored.

(b) The District shall provide a work place which is safe for its employees.

Section 5 - Materials and Supplies.

(a) The District will make reasonable efforts to provide each employee with all appropriate equipment, materials, and supplies in order to perform assigned professional duties.

(b) The District will make reasonable efforts to provide each teacher with a basic minimum classroom supplies and equipment package.

ARTICLE XIII - CLASS SIZE

Section 1 - Staffing Ratios.

(a) The District shall utilize the following classroom teacher-pupil ratios for initial projected staffing purposes and all budgetary planning as a guideline at each school site. If the application of these ratios in the aggregate at any one school results in a fraction of one-half (1/2) or more, the next highest whole number of teachers shall be allocated to that school for initial projected staffing purposes.
(1) Kindergarten: 1 teacher per 30 students projected.
(2) Grades 1-3: 1 teacher per 30 students projected.
(3) Grades 4-6: 1 teacher per 30 students projected.
(4) Grades 6-12: 1 teacher per 27 students projected (six period student day); or 1 teacher per 32 students projected (five period student day).

(b) The term "Teacher" as used in subsections (1)-(4) above is intended to cover regular classroom teachers and does not include instructional aides, management personnel, psychologists, nurses, resource teachers, librarians, elementary music teachers, counselors, language specialists, special education teachers, reading specialists, and the like.

Section 2 - Class Average Limits.

(a) During the school year except as set forth in Section 4 below, if the actual number of students enrolled in an individual class average more than the numbers stated in subparagraph (1) through (3) below for more than twenty (20) consecutive working days, the site administrator shall, upon request of the affected teacher, develop a plan, after consultation with the affected teacher(s), to achieve a reduction within a reasonable time period.

(1) Kindergarten - First: 32
(2) Grades 2-6 (elementary): 33
(3) Grades 6-12: 36 in any one class and 165 students for a five (5) period teaching day exclusive of the classes set forth in paragraph 4 below. If less than five (5) periods are taught, the figure shall be pro-rated accordingly.
(4) Special Day Class: 18

(b) March Mountain High School shall enroll no more than 22 students per classroom teacher.

(c) The foregoing shall not be construed to preclude the site administrator and affected staff from consulting earlier than the expiration of the twenty (20) working days to establish an appropriate plan where it is clear that the number of enrollees will exceed the number set forth above for more than twenty (20) working days. In such case the reasonable period of time in which to take action shall commence as of the first day consultation is requested after such fact becomes clear.

(d) The District shall staff speech/language specialists and RSP as provided in the Education Code.

Section 3 - Exceptions to Class Size Maximums.

Consistent with past practice, classes at the elementary and secondary level that have traditionally been in excess of the numbers set forth above such as physical education, ROTC, chorus, typing lab I, and band, as well as classes that have been traditionally below these maximums such as foreign language, shop, home economics, and remedial classes, shall not be governed by the ratios in Section 2. Physical education classes shall have no more than 55 students per teacher with a maximum of 240 students for a five (5) period teaching day. Classes at the high schools in English I (Developmental) and General Mathematics (9th Grade) shall have no more than 25 students per teacher.
Section 4 - Certificated Support Services Staffing.

The District shall maintain no less than the number of secondary counselor, elementary counselor, nurse, psychologist, librarian, and speech therapist positions as existed during the 1982-83 school year, except as such positions are reduced by attrition.

ARTICLE XIV - EVALUATION PROCEDURES

Section 1 - Principles of Evaluation and Assessment.

The District retains the sole responsibility for the evaluation and assessment of performance of each employee, subject to the following procedural requirements. Any grievance brought under this Article shall be limited to a claim that the procedural requirements stated herein have been violated. Under normal circumstances, the site administrator (or his or her designee) shall have overall responsibility for the evaluation. If someone other than the site administrator (or designee) is the evaluator, or if the District changes the evaluator, the District shall, within a reasonable time, notify the employee. The District shall not request bargaining unit members to evaluate other bargaining unit members.

In compliance with law, discipline and discharge procedures may be undertaken independently of the evaluation procedures contained in this Article. This provision shall not, however, constitute a waiver of any right an employee may have to adequate notice of performance deficiencies and adequate opportunity to improve. Written evaluations shall be communicated using the observation, remediation, and evaluation forms shown in Appendix D, as applicable.

Section 2 - Procedures for Evaluation and Assessment.

(a) The District shall evaluate and assess employee competency as it reasonably relates to each of the following:

(1) The progress of pupils toward the standards of expected student achievement at each grade level in each area of study.

(2) The instructional techniques and strategies used by the employee.

(3) The employee's adherence to curricular objectives.

(4) The establishment and maintenance of a suitable learning environment within the scope of the employee's responsibilities, including the performance of assigned adjunct duties.

(b) The evaluation and assessment of employee competency shall not include the use of publishers' norms established by standardized tests.

(c) The District shall not require that lesson planning be done in any particular format or require lesson plans to be turned in on a regular (daily or weekly) basis unless the employee has received notice of "needs to improve" or "unsatisfactory" performance. The District may request a lesson plan to be provided prior to a prescheduled observation.
(d) The District shall appoint an evaluator for each employee and inform each employee to be evaluated of his or her evaluator by October 31. The employee may request the District to assign an alternate evaluator. Each school shall hold a staff meeting prior to the beginning of each school year to discuss evaluation criteria and procedures. In the case of employees assigned after the beginning of the school year, such notification and meeting shall occur within thirty (30) calendar days of the assignment.

(e) (1) The evaluator shall conduct no fewer than three (3) classroom (or other site) observations for temporary and probationary employees (and permanent employees in less than satisfactory status), and no fewer than one (1) such observation for permanent employees in satisfactory status during the evaluation year, prorated appropriately for employees assigned after the beginning of the year. The first observation shall occur within the first quarter, except as to employees assigned after the beginning of the school year. In the case of temporary and probationary employees and permanent employees in less than satisfactory status, at least one of such observations shall be prescheduled at least three (3) workdays in advance. The classroom observations shall be no longer than sixty (60) minutes. This provision does not preclude non-scheduled classroom visitations and observations as an additional useful assessment technique, nor does it preclude classroom observations or visitations during a year in which the employee is not being evaluated. Any observation which impacts an employee's evaluation shall be written up on the District observation report form. All observation reports shall be provided to the employee.

(2) The evaluator shall provide the employee a copy of the observation report within five (5) workdays after the classroom observation. Either the employee or the evaluator may request a conference to discuss the observation and/or observation report prepared by the evaluator within five (5) workdays. In such case, the conference shall be held within five (5) workdays from the request. The District and the Association acknowledge that unusual circumstances (such as illness of either the evaluator or the employee, or emergencies) may prevent compliance with the time limits set forth in this section.

(3) Observations shall be reasonable in number and duration, and in no instance shall be used to harass an employee. It is understood between the District and the Association that this Section 2(e) is an evaluation procedural requirement. Comments on the final evaluation may include comments and information from previous observations or other written evidence of employee performance as related to Section 2 provided such information has been shared with the unit member prior to development of the written evaluation. In any event, the evaluation shall reflect and be consistent with the written documentation provided to the employee throughout the evaluation year.

(f) Evaluations and assessments conducted pursuant to this procedure shall be reduced in writing on the form attached hereto as Appendix D, and a copy thereof shall be transmitted to the employee not later than thirty (30) calendar days before the last day of student attendance of the school year. A meeting shall be held between the employee and the evaluator to discuss the evaluation, and such meeting shall be held prior to the last week of the school year. If the evaluation is "needs to improve" or "unsatisfactory" in any area, the meeting will be held within ten (10) workdays from the date of the delivery of the evaluation form to the employee.
(g) The District will evaluate probationary, temporary, and intern employees every year and permanent employees every other year, subject to the provisions of Section 3, below.

(h) Adjunct duties shall be assigned by the District. Such duties shall be reasonable, equitably distributed, mutually scheduled (or assigned if mutual agreement has been attempted but has not been reached), and communicated to all unit members at each school site. Adjunct duties subject to evaluation shall be communicated prior to October 15. Other adjunct duties which are subject to evaluation may be added, deleted, or modified by mutual agreement between the evaluator and the employee. The District may assign additional, necessary adjunct duties after October 15 by seniority, with the duties assigned first to the employee(s) with the least District seniority.

Section 3 - Remediation.

(a) If the employee's final evaluation is "unsatisfactory" in any area, he or she shall be evaluated the following year in all areas. If an employee's final evaluation is "needs to improve" in any area, he or she shall be evaluated the following year in the area(s) in which improvement is needed. In addition, at any time during the school year, the District may notify an employee in writing that his or her job performance is "unsatisfactory" or "needs to improve" and the reasons the evaluator has made such determination. In this event, the District and the employee shall meet as necessary to discuss specific recommendations for improvement of the employee's performance. A remediation plan shall specifically address identified weaknesses and describe a process of improvement; shall have a term of no more than six (6) weeks; and will, if unsuccessful, be followed by additional remediation plan(s). There shall be a conference at the conclusion of each remediation plan. The District may recommend or require an employee who has received written notice of unsatisfactory performance or needed improvement to participate in a District provided program designed to improve appropriate areas of the employee's performance. If the District requires such participation on a non-workday, or after 5:00 p.m., it shall pay the employee the negotiated hourly rate for his/her actual time in attendance.

(b) When an employee is rated "needs to improve", such employee shall be observed no more than once per week. When an employee is rated "unsatisfactory", such limitations shall not apply. Each observation shall be written up. A conference between the employee and his or her evaluator shall take place within three (3) days.

(c) Upon the request of the employee who has been rated "unsatisfactory", the District will appoint a second evaluator.

(d) If a first year probationary teacher ends the year in the "needs to improve" or "unsatisfactory" category and is re-elected, he/she shall have two (2) observations prior to November 30. Each of these shall be followed by a conference with the observer and shall result in an updated evaluation form. Any second year probationary teacher who moves into the "unsatisfactory" category must be informed of unsatisfactory performance prior to February 15, except under extraordinary circumstances.

(e) The Association shall be notified within ten (10) days of the assignment of a teacher to a remediation plan unless the teacher involved specifically requests that the Association not be notified.
Section 4 - Association Representation.

(a) The District recognizes the right of representation in employment relations provided under Government Code Section 3543.1 as that section is interpreted by PERB and courts of competent jurisdiction.

(b) It is understood by the District and the Association that this right currently includes the right of an employee to have representation in any meeting with a person in a supervisory position which the unit member reasonably believes may lead to discipline or negative evaluation. Unit members shall not request and shall not be afforded Association representation at any classroom (or other site) observation.

Section 5 - Rebuttal.

(a) The employee has the right to initiate a written reaction or response to the evaluation. Such response shall become a permanent attachment to the copy of the evaluation in the employee's personnel file. If such response is filed, the evaluation document may be modified at the District's discretion.

(b) If a grievance relating to the evaluation procedures as set forth in this Article is filed, evaluation materials will be withheld from the personnel file until the grievance process is exhausted.

(c) Evaluations and other material of an evaluative nature shall be removed from personnel files and sealed, upon the employee's request, after four (4) years have elapsed from the date of evaluation.

ARTICLE XV - PUBLIC COMPLAINTS

Section 1 - Procedures.

(a) Written complaints received by the District shall be communicated to the employee's immediate supervisor who shall:

(1) Provide the employee with information as to the nature of the complaint and the name of the complainant;

(2) Furnish the employee with copies of any documents relating to the complaint;

(3) Notify the employee of meetings with the complainant;

(4) Schedule and be present at a meeting with the complainant if requested by the employee;

(5) Following any meeting as provided above, meet with the employee to evaluate the complaint; and

(6) If requested by the employee, to assist the employee in arranging to have an Association representative present at any meeting at which the complainant is accompanied by a representative.
(b) In dealing with public complaints which cannot be settled at the site level, the District shall conform to the following procedures:

1. Have the public complainant file a specific complaint on the District public complaint form which shall require specific allegations if it is to be processed above the site level. This must be filed with the Superintendent or designee within thirty (30) calendar days after the initial site meeting.

2. Such formal complaint must be filed with the Superintendent within the school year in which the alleged incident took place or no later than October 15 of the following school year. The Superintendent or designee shall respond within fifteen (15) calendar days.

3. The District shall encourage the complainant to meet with the unit member in an effort to resolve the complaint.

4. If the meeting with the Superintendent or his/her designee does not resolve the issue, the public member may appeal the complaint to the School Board within thirty (30) calendar days.

5. Any hearing of a public complaint by the Board of Education shall occur within thirty (30) calendar days of the filing of the complaint with the Board of Education.

6. In investigating the alleged incident, students shall only be used to give testimony under the most carefully considered circumstances, and any interviews with students shall occur only after notice to the Association. Questions used in such interviews shall be developed after consultation with the Association.

Section 2 - Implementation of Procedures.

Complaints received from members of the public shall not be placed in the employee's personnel file without the District following the above procedures as applied.

Section 3 - Unsubstantiated Public Complaints.

Unsubstantiated public complaints will not be a part of the employee's personnel file. Documents relating to an unsubstantiated public complaint shall be sealed and filed under the complainant's name. Access to such file shall require the signatures of both the Assistant Superintendent-Personnel and the Association Caucus Vice President of Moreno Valley or their designees. The materials may also be made available as required by law.

Section 4 - Visitations.

The District shall provide a uniform system for identifying legitimate visitors to each campus. Parents or guardians are encouraged to participate in classroom activities, but in no case are they granted uninterrupted or automatic access to the classroom. Persons deemed disruptive by the classroom teacher shall be prohibited from entering classrooms pending consultation with the principal and/or legal authorities as per Education Code Section 32211.
ARTICLE XVI - PERSONNEL FILES

Section 1 - Maintenance of Files.

The District shall maintain the personnel files of employees at the District Central Office. Such files shall be available for inspection as set forth hereafter. Any disciplinary action taken against an employee may be based only on materials which are contained or placed in the District Office personnel file.

Section 2 - Inspection.

Every employee shall have the right to inspect his or her personnel file upon request provided that the request is made at a time when such person is not actually required to render services to the District and when the personnel clerk responsible for employee files is available to be in attendance. Personnel files, which may be inspected, shall not include such materials as rating, reports, or records which were obtained prior to the employment of the person involved or where prepared by identifiable examination committee members or were obtained in connection with a promotional examination.

Section 3 - Derogatory Material.

Information of a derogatory nature, except materials mentioned in Section 2 above, shall not be entered or filed unless, and until the employee is given notice and the opportunity to review and comment thereon. Such notice shall be at least fourteen (14) calendar days and the employee shall have the right to meet with his/her supervisor to discuss the accuracy of such information. If the supervisor agrees that any or all of such information is inaccurate, it shall not be placed in the personnel file. The employee shall also have the right to enter, and have attached to any such derogatory statement, his own comments thereon. Such review shall take place during business hours, and the employee shall be released from duty during other than student hours for this purpose without salary reduction. The foregoing time constraints shall not prevent the District from taking appropriate disciplinary action where permitted by law.

Section 4 - Hours of Inspection.

All employees who want to inspect their personnel files shall make advance appointments. Personnel files shall be available for inspection during regular office hours each day the office is open for business and during the District Office lunch hour at least two (2) days per week.

Section 5 - Log.

Each personnel file at the District Office shall have a sheet provided therein for any person who inspects the file to indicate his or her name and the date of inspection. The District shall issue instructions that all persons except clerical personnel should sign and date such sheet.
Section 6 - Identification of Material.

(a) All material of an evaluative and/or derogatory nature placed in a personnel file shall indicate the date it was prepared or placed in the file and who was responsible for its preparation.

(b) Any material of an evaluative and/or derogatory nature shall be removed at the request of the employee after a period of four (4) years.

ARTICLE XVII - TRANSFERS

Section 1 - Voluntary Transfers.

Employees may request to be transferred to positions for which they are qualified and credentialed. An employee may request a voluntary transfer at any time.

(a) A request for voluntary transfer shall be made in writing to the Superintendent on a District provided form.

(b) Request for a voluntary transfer to a specific position shall be made during the period of the vacancy. The period of posting shall be no less than five (5) working days. However, employees may apply for a voluntary transfer prior to any known opening.

(c) If the Superintendent and the receiving school principal approve, an employee requesting voluntary transfer need not go through the screening, evaluation, and interview process normally used in evaluating non-employee applicants for a position. Otherwise such process shall be followed. All other factors being equal, the employee shall be given preference. All transfers shall be approved by the Superintendent.

(d) No employee shall be overtly or indirectly pressured by the District to seek a voluntary transfer.

(e) If a voluntary transfer request is denied, the employee shall, upon written request, be provided with the specific reason for the denial in writing. Denial of a transfer request shall not be arbitrary or capricious in nature.

(f) Transfer requests shall remain valid until October 30 of the following school year.

Section 2 - Involuntary Transfers.

(a) An involuntary transfer is any transfer not sought or not requested or not agreed to by the employee transferred. Transfers shall not be made in an arbitrary or capricious manner nor for punitive or disciplinary reasons.

(b) Prior to an involuntary transfer, an employee, upon request, shall be given written reasons for the impending transfer. The District shall make involuntary transfers at any time for the following reasons only:

(1) To establish or maintain a mix of teaching experience on such staff;
(2) To establish or maintain necessary capabilities at any school for bilingual instruction;

(3) To accommodate a change in school enrollment necessitating either the addition or deletion of staff; and,

(4) Whenever such transfer will benefit the educational program (including lawful affirmative action considerations).

(c) If there are two employees or more at a school who are to be considered for transfer based upon the factors listed above, and all other factors are equal, then the least senior employee (on a District seniority basis) shall be selected. However, the application of such seniority factor shall not operate so as to cause involuntary transfer of a unit member more than once in any two year period.

(d) Where there is a qualified volunteer with a transfer application on file, the District shall give first consideration to select such volunteer provided such selection is not inconsistent with the factors listed above.

Section 3 - Posting.

All vacancies involving new hires for positions in the bargaining unit shall be posted at each school on the Association bulletin board. A copy will be provided to the Association.

Section 4 - Definition.

A "Transfer" shall mean a change of school, grade level, or department.

Section 5 - Exclusion.

This Article does not apply to interns.

ARTICLE XVIII - LAYOFFS

In the event the District lays off members of the bargaining unit, such layoffs shall be in accordance with the applicable provisions of the Education Code.
ARTICLE XIX - LEAVES OF ABSENCE

Section 1 - Paid Leaves of Absence.

(a) The only leaves of absence for which compensation may be paid are set forth below.

(b) All employees shall be entitled to sick leave benefits and such sick leave benefits shall be cumulative and transferable. Such sick leave benefits may be used for personal illness and personal necessity as established in this Agreement.

(c) Sick leave.

(1) On the first day of every school year, every employee shall receive a sick leave allotment credit equal to the employee's sick leave entitlement for the school year. Any employee may use such credited sick leave at any time during the school year. When an employee has used all or a portion of the sick leave allowable and subsequently fails to serve the District for the full school year, an appropriate dollar amount shall be deducted from the employee's final salary warrant. The appropriate amount shall equal the employee's daily rate of pay times the number of sick leave days used but unearned.

(2) One day of sick leave will be earned for each 18.4 days of being on paid status during the regular school year but no less than ten (10) days for working the entire year as set forth in Appendix C.

(3) Sick leave may be earned for other than a full day of being on paid status during the regular school year as determined by the following formula: total hours worked divided by the number of hours in the established full day equals total days divided by 18.4 days equal sick leave earned. Thus, it will take 18.4 times the number of hours in a full day to earn one day of sick leave.

(4) Sick leave shall be cumulative. Sick leave accrual and use shall be calculated on the basis of one (1) hour increments and not in any other portion.

(5) An employee may use sick leave when quarantined by the County or City Health Department because of another's illness.

(6) The District shall provide each employee with a written statement of the employee's total accrued sick leave, including the sick leave entitlement for the school year. Such statement shall be provided no later than November 15 of each school year.

(7) An employee absent in order to keep an appointment with a physician or dentist will have the time absent charged to sick leave.

(d) An illness absence shall be an absence of the employee due to illness or disabling condition which prevents the employee from performing such employee's professional functions including but not limited to the following: physical or mental illness, medical, dental or psychiatric appointments and any disabling condition which prevents the employee from performing professional functions.
(e) A physician's certificate or other proof of illness or disabling condition may be required by the District for any illness or disabling condition in which the absence is three (3) days or more or when the employee has been informed that verification for future absences will be required. The District agrees that it will not exercise its discretion to require verification for absences in an arbitrary or unreasonable manner.

(f) After an employee has exhausted available sick leave and continues to be absent on account of illness or accident, such employee shall be paid no less than the difference between regular salary and the daily rate of pay of a substitute, if one has not been employed, or the difference between the absent employee's regular salary and the rate paid to the substitute employee if one is employed to fill said absent employee's position, for a period not to exceed five (5) school months within a school year. Only one five-school-month period of extended illness leave may be taken for the same illness or injury. At the expiration of the paid extended illness leave, the employee may request a non-paid extended illness leave pursuant to Section 2(h).

(g) Maternity leave.

(1) The District shall provide for leave of absence from duty for any certificated employee of the District who is required to be absent from duties because of pregnancy, miscarriage, childbirth, or recovery therefrom. The length of the leave of absence, including the date on which the leave shall commence and the date on which the employee shall resume duties, shall be determined by the employee and the employee's physician.

(2) Disabilities caused or contributed to by pregnancy, miscarriage, childbirth, and recovery therefrom are, for all job-related purposes, temporary disabilities and shall be treated as such under any health or temporary disability insurance or sick leave plan available in connection with employment by the District.

(3) Except as provided herein, written and unwritten employment policies and practices of the District shall be applied to disability due to pregnancy or childbirth on the same terms and conditions applied to other temporary disabilities.

(h) Employees may use at their election accumulated sick leave for cases of personal necessity for the following reasons using the procedures below.

(1) Personal necessity not requiring advance permission to be absent from duty.

   a. Serious illness or death of the unit member's immediate family or death of a member of the unit member's family (not to exceed three (3) days) beyond that provided under subsection (i) below.

   b. Accident involving his/her person or property or the person and property of a member of his/her immediate family.
Personal necessity requiring advance permission before being absent from duty.

a. Appearance in any court or before any administrative tribunal as a witness under subpoena or other agency order made with jurisdiction.

b. Personal business not to exceed three (3) days per year. In order to take personal business leave a written request must be made at least three (3) school days prior to the date of such leave. Such leave may not be taken the first five (5) and the last five (5) days of any school year or the day before or after a holiday or vacation without prior written approval of the Superintendent except in the situations set forth in the preceding sentence. The District shall not require employees to state reasons for personal business leave. The number of employees on personal business leave may not exceed ten percent (10%) of the employees at any work site who are covered by this Agreement. Requests for personal business leave will not be denied for arbitrary or capricious reasons, nor will such denial be punitive in nature.

c. Paternity and/or maternity non-medical absences of two (2) days per year shall be granted following the birth of a child or the adoption of a child. In addition to this leave, a unit member may elect to take up to three (3) personal necessity leave days for this purpose as provided in Section (h) 1. above within thirty (30) calendar days of birth or adoption.

d. Religious holidays normally standardized by the religious denominations may be observed by personnel upon request as long as the total number of personal necessity days is not exceeded.

(1) Employees shall be entitled to a leave of absence not to exceed five (5) days on account of the death of any member of the employee's immediate family. Immediate family shall be defined as mother, father, grandmother, grandfather, grandchild of the employee or of the spouse of the employee, and the spouse, son, son-in-law, daughter, daughter-in-law, brother or sister, brother-in-law, and sister-in-law of the employee or any relative living in the immediate household of the employee.

(j) Employees under this Agreement who are absent from duty because of industrial illness or injury qualifying for Workers' Compensation are granted Industrial Accident and Illness Leave. Such leave shall apply from the first day of any such absence from duty to and including the last day of such absence from duty but not exceeding sixty (60) working days in any fiscal year for the same industrial accident or illness.

(1) The amount of the salary paid to personnel on Industrial Accident or Industrial Illness Leave shall be the same as the individual normally received prior to the accident. Any benefits received from the Workers' Compensation fund shall be deducted from the amount paid to the employee by the District.

(2) Upon termination of sixty (60) days of absence because of industrial accident or illness, whether they are receiving Workers' Compensation benefits or not, personnel may use that portion of the accumulated sick leave as to maintain their income not to exceed their regular salary.

(3) During the period of Industrial Accident or Illness Leave, the District shall issue personnel appropriate salary warrants and shall deduct retirement and other authorized contributions from such warrants.
(4) Reporting industrial accidents and/or industrial illnesses shall be the responsibility of the employees so afflicted. Such report shall be made within twenty-four (24) hours of the time of said accident or illness and/or such time as twenty-four (24) hours relates to next working day unless the employee is not medically capable. In such cases, the report shall be made as soon as such employee is medically capable.

(k) When employees are called to temporary military service, they shall be released without loss of salary for the term of temporary duty not to exceed thirty (30) calendar days.

(l) An employee shall be entitled to paid leave for jury duty when legally summoned to such duty. Any pay received for jury duty services other than per diem and travel pay shall be reimbursed to the District. An employee called to jury duty but released for a part of a day shall report immediately to his or her job site supervisor and serve for the remainder of the work day.

(m) An employee who is duly subpoenaed to appear in court before an administrative agency in a matter related to the employee's District employment shall be afforded up to two (2) days personal necessity leave, even if the employee has exhausted his/her entitlement to personal necessity leave. The District may afford an employee leave time not charged to personal necessity leave or sick leave under appropriate circumstances.

(n) All employee leaves under this section shall be considered leaves with pay, and a continuation of all job benefits shall be paid by the District.

Section 2 - Non-Paid Leaves of Absence.

(a) All leaves described under this section shall be without pay during the term of leave and shall be approved by the Board of Education. The regular pay received by the employee on leave and all benefits from employment shall be discontinued.

(b) Whenever practically feasible an employee returning from a non-paid leave of absence approved by the Board of Education will be returned to the job site to which the employee was assigned before his approved leave. If it is not practically feasible to return the employee to this exact job site, the District will attempt to return the employee to a position as nearly like the one the employee left as possible.

(c) Personal leave of absence may be requested by the employee. Leaves of absence for personal reasons, five (5) days or less, may be approved by the Superintendent. All requests for personal leave greater than five (5) days shall be submitted to the Board of Education for its consideration. Such leaves may be approved by the Superintendent or the Board, as the case may be, when it is determined that the employee can be released for the period in question without seriously impairing the program for which the employee is responsible.

(d) The Board may approve a leave of absence not to exceed one (1) year nor to be less than one (1) academic semester for the purpose of attendance and enrollment of the certificated employee in a course of study at an accredited institution in an area relating to his/her professional assignment.
(e) With respect to employees in military service, the provisions of federal law shall apply.

(f) A leave for travel and study may be approved by the Board of Education upon request by an employee. The request for such leave should be accompanied by a planned itinerary and an outline of subjects to be studied during the period of leave. Such leaves may be approved for no less than the duration of one (1) school semester or one (1) academic year.

(g) A leave for the purpose of child care may be approved by the Board of Education upon request of an employee. Child care leaves may only be approved to terminate at the end of a semester. In no case shall child care leave be approved for a period longer than two (2) consecutive semesters. The child care leave is designed for the post natal care of an infant and may only be approved for that purpose.

(h) An extended illness leave may be approved by the Board upon the request of an employee whose condition of health is described by a licensed physician as such that the employee is prevented from performing his/her professional functions. Such a determination shall be provided the District in a written statement from a licensed physician. Any such leave should be designed to terminate at the end of the semester. Return from such leave may only be effected at the beginning of a semester with no less than (10) days written notice to Superintendent.

(i) The Board may approve a leave of absence not to exceed one (1) year nor to be less than one (1) academic semester for personal reasons.

(j) In the event that a unit member serves as an elected public official, he/she may arrange with the District a partial leave of absence in half or full day increments to attend to governmental business not to exceed ten (10) instructional days.

Section 3 - Teacher Exchange Programs.

Employees shall be allowed to participate in teacher exchange programs which provide for exchanging positions with teachers of like status from school districts in other parts of the country or world, upon approval of the proposed exchange by the Board.

ARTICLE XX - RETIREMENT

Section 1 - Reduced Teaching Service Program, Implementation, and Regulations.

In accordance with Education Code, the District herewith establishes a Reduced Teaching Service Plan, and the same shall be implemented by regulations set forth below:

(a) The employee must have reached the age of fifty-five (55) prior to reduction in workload;

(b) The employee 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 in the District;
(c) The option of part-time employment must be exercised at the request of the employee and can be revoked only with the mutual consent of the District and the employee.

(d) The employee shall be paid a salary which is the pro-rata share of the salary the employee would be earning had such employee not elected to exercise the option of part-time employment. In the case of a teaching employee, the pro-rata computation shall be based on the amount of instructional time taught in comparison to what such employee would be teaching in a full-time position. In the event the employee is not at the last step of a particular column, the employee shall be entitled to step increases where the hours taught in one (1) or more years add up to three-fourths (3/4) of a full-time position. The employee shall also be paid an amount toward the benefits listed in Article VIII which shall be equal to the composite premium for dental insurance, plus a pro-rata share of the additional amount contributed for health insurance. It is required that the employee participate in the dental program. In addition, the employee shall receive the same life insurance policy as regular employees receive.

(e) The minimum part-time employment shall be the equivalent of one-half (1/2) of the number of days of service required by the employee's contract of employment during the employee's final year of service in a full-time position.

(f) An employee participating in this program shall receive the credit under the S.T.R.S. the employee would receive if employed on a full-time basis with a retirement allowance, based upon the salary that the employee would have received if employed on a full-time basis, and both said employee and the District shall contribute to the Teachers Retirement Fund the amount that would have been contributed if the employee were employed on a full-time basis.

(g) Sick leave entitlement shall be earned and used on a pro-rata basis.

(h) An employee in the Reducing Teaching Service Program may remain therein for a period of five (5) years at which time the employee shall retire.

(i) The District shall determine the number of employees, if any, who may enter the program in any year.

(j) Any modification in the level of part-time service of an employee who has entered into this program or any return to full-time service, shall be permitted only with the mutual consent of the District and the employee. It is the intent of this program to provide options for employees for part-time employment to phase in their retirement program. Thus, return to full-time service of any employee who has entered into this program is not contemplated by the District.

(k) To be eligible to participate in this program, an employee must have attained a salary level equivalent to or greater than D-12 placement on the Teachers' Salary Schedule.
Section 2 - Procedures.

The District shall develop applications, other forms, and administrative procedures necessary to implement and operate this program. Assignment to schools shall also be determined by the District.

Section 3 - Teacher Emeritus.

(a) Eligibility. Participation in this early retirement program shall be on a voluntary basis. To be eligible for the program, an employee

(1) Must be at least fifty-five (55) years of age as of June 30 in the last year of full-time employment.

(2) Must have been employed in full-time position requiring certification in the District for at least ten (10) years, including the immediately preceding five (5) consecutive years. A year of service is defined as working seventy-five percent (75%) of the days required by the employee's contract of employment.

(3) Shall be in full-time service during the year of application into the Teacher Emeritus Program.

(b) Resignation. A written letter of intent to retire and enter the Teacher Emeritus Program must be submitted to the Personnel Office on or before March 1 of the last full year of service. The District shall respond prior to April 30th. Should the employee not be accepted into the Program, the employee shall have the right to withdraw the letter of intent to retire within three (3) weeks of the notice of non-acceptance. Prior to entry into the Teacher Emeritus Program, an employee must actually resign from the District and begin withdrawal of benefits from the State Teachers Retirement System.

(c) No Permanent or Temporary Status. Upon entry into the Teacher Emeritus Program, the employee may not return to any permanent or temporary employment status with the District or participate in any other retirement program offered by the District except as provided in (d) (1) below. Employees shall not be eligible for any of the leave or transfer provisions of this Agreement.

(d) Limitations of Participation.

(1) The District shall have the right to re-new or not on an annual basis. However, if an Emeritus is not allowed to stay in the Program for three (3) years, he/she shall have a right to return to the Bargaining Unit pursuant to applicable law.

(2) The District may determine on a yearly basis the maximum number of retiring employees eligible to enter the program each year. Decisions on individual eligibility will be made by the District.

(e) Duties and Assignment. The District shall assign the Emeritus the services to be performed, after consultation with the Emeritus. Such assignment shall be made prior to finalizing retirement and entry into the Program. Any departure from this program of service shall only be made by mutual agreement. The employee shall submit a letter of resignation/retirement within five (5) days of notice of acceptance in the program.
(f) Compensation.

(1) Employees entering this Program shall be obligated to perform the equivalent of thirty (30) days of regular service to the District and shall be paid five thousand dollars ($5,000).

(2) Employees will receive the family medical and dental insurance benefits provided elsewhere in this Agreement for full-time employees.

(3) Neither the District nor employee will make payments into the California State Teachers Retirement System.

(4) Employees will be paid one-fourth (1/4) of their annual stipend upon completion of one-fourth (1/4) of their required hours.

(g) Resignation from Program. The employee may resign from the Teacher Emeritus Program by a thirty (30) day advance written notice to the Personnel Office.

ARTICLE XXI
GRIEVANCE PROCEDURE

Section 1 - Definition.

The purpose of this grievance procedure is to provide a means by which certain disputes may be resolved in an equitable and efficient manner. A grievance is a claim by an employee covered hereby that an express term of this Agreement has been violated by the District and that because of such violation an employee's rights have been adversely affected. A grievance shall not include any claims or request to challenge, change, amend or add to existing policy, rules of regulations or to adopt or negotiate new policies, rules or regulations. A grievance also shall not include any employer-employee relations matters for which a different method of review is specifically provided by law.

Section 2 - Association Grievance.

(a) The Association may file grievances on its own behalf but only with regard to alleged violations of Article I, II, IV, V, VIII (Section 2). Association grievances may be filed at the Superintendent's level and must be signed by the Association Caucus Vice President for Moreno Valley or a designee.

(b) If the same grievance or essentially the same grievance is filed by more than one employee, then the Association may process the grievance under this Article on behalf of the grievants after Level Three or earlier by mutual agreement of the District and Association.

Section 3 - Procedure.

An employee's grievance must be reduced to writing and submitted to the employee's immediate supervisor within twenty (20) working days after the act or omission giving rise to the grievance or within twenty (20) workdays of the date the grievant should have known of the act or omission. A workday shall mean any day during the calendar year except Saturday, Sunday and holidays.
(a) Level One - Informal:

Before submitting a written grievance, the grievant shall first have a conference with the employee’s immediate supervisor to present the grievance orally and to attempt to resolve it informally.

(b) Level Two - Immediate Supervisor:

If the attempt at informal resolution is not successful, the grievance shall be reduced to writing. Using the standard grievance form, the grievant shall state the circumstances upon which the grievance is based, the date of occurrence, the identity and signature of the grievant, the specific sections and terms of this Agreement allegedly violated, and the remedy sought. The supervisor shall answer the grievance within ten (10) working days after receipt.

(c) Level Three - Superintendent:

In the event the grievant is not satisfied with the answer given, the grievant may appeal the decision to the Superintendent or designee within ten (10) working days after receipt of the grievant’s supervisor’s decision. The Superintendent or designee will communicate a decision in writing within ten (10) working days of receipt.

(d) Level Four - Mediation:

If the grievant or the Association is not satisfied with the decision at Level Three, it may, within ten (10) days, submit a written request for mediation of the grievance. In this event the Association shall, within five (5) days, submit to the California State Conciliation Service a written request for the immediate services of a mediator.

(1) The function of the mediator shall be to assist the parties to achieve a mutually satisfactory resolution to the grievance. At the outset of this process, the mediator shall schedule a meeting at a mutually agreeable time for the purpose of resolving the matter through mediation.

(2) If a satisfactory resolution of the grievance is achieved by means of this mediation process, both parties to the grievance shall sign a written statement to that effect, and thus waive the right of either party to any further appeal of the grievance.

(3) The District and the Association have agreed that this level (Level Four of this Grievance Procedure) may be waived by mutual agreement. If no satisfactory settlement is reached within ten (10) days following the first meeting with the mediator, either party may appeal the grievance to arbitration.

(4) Statements and offers of settlement made in the mediation process shall not be referred to in subsequent proceedings.
(e) Level Five - Arbitration:

(1) Grievances which are not concluded pursuant to the procedures set forth in Sections 2 and 3, and which the Association desires to appeal, shall be submitted to arbitration as set forth in this section provided that written notice is given to the District by the Association within ten (10) working days after the conclusion of Level Four.

(2) If no agreement is reached within ten (10) working days, the parties shall request a panel from the California State Mediation and Conciliation Service. The parties shall select an arbitrator from such a panel by the alternate striking of names. The party to strike the first name shall be chosen by lot.

(3) The fees of the arbitrator shall be shared equally by the parties. Either party may request a transcript of the proceedings prepared by a professional court reporting service and the parties shall share the expense equally. Each party shall bear the expense of the presentation of its own case and the District shall not be required to compensate the Association representatives, the grievant or any Association witness for any time spent at any arbitration but all such meetings shall be conducted after the employee's workday unless the arbitrator cannot so schedule.

(4) The arbitrator shall have no power to alter, amend, change, modify, add to or subtract from any of the terms of this Agreement. The decision of the arbitrator shall be based solely upon the evidence and arguments presented to him/her by the respective parties in the presence of each other. No decision shall be retroactive beyond the beginning of the twenty (20) day period specified above and the arbitrator shall have no authority to hear and issue a decision upon more than one (1) grievance at a time unless the District and the Association expressly agree otherwise.

(5) Subject to the provisions of the California Code of Civil Procedure and this Agreement's specific exclusion of issues from the grievance-arbitration process, the decision of the arbitrator shall be final and binding. The grievance-arbitration procedures described above are to be the Association's and unit members' sole and final remedy for any claimed breach by the District of this Agreement, unless specifically otherwise provided herein.

Section 4 - General Provisions.

(a) Any grievance not processed by an employee in accordance with the time limits set forth herein shall not be subject to arbitration and shall be considered settled on the basis of the decision last made by the District. In the event a grievance is filed so late in the school year that the processing cannot be completed prior to the end of that school year, the further running of any of the time limits herein shall be suspended as of the last day of the school year, and the processing will be continued to the beginning of the next school year unless both parties agree to pursue such processing during the summer months. If at any step the District fails to respond in a timely manner, the grievant may proceed to the next step. Any of the time limits set forth in this Article may be waived by written agreement between parties. Any of the levels of procedures in this Article may also be waived by written agreement between parties. The time limits set forth herein will begin to run upon the occurrence of the event stated or upon the receipt of any required writing.
(b) A grievant shall be entitled upon request to representation by the Association at any grievance meetings held after the informal conference with the immediate supervisor. Where the Association has not been requested to represent the grievant and the District is prepared to agree to a resolution of the grievance, the District shall not make any final resolution until the Association has received a copy of the grievance and the proposed resolution and has been given an opportunity to file a response.

(c) Grievance investigation and processing by Association representatives, not including the attendance at the meetings with District representatives, may be performed during the instructional day, but shall be conducted on non-classroom teaching time. A reasonable amount of release time without lost compensation shall be granted, if requested, to one Association representative to attend any meetings with District representatives which have been scheduled to discuss grievances.

(d) No reprisals of any kind will be taken by the District or the Association against any grievant, the Association or any participant in the grievance procedure because of the fact of such participation.

(e) Grievance forms and other forms necessary to the operation of the grievance procedure shall be agreed upon by the District and the Association as attached in Appendix E. The costs of typing and reproducing such forms shall be borne by the District.

ARTICLE XXII - TEACHER SAFETY

Section 1 - Student Discipline, Confidential Material, Corporal Punishment.

(a) The District shall provide the Association copies of the current editions of District policies and administrative regulations relating to student discipline. The District shall provide the Association with revisions of such policies and regulations upon adoption.

The District shall provide unit members a copy of the site student discipline procedures for the site(s) to which the unit member is assigned. Such site procedures shall be incorporated into a teacher handbook to be distributed to each unit member prior to the first student day or as soon as possible after the opening of a new school.

Copies of current editions of District policies and administrative regulations shall be on file at each school site and shall be available for reference by unit members upon request. A statement to this effect shall be included in the teacher's handbook.

The building principal shall meet with the site staff to solicit input for the development and implementation of site discipline procedures. A committee which includes unit members selected by the faculty shall develop, review, and/or revise site discipline procedures, as appropriate. The site discipline plan shall be reviewed with the staff prior to the adoption and annually thereafter.

Discipline procedures established during the previous year to be in effect during the current year shall be operational as soon as possible in the current year.
(b) The District shall provide non-confidential information on students' background to unit members, as appropriate, upon the request of the unit member.

(c) Teachers shall not inflict corporal punishment on students. Pursuant to Section 49001 of the California Education Code, "corporal punishment" means the willful infliction of, or willfully causing the infliction of, physical pain on a pupil. An amount of force that is reasonable and necessary for a person employed by or engaged in a public school to quell a disturbance threatening physical injury to persons or damage to property, for purposes of self-defense, or to obtain possession of weapons or other dangerous objects within the control of the pupil, is not and shall not be construed to be corporal punishment within the meaning and intent of this section.

Section 2 - Unsafe Conditions.

The District will neither require unit members to work under unsafe conditions nor require them to perform tasks which may endanger their health or safety.

Section 3 - Safety Inspections and Reports.

The District shall provide the Association, upon request, with copies of safety and fire marshal inspection reports.

Section 4 - Home Visits.

No unit member shall be required to enter the home of a parent or to otherwise meet with a parent at an off-campus location when the meeting may be a danger to the safety of the unit member. The immediate supervisor shall authorize an alternative parent contact method, provide for a safe teacher-parent meeting, or relieve the unit member of the obligation to meet with a parent.

Section 5 - Student Suspension.

An employee may suspend for good cause, as defined in District policy, any pupil from such employee's class for the day of the suspension and the day following. The employee shall immediately report the suspension to the principal of the school and send the pupil to the principal for appropriate action. As soon as possible, the employee shall ask the parent or guardian of the pupil to attend a parent-teacher conference regarding the suspension. A school administrator shall attend the conference if the employee or the parent or guardian so requests. The pupil shall not be returned to the class from which he/she was suspended, during the period of suspension, without the concurrence of the employee teaching the class and the principal.

Section 6 - Exclusion.

The District, upon recommendation of the student's teacher, may exclude from the class any student who has filthy or vicious habits, appears to suffer from head lice, ring worm, impetigo, or other contagious or infectious diseases, suffers from a physical or mental disability, or who acts in such a way that good cause exists to believe that other students' and employees'
health or safety is endangered. A student so excluded shall not be entitled to return to the classroom until such time as the District determines that the condition which prompted the exclusion no longer exists. The teacher shall be informed when the student is cleared to return.

Section 7 - Assault and Battery.

(a) Assault is defined as an unlawful threat or an attempt to harm another physically. Battery is defined as carrying out the threatened physical harm.

(b) Employees shall immediately report all cases of assault and/or battery suffered by them in connection with their employment to their immediate supervisor who shall, according to statute, report the incident to the local law enforcement authorities. The Superintendent or designee will be notified of the incident and he/she may comply with any reasonable request from the employee for information relating to the incident or the persons involved.

Section 8 - Committees.

The District shall maintain a District Safety Committee of which the Association shall appoint one third of the membership. The chair of the committee shall be the Risk Manager or designee.

Section 9 - Tuberculosis Exam.

Employees shall be required to provide evidence of examination of tuberculosis every four (4) years, or more frequently as provided in Education Code Section 49406.

Section 10 - Personal Property.

The District assumes no liability for loss or damage to personal property except as set forth in this Article.

(a) The cost of personal items (such as glasses or clothing damaged under extraordinary circumstances in the line of duty, excluding normal wear and tear) will be reimbursed to the unit member up to the amount of the unit member's personal insurance deductible, (or a reasonable deductible for that item, whichever is less), not to exceed two hundred dollars ($200.00) or the actual value of the item up to the amount of two hundred dollars ($200.00), whichever amount is less. The District shall not reimburse any loss wholly covered by the unit member's insurance.

(b) Reimbursement for vehicle damage shall be limited to payment of the deductible amount of the unit member's insurance policy not to exceed one hundred dollars ($100.00), for damages resulting from malicious acts of others when an employee's vehicle, while the employee is acting in the scope of employment, is parked or driven on or adjacent to the school or at the site of authorized District activities. Collision, theft of an entire vehicle, any optional equipment attached thereto, such as hubcaps, a radio or tape deck, including tapes and cassettes, and damage to a vehicle resulting from actual theft of the vehicle are specifically excluded from this coverage.

When the claim involves a vehicle or theft of property, a report shall be made to the police and the police report number included in the claim.
(c) Personal property that unit members may wish to bring on campus (not personal items such as glasses or clothing) will be covered as provided in (a) above only when the unit member has received prior written authorization from the District.

Section 11 - Environmental Conditions.

(a) The District shall make every reasonable effort to provide separate and easily accessible staff smoking and non-smoking areas (rooms - if available with adequate ventilation) at each school site.

(b) Every reasonable effort will be made to relocate any unit member when the unit member has reported a temperature below 60 degrees F or above 90 degrees F in his/her indoor workstation.

(c) When the smog level reaches .20 parts per million oxidants in the air, the District shall make reasonable efforts to notify affected unit members, who will not be required to engage in strenuous activities.

(d) When a heat wave (predicted temperatures of over 105 degrees F) is predicted that will exceed one day, the District will monitor the temperature at the District Office on the first day and every day thereafter, of the predicted heat wave. The District will order minimum days for students at school sites with no air conditioning when the temperature for the following day is predicted to exceed 100 degrees F. This procedure will not be put into effect on the last school attendance day of any school week. If the District orders minimum days because of this provision, the District shall have the right to schedule additional instructional time to meet the requirements of Education Code Section 46201 provided that the workyear of unit members is not extended beyond the required number of work days.

Section 12 - Instructional Interruptions.

(a) Every reasonable effort shall be made to minimize the number of classroom interruptions as a result of school maintenance and/or custodial/installation activities.

(b) Intercoms and/or public address systems shall be used only during site designated times. The delivery of messages shall be limited to site designated times.

Section 13 - Telephones.

Every reasonable effort shall be made to afford unit members access to a telephone located to ensure reasonable privacy of conversation for school-related calls.

ARTICLE XXIII
MENTOR TEACHER PROGRAM

Section 1 - Election to Participate.

The District and the Association are committed to excellence in education, and therefore the District, with the concurrence of the Association, elects to participate in the Mentor Teacher Program.
Section 2 - Mentor Teacher Program Description.

(a) Number of Positions. The District shall identify the number of positions to be fully funded. In no case shall the number of positions exceed the number fully funded by the State of California. The District may elect in any school year not to participate in the Mentor Teacher Program.

(b) Stipend for Mentor Teachers. The stipend for each position shall be as designated by law. There shall be no additional pay of any type for the performance of mentor assignments. The stipend shall not qualify for application for State Teachers Retirement System contributions or benefits.

(c) Term of Mentor Teachers.

(1) Mentor Teachers shall be appointed for a term of one (1) school year. Additional terms of one school year each up to a total of three (3) consecutive years may be offered by the Mentor Teacher Nominating Committee. Such offers shall be based upon the Mentor Teacher's prior year evaluation and shall not require formal reapplication by the Mentor Teacher. Mentors who have served four (4) consecutive years may reapply after a one year break in service.

(2) Proration of the Mentor Teacher annual stipend shall occur only when nonprogrammatic circumstances, such as extended absence for health reasons, prevent the Mentor Teacher from completing the designated mentorial period. The amount paid the Mentor Teacher who does not complete the mentorial period shall be based on the number of months worked in relation to the number of months in the mentorial period.

(3) One year of service is defined as July 1 to June 30. Those Mentor Teachers selected to serve terms funded by additional allocations will serve from the time of notification for twelve (12) month period.

(4) A Mentor Teacher may withdraw from the Mentor Teacher program upon written notice to the Superintendent.

(d) Selection Criteria for Mentor Teachers.

(1) A Mentor Teacher must meet the following general selection criteria:

a. Must be tenured at time of application.

b. Must be a classroom teacher and must remain a classroom teacher to retain mentor status. Classroom teachers do not include counselors, nurses, psychologists, or any unit members who are not regular full-time classroom teachers.

c. Must be able to affirm by evidence the following:

1. A mastery of the subjects taught.

2. A solid belief that all students can learn, and that setting high expectations contributes to their achievement.

3. Teaching techniques and strategies that permit the applicant to teach the same subject at different levels.
4. Development of a mode of classroom management which minimizes the nonproductive behavior of students.

5. A habit of modeling for students appropriate conduct, skill in English, and courteous interpersonal relationships.

6. A reputation for fostering excellent student performance.

7. The respect of colleagues.

(2) A Mentor Teacher must be qualified to perform the duties set forth in the District job description for the Mentor Teacher position for which the teacher has applied.

(e) Duties of Mentor Teachers.

(1) The Mentor Teachers shall work under the direction of the Superintendent or designee.

(2) Mentor Teachers shall work individually with the Superintendent or designee to establish in writing a mutually acceptable performance plan specifically detailing the tasks to be accomplished, the time in which the tasks are to be completed and the basis for successful completion of the tasks.

(3) The Mentor Teacher shall work with individual teachers. This relationship is seen as a close, one-on-one or small group relationship, such as that between a teacher and a student teacher. Duties could include the following:

a. Model a variety of teaching strategies.

b. Model elements of effective instructional programs.

c. Model effective discipline techniques. These could include assertive discipline, conflict management, etc.

d. Prepare curriculum materials related specifically to this program. Examples would be the preparation of lesson plans utilizing specific sections of the Course of Study or unit preparation that shows the development of Course of Study content.

(4) A Mentor Teacher shall have responsibility for working with no more than five (5) individual teachers at a time.

(5) Teachers who will work with a Mentor Teacher shall be temporary or probationary teachers assigned by the administration or tenured teachers who request or consent to assistance from a Mentor Teacher.

(6) All mentee participation in group meetings will be voluntary.

(7) Mentor Teachers shall not evaluate other teachers.
(8) The hours of work to be performed outside of the regular school day or year by a Mentor Teacher shall be reasonable. The District and the Association agree to a guideline of 150 hours per year outside the work day/work year. Mentor Teachers may count their actual preparation time for a substitute (up to two hours for a full day or one hour for a half day) on days when the Mentor Teacher is released from classroom teaching assignments to perform mentor services, so long as such preparation time takes place outside the regular work day.

(9) Each Mentor Teacher and the Superintendent, or designee, shall agree on the amount of release time necessary for the Mentor Teacher to fulfill the assigned duties, but in no case shall this exceed twenty (20) days in a school year. The 20 days may be taken as 40 half days, or any equivalent combination of full and half days.

(f) Evaluation of Mentor Teachers.

(1) Mentor Teachers shall be evaluated in relation to their mentor assignment by the Superintendent or designee. The evaluation of the mentor teacher's performance of his/her responsibilities shall be reviewed by the Mentor Teacher Nominating Committee during the scheduled time for selecting the new Mentor Teacher nominees. The Mentor Teacher shall receive notification of eligibility at such time as the list of nominees is made.

(2) No evaluation of Mentor Teacher program shall be a part of the Mentor Teacher's personnel file. This does not preclude an entry in the employee's file that he/she was a Mentor Teacher.

(g) Application and Nomination Process of Mentor Teachers.

(1) The District shall post at all school sites vacancy announcements and job descriptions with a deadline date for applications clearly indicated on the announcements. The job description shall describe the duties of the Mentor Teacher position(s) available, and shall indicate the time period in which such duties are to be performed.

(2) The application and nomination process shall be completed by the Mentor Teacher Nominating Committee no later than May 1. The Mentor Teacher Nominating Committee shall prepare a list of eligible teachers who were not selected for existing Mentor Teacher positions. This list shall be used to fill any additional positions allocated by the state. The list shall be prioritized within high school, middle school and elementary categories. If an inadequate number of names of nominated teachers exists, the application process shall be reopened when the allocated funding from the state is made known.

(h) Application for Mentor Teacher Positions.

Teachers desiring mentor status shall apply for specific Mentor Teacher assignments by completing and submitting the following documents to the Mentor Teacher Nominating Committee in care of the chairperson of that committee for the current year:

(1) Letter indicating why the applicant wishes to become a Mentor Teacher and stating why the applicant believes he/she is qualified.
(2) Application form provided by the District which includes the names and addresses of two colleagues and the applicant's current supervisor, each of whom is willing to complete and return a reference questionnaire about the applicant, and an authorization that his/her personnel file may be inspected as a record of his/her previous work.

(1) Final Selection of the Mentor Teachers.

(1) The final selection of any candidate as a Mentor Teacher shall be by action of the Board of Education based upon the recommendation of the Mentor Teacher Nominating Committee. The Board of Education may reject any nomination. The decision of the Board of Education is final and binding.

(2) The Board of Education may meet in closed session to consider the appointment of any nominee to be a Mentor Teacher in the same manner that it may consider the appointment or employment of other employees.

(j) Selection of the Mentor Teacher Nominating Committee.

(1) Classroom teacher members of the Mentor Teacher Nominating Committee shall be chosen by secret ballot election conducted among all probationary and permanent classroom teachers in the District. The Association shall conduct the election. Any permanent classroom teacher shall be allowed to place his/her name on the ballot.

(2) The Mentor Teacher Nominating Committee shall have seven members, three of whom will be administrators appointed by the District and four of whom will be classroom teachers. The four classroom teacher members shall include one member from grades kindergarten through five, one member from grades six through eight, one member from grades nine through twelve and one member-at-large.

(3) The non-voting chairperson of the Mentor Teacher Nominating Committee shall be the Superintendent or designee.

(4) The term of a committee member shall be two (2) years.

(5) In the event a teacher member of the Mentor Teacher Nominating Committee is unable to serve, the Association will conduct a secret ballot election, as above described, to fill the remaining term of the classroom teacher member if time permits. Otherwise, the Caucus Vice President and Directors shall appoint an interim replacement.

(6) Classroom teacher members of the Mentor Teacher Nominating Committee must be permanent employees of the District.

(k) Duties of the Mentor Teacher Nominating Committee.

(1) It shall be the responsibility of the Mentor Teacher Nominating Committee to evaluate new applicants for the Mentor Teacher program through a variety of screening devices. This evaluation may include, but not to limited to, a paperscreening process, an interviewing process, a review of the applicant's personnel file, and other assessment activities as deemed necessary by the Committee in order to determine the best qualified candidates.
The evaluation of each final candidate shall include one classroom observation by a classroom teacher and administration member of the Mentor Teacher Nominating Committee and shall include input from the candidate's school site administrator.

(2) It shall be the responsibility of the Mentor Teacher Nominating Committee to review the evaluation of any Mentor Teacher applying for an additional term.

(3) Each Mentor Teacher Nominating Committee member shall vote on each applicant, and the vote shall be tallied on each name. Recommendations shall be made based upon a majority vote of at least five (5) favorable votes.

(4) None of the materials associated with application and consideration of service as a Mentor Teacher shall be placed in the teacher's personnel file.

(5) All committee deliberations shall be confidential.

(6) The Mentor Teacher Nominating Committee shall submit a recommendation to the Board of Education for each Mentor Teacher assignment.

(7) The Mentor Teacher Nominating Committee will monitor the number of hours served by Mentor Teachers and will advise the District if any Mentor Teacher's outside hours become unreasonable.

(8) The chairperson's role shall be to facilitate the work of the Mentor Teacher Nominating Committee, to call the Committee meetings, to keep the Committee on task, and to interpret District rules, regulations, and policies. The Chairperson shall keep notes of the meetings and write the final report to the Board of Education.

(9) The Mentor Teacher Nominating Committee may act whenever a quorum is present. A quorum consists of five (5) members, at least two (2) of whom are classroom teacher members and at least one (1) of whom is an administrative member.

(10) The Mentor Teacher Nominating Committee will make absentee ballots for selection available to any member, upon request. Committee members may vote by absentee ballot, submitted prior to the Committee meeting at which voting takes place.

(11) A member of a Mentor Teacher Nominating Committee may not be a candidate for a Mentor Teacher position.

(1) Released Time and Compensation for Mentor Teacher Nominating Committee Members.

(1) The District will provide released time for Mentor Teacher Nominating Committee members when meetings are scheduled by the Superintendent or designee during the workday.

(2) When Mentor Teacher Nominating Committee meetings are scheduled by the Superintendent or designee during the nonwork time outside the workday or work year, the District will pay the classroom teacher members the hourly contract rate for extra duty committee work.
(3) The District will pay the classroom teacher members of the Mentor Teacher Nominating Committee ten dollars ($10.00) for every written classroom observation report submitted to the Committee. When classroom observations are scheduled, Committee members will be expected to do a minimum of two (2) observations in one day as directed by the Committee.

Section 3 - Classroom Teacher Instructional Improvement Program.

The District and the Association agree that the District will notify the State of California of its intent to participate in the Classroom Teacher Instructional Improvement Program (CTIIP), and that the Mentor Teacher Nominating Committee shall be the "CTIIP Grant Committee" for purposes of such Program.

(a) Application Timeline. The application process for CTIIP grants for the ensuing school year shall be open from May 1 through August 15 of the previous school year.

(b) Selection of CTIIP Grants.

(1) The Grant Committee shall meet during the week prior to the teacher orientation week, and shall prepare a prioritized list of grants.

(2) Recommendations for funding of CTIIP grants shall be from this list.

(3) If the State funds more grants than appear on the prioritized list, the application process shall be reopened.

(4) If the State funds less grants than appear on the prioritized list, as many grants as possible will be recommended for funding, and the remainder will constitute a prioritized list for any additional CTIIP funds that become available in that school year.

ARTICLE XXIV
REPORTING OF CHILD ABUSE

Section 1 - The District shall make available at each school site copies of the laws regarding the unit member's responsibilities of reporting child abuse and materials on how to recognize child abuse.

Section 2 - When a unit member notifies his/her immediate supervisor of an actual or potential case of child abuse, the supervisor shall provide immediate and positive assistance to that unit member in his/her fulfillment of legal responsibilities. Such assistance shall include, but not be limited to, providing copies of the official report forms, agency addresses or telephone numbers, a quiet and private place to complete the forms, friendly and courteous assistance in completion of the forms.

Section 3 - The District shall respect and maintain the confidentiality of all information on child abuse which a unit member reports to the appropriate authorities, to the extent provided by law.
ARTICLE XXV
STATUTORY CHANGES

It is the intent of the parties that where there is any inconsistency between the terms of this Agreement and any state or federal statute or regulation the terms of this Agreement shall control, unless the statute or regulation requires that its provisions supersede any agreement between the parties or where a provision in this Agreement specifically provides for the incorporation of the statute or regulation and any changes thereto.

ARTICLE XXVI
MISCELLANEOUS PROVISIONS

Section 1 - Additional Provisions.

No privileges, compensation or benefits of any kind in excess of those specifically set forth in this Agreement or not specifically provided for in this Agreement are required to be granted to employees. However, the Board may at its discretion voluntarily extend such hereafter.

Section 2 - Unit Work.

Management, supervisory and non-bargaining unit personnel shall not be restricted from performing work normally performed by employees in the bargaining unit.

Section 3 - Article and Section Titles.

Article and section titles in this Agreement are provided for convenience only in no way are to be used to define, limit or affect the construction and interpretation thereof.

Section 4 - Copies of Agreement.

A copy of the Agreement will be provided by the District to each employee covered by the Agreement. The cost thereof shall be shared equally by the Association and the District.

Section 5 - Reassignment.

Reassignment shall not be made to punish or discipline employees.

ARTICLE XXVII
CONCERTED ACTIVITIES
NO STRIKE/NO LOCKOUT

Section 1 - Association Obligations.

During the term of this Agreement, neither the Association, its officers, agents, members, nor any employee will authorize, instigate, encourage, aid, participate in, or engage in a strike, work stoppage, slowdown, boycott, mass absenteeism or any other interruption of or interference with the operations of the District (including a picket line which has such effect), regardless
of whether there is a claim by the Association of breach of this Agreement or of federal or state law by the District. Any employee or employees who violate the provisions of this Article may be discharged or otherwise disciplined. In the event any discipline is imposed for a violation of this Article, only the fact of the violation and not the appropriateness of the discipline imposed is subject to the grievance procedure of this Agreement.

Section 2 - Notice to Employees.

In the event of a strike, work stoppage, slowdown, boycott, mass absenteeism, or any other interruption or interference with the operations of the District (including a picket line which has such effect), the Association shall as soon as possible notify the employees that such action is unauthorized and promptly direct its members to return to work, and to take every reasonable effort to terminate the unauthorized action.

Section 3 - Other Action.

Respecting any picket line established for any reason at any facility of the District by the Association or any employee, in concert or alone, during the term of this Agreement shall constitute a violation of this Article.

Section 4 - District Obligations.

The District agrees that during the term of this Agreement, it will not engage in any lockout of its employees.

Section 5 - Special Provisions.

(a) This provision shall be suspended if no agreement has been reached by November 1 of the year of re-openers.

(b) In any event, neither party shall refer to the provisions of this Article XXVII in litigation over the legitimacy of concerted action during the period of its suspension.

ARTICLE XXVIII
DURATION AND TERMINATION

This Agreement shall be and remain in effect from September 1, 1988, to and including August 31, 1991.

ARTICLE XXIX
WAIVER OF FURTHER BARGAINING

The parties acknowledge that during the negotiations which resulted in this Agreement, each had an unlimited right and opportunity to make demands and proposals with respect to any subject or matter which was or could have been the subject of negotiation, that the understanding and agreement arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement and therefore, each waives the right to further negotiations on any subject or matter covered under this Agreement during the term hereof. However, by mutual agreement, the parties may agree to engage in further negotiations on any such subject.
ARTICLE XXX
PROFESSIONAL GROWTH

Section 1 - This article applies only to those unit members who, as of September 1, 1985, do not hold a clear multiple or single subject teaching credential. This article does not apply to unit members who possess only emergency or preliminary credentials.

Section 2 - Those unit members to whom this article applies shall develop an individual program of professional growth which consists of a minimum of 150 clock hours of participation in activities which contribute to competence, performance or effectiveness in the profession of education. This program is to be completed within a five (5)-year period. The five (5)-year period begins September 1, 1985, or on the date that a credential takes effect after September 1, 1985.

Section 3.

(a) The District shall designate only evaluation certified certificated administrators to serve as Professional Growth Advisors (herein "advisors"). A list of these advisors including work location and a brief biography on the experience of the advisor, will be published by the District annually prior to the beginning of the school calendar year.

(b) In addition, the District shall develop a procedure for certifying professional growth advisors who are employed outside the District in such capacities as college program advisors. Such outside advisors shall be authorized solely for individuals upon application.

(c) The responsibility of an advisor shall be to determine if activities identified on the Professional Growth Plan of a credential holder who is subject to the provision of this article comply with pertinent Education Code, Administrative Code Title V Sections, and the California Professional Growth Manual (hereinafter referred to as "manual"). However, neither the advisor nor the District shall incur any liability to the credential holder for non-compliance. The credential holder retains full responsibility for obtaining and maintaining an appropriate credential.

(d) A new advisor selected by the unit member from the District list shall have no authority to require modification of a previously approved plan. A credential holder's evaluating administrator may not act as that candidate's advisor.

Section 4 - The District and the Association shall provide a joint inservice for credential holders no later than October 1 of each school year. This meeting shall be mandatory for all credential holders who are new to the District or have acquired a new credential subject to the Professional Growth requirements.

Section 5 - Association activities which comply with the Education Code shall be allowed as Professional Growth Activities. Upon the request of the credential holder and advisor, the President of the Association shall provide verification of participation or completion.
Section 6 - Acceptable professional growth activities shall include, but not be limited to, the following:

(a) Enrollment in courses from a regionally accredited college and university.

(b) Participation in professional conferences, workshops, or lectures by persons of expertise in education.

(c) Participation at Teacher Education/Computer Center, Teacher Center, staff development or similar educationally focused institutions.

(d) Service as mentor teacher or working under the direction of a mentor teacher.

(e) Participation in curriculum development projects.

(f) Participation in systematic programs of observation and analysis of teaching.

(g) Participation in alternative work experience programs, paid or voluntary, in which the unit member fulfills new professional responsibilities for a specific period of time.

(h) Attendance at cultural experiences such as museums or musical, dramatic or dance productions, or crosscultural immersion in the language and culture of an ethnic or national group.

(i) Service in a leadership role in professional organization.

(j) Participation in educational research or innovation efforts.

(k) Participation in creative endeavors in areas such as TV, music or art.

(l) Publication of professional articles in professional journal.

(m) Travel related to teaching area and credential area.

(n) Participation as an exchange teacher.

(o) Participation in a speaker's bureau or on talk shows on education-related committees.

(p) Membership on state or local education-related committees.

(q) Service as a master teacher for student teachers.

(r) Attendance at meetings called for the purpose of in-service training.

(s) Leadership role in educational activities outside the school workday.

(t) Previewing and evaluating instructional materials.
Section 7 - A clock hour for purposes of credited Professional Growth Activities shall be the actual time spent in the activity including preparation time spent if a presenter of the course. College, university or equivalent courses shall be credited as at least fifteen (15) clock hours for each semester unit, ten (10) clock hours for each quarter unit, thirteen (13) clock hours for each trimester unit or the actual number of class/lab hours required, whichever is greater.

Section 8 - Nothing in the Professional Growth Requirements or procedures thereof shall impact, be a part of, or modify the performance evaluation.

Section 9 - By October 15 of each school year, the District shall notify in writing each credential holder of his/her deadline date for completion of his/her Professional Growth Requirements. For employees hired after October 1, the District shall so notify within sixty (60) days of the first date of employment.

Section 10 - Professional Growth Advisors.

(a) An advisor shall complete and return to the credential holder certification of initial plan, initialing of any revisions or verification of completion within ten (10) work days of submission to the advisor.

(b) A unit member may amend a professional growth plan by adding, deleting, or changing any of the original or previously amended goals or proposed activities.

(c) The professional growth advisor shall initial an amendment to a professional growth plan which complies with State laws and regulations.

(d) If an advisor finds that he/she cannot certify an initial plan, initial a modification, or verify completion, the advisor shall notify the credential holder of the reason(s) in writing within ten (10) work days of submission.

(e) No professional growth advisor or other person shall compel a unit member to include any particular activities in his/her professional growth plan.

Section 11 - The District shall provide a copy of the Manual to each unit member to whom this article applies by October 15 of each year (within 30 calendar days of start of employment for those unit members who begin their employment after the opening of school). Verification of receipt of the Manual shall be maintained in the Personnel Office. The credential holder shall maintain the records required by the Manual and shall provide a copy of said records to the Personnel Office prior to October 1 of each year.

Section 12 - If a credential holder believes that his/her advisor has taken an adverse action that he/she considers to be unfair, arbitrary or contrary to the terms of the Education Code, the credential holder may select another advisor or appeal the adverse action to the Executive Secretary of the Commission on Teacher Credentialing.
ARTICLE XXXI - CONTINUOUS SCHOOL PROGRAM (CSP)

Section 1 - General.

The District intends to implement Continuous School Program (CSP) schools in the 1990-91 school year at the K-5 grade levels. The District will provide no less than one hundred twenty (120) calendar days' notice to the Association prior to implementing CSP education at any particular site in order that the Association can participate in planning and providing input prior to decision making.

In addition, if the District decides to implement CSP schools at grade levels other than K-5, it will give one hundred (100) workdays notice of such intent to the Association and will meet and negotiate regarding issues arising because of the implementation at the additional grade levels. If the District and the Association have not reached agreement by the end of the one hundred (100) workday notice period, the District will implement its last offer, the parties will continue to meet and negotiate in good faith, and both parties retain all PERB rights in regard to the implementation. The District and the Association will continue to discuss implementation of CSP programs during the term of the Agreement.

Section 2 - Transfer To and From Continuous School Program.

(a) The District shall make every reasonable effort to have participation in the Continuous School Program voluntary on the part of unit members.

(b) Unit members presently assigned to schools designated as Continuous School Program sites shall have the right to remain at those sites unless they become subject to involuntary transfer pursuant to Article XVII.

(c) CSP transfer requests shall be done in accordance with the provisions of Article XVII of the collective bargaining agreement, except as provided below:

(1) The District shall make every reasonable effort to transfer those unit members who do not wish to work in schools designated as Continuous School Program sites. Such unit member shall be given the first opportunity to transfer to vacancies in traditional school program sites. In any event, such unit members shall be interviewed for at least their first and second position choices.

(2) The District shall make every reasonable effort to make transfers from CSP prior to consideration of other transfer requests or the hiring of outside applicants.

(d) Within ten (10) workdays after the District notifies all unit members that a particular school has been designated as a Continuous School Program site, a unit member who wishes to leave must notify in writing the site administrator of his/her intention. The District shall provide the unit member with a list of all openings at traditional school program sites.
(e) Within fifteen (15) workdays after the District announces that a particular school has been designated as a Continuous School Program site, the District shall post at all school sites any available openings at Continuous School Program sites. Unit members interested in being transferred to a particular opening shall notify the Personnel Office in writing within ten (10) workdays from the date of posting.

(f) The District will provide a unit member involuntarily transferred into or out of a CSP school site one (1) day of released time for the purpose of relocating.

(g) The District will make every reasonable effort to avoid reassigning a unit member to a different track or involuntarily transferring a unit member after the beginning of the track to which the unit member is assigned.

Section 3 - Extended Year Assignment.

(a) The District will post openings for intersession assignments if it determines such sessions will be held. Unit members shall apply for intersession assignments and selections for assignments shall be made as set forth in Article XI, Summer School. The District shall compensate the unit member on intersession assignment at pro-rata summer school assignment rates.

(b) No unit member will be required to work longer than one hundred eighty-four (184) workdays, except as provided in Article IX, Section 3 (new teachers), Article VII, Section 4 (psychologists), and Article VII, Section 5 (counselors). The District may provide for additional workdays for some bargaining unit positions. Such positions shall be posted. Unit members who agree to work such additional days shall be compensated at their daily rate of pay for the extended workyear.

(c) If the District requires a unit member to complete an extra pay for extra duty assignment (such as spelling bee, science fair, or other paid duty) during off-track time, the District shall compensate the unit member at the prevailing contractual hourly extra duty rate. The District shall determine the appropriate number of hours to be compensated.

Section 4 - Track Assignments.

(a) During the initial stages of establishing a CSP site, the faculty and administration will meet to discuss the most equitable distribution of track assignments. It is the intent of this Article to allow the faculty and administration of a particular CSP site to determine track assignments to the greatest extent possible, with the District retaining the right to make final assignments. If track assignment agreement is not reached during the process, the site administrator shall assign teachers using the following criteria:

1. The educational needs of the program.
2. Seniority at the site.
3. Seniority in the District.
(b) Unresolved conflicts regarding track placement can be appealed to the Superintendent or designee who will render a decision within ten (10) workdays of written appeal.

(c) If two employees at a school site determine that they wish to exchange track assignments for the following school year, they may make a proposal to that effect to the site administrator prior to April 15. The administrator shall respond no later than June 1. All responses shall be in writing. If disapproved, specific reasons shall be provided.

(d) At the conclusion of each school year, the faculty and site administration will meet to re-determine track assignments. If agreement is not reached, the site administration will make such decisions using the criteria listed above.

(e) Except under exceptional circumstances, students who are off track will not be assigned to an on-track teacher's classroom for the purpose of making up instructional time.

Section 5 - Communications.

(a) Each CSP site administrator shall make reasonable efforts to communicate appropriate District announcements to employees who are off-track. Examples include information regarding application for Mentor Teacher, CTIIP, transfers and leaves, extra duty assignments, school events such as Open House, Back to School, holiday observances, and faculty election matters.

(b) The District shall, upon request by a unit member, make reasonable efforts to notify that unit member during intersession or off-track assignment of any appropriate posted openings which may arise during intersession or off-track assignment. The unit member's request shall be in writing and will include a mailing address.

Section 6 - Substitutes.

Unit members not on duty status will be allowed but not required to substitute. The District shall pay unit members who substitute 140% of Step 1 of the Summer School Schedule found in Appendix 8 of this Agreement.

Section 7 - Evaluation.

(a) A unit member in a CSP school shall be notified of the identity of his/her evaluator(s) within fifteen (15) calendar days of the beginning of his/her initial track of the year in which the evaluation is to take place.

(b) Observation and evaluation procedures and schedules shall be in accordance with Article XIV.

(c) Final evaluation conferences shall be held no later than thirty (30) calendar days before the end of the final track in the unit member's instructional year.

(d) Adjunct duties subject to evaluation shall be communicated to the unit member within thirty (30) calendar days of the beginning of the initial track of the unit member's workyear. Adjunct duties may be changed, deleted, or added only in accordance with Article XIV, Section 2(h).
Section 8 - Room Assignments.

(a) A "roving teacher" is a teacher in the year-round program whose classroom assignment changes when the tracks change. The District will seek volunteers before making roving assignments. Teachers assigned to a roving position will have two (2) subsequent years without roving unless otherwise agreed to by the unit member or under exceptional circumstances.

(b) An annual stipend equal to that of a grade level leader shall be paid to unit members in such an assignment.

(c) Every reasonable effort will be made to ensure that shared room assignments be equitably distributed at each CSP site. The site administrator will make room assignments after consultation with the affected teachers.

(d) When teachers share a classroom, all teachers will have appropriate availability for storage space in the room being shared.

(e) Unit members assigned to Kindergarten and self-contained Special Education programs will be exempt from roving assignments, except under exceptional circumstances.

Section 9 - Flexible Scheduling.

(a) A unit member may be permitted to exchange instructional days with another unit member who is appropriately credentialed and on satisfactory status.

(b) An exchange contract will be agreed to between the two teachers and signed by each.

(c) The signed agreement shall then be submitted to the site principal for approval at least ten (10) workdays prior to the beginning of the exchange. Such an exchange shall be approved or disapproved based on the needs of the District. If disapproved, the reasons for disapproval shall be in writing.

(d) Unit members may take the opportunity to attend conferences, workshops, or meetings which have been scheduled during periods of time when traditional calendar employees are on recess. Unit members wishing to participate in such events will be able to exchange days with off-track employees. The on-track teacher will then arrange to cover an equal number of days for the cooperating teacher.

(e) Applications for exchange days should be filed with the site administrator as soon as practicable but in no event later than five (5) working days before the exchange. Specific arrangements will be noted on a standard District form.

(f) Failure to carry out the service obligations under the approved exchange agreement shall result in a loss of pay for the unit member who fails the contractual agreement.
Section 10 - Extra Duty Site Assignments.

(a) Grade level leaders shall be funded on the basis of 120% of the existing rate. If the person in this position declines to serve while off-track, the duties will be assigned to another unit member and paid the differential; i.e., 20%. Selection procedures for these interim positions shall be in accordance with Article VII, Section 6.

(b) The District will fund CSP elementary extra duty programs as described in Appendix B "Elementary Schools" at 120% of the rate established for traditional calendar schools and may include up to five (5) events.

Section 11 - Program Termination.

If the District decides to eliminate CSP at one (1) or more sites, the District will provide the Association no less than ninety (90) days' notice.

Section 12 - Working Conditions.

(a) The District shall make every reasonable effort to provide adequate materials, supplies, desk space, storage space (some of which will be lockable), moving assistance, and an air-conditioned classroom environment.

(b) All CSP K-5 regular, self-contained classroom teachers shall be assigned to a single school work site.

(c) The District shall make every reasonable effort to distribute students with special needs among the various tracks and to provide equitable distribution of special support services (i.e., RSP, SDC, speech therapy) to all tracks. Traditional and CSP programs shall have access to equivalent support services.

Section 13 - Salary.

(a) A unit member assigned to a CSP position shall be compensated on the same base salary schedule as a unit member assigned to a traditional calendar position. Advancement on the salary schedule shall be as provided in Article VII.

(b) Unit members who work at the CSP sites shall not be adversely affected by the application of the standards for advancing on the salary schedule or obtaining years of service credit as defined in Article VII of the collective bargaining agreement.

(c) If a unit member transfers into or out of a CSP site and in the process changes his/her pay cycle, the District will make every reasonable effort to accommodate the unit member's pay cycle to minimize interruption of regular pay warrants. The District shall not be required to advance salary pay to unit members unless a bond acceptable to the District is provided by the unit member. Over or under payments that occur in any fiscal year will be handled as quickly and equitably as possible.
Section 14 - Leaves.

(a) Unpaid leaves of absence shall be allowed based on the CSP calendar; i.e., leaves will correspond with the length of the teaching session (trimester).

(b) All other leave provisions continue as provided in Article XIX.

(c) A unit member assigned to an intersession assignment shall have the same sick leave entitlement as provided to summer school assignments on a pro rata basis.

(d) A unit member whose assignment extends 18.4 workdays more than a traditional assignment shall earn one additional day for every 18.4 continuous workdays thereafter.

Section 15 - CSP Calendar.

(a) The CSP Calendar for 1990-91 school year is attached as Appendix C-4.

(b) There shall be 180 instructional days per year for the duration of the Agreement.

(c) The length of the workyear for employees shall be the instructional days plus four (4) days, except that the District may require newly-hired teachers to work two (2) additional days.

(d) The District shall schedule five (5) 180 minute instructional days for the purposes of professional duties such as grading and/or classroom or instructional preparation. The District shall schedule two (2) non-student days for parent conferences as provided in Appendix C-4.

(e) The District may schedule other minimum days at its discretion for inservice training or District meetings, or other non-student days as provided in categorical programs. These minimum days shall be 215 minutes for K-5 students.
## APPENDIX A
MORENO VALLEY UNIFIED
SCHOOL DISTRICT
CERTIFICATED SALARY
SCHEDULE 1988-89
(Effective 3/1/89)

<table>
<thead>
<tr>
<th>STEP</th>
<th>MA or MA + 15</th>
<th>MA + 15</th>
<th>MA + 30</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>BA</td>
<td>BA + 15</td>
<td>BA + 30</td>
</tr>
<tr>
<td>1</td>
<td>24,314</td>
<td>24,314</td>
<td>24,703</td>
</tr>
<tr>
<td>2</td>
<td>24,314</td>
<td>24,439</td>
<td>25,842</td>
</tr>
<tr>
<td>3</td>
<td>24,314</td>
<td>25,557</td>
<td>26,984</td>
</tr>
<tr>
<td>4</td>
<td>25,231</td>
<td>26,678</td>
<td>28,125</td>
</tr>
<tr>
<td>5</td>
<td>26,326</td>
<td>27,799</td>
<td>29,266</td>
</tr>
<tr>
<td>6</td>
<td>27,423</td>
<td>28,916</td>
<td>30,408</td>
</tr>
<tr>
<td>7</td>
<td>28,519</td>
<td>30,035</td>
<td>31,527</td>
</tr>
<tr>
<td>8</td>
<td>29,616</td>
<td>31,152</td>
<td>32,667</td>
</tr>
<tr>
<td>9</td>
<td>30,715</td>
<td>32,272</td>
<td>33,807</td>
</tr>
<tr>
<td>10</td>
<td>33,390</td>
<td>34,949</td>
<td>36,506</td>
</tr>
<tr>
<td>11</td>
<td>36,089</td>
<td>37,669</td>
<td>39,248</td>
</tr>
<tr>
<td>12</td>
<td>38,809</td>
<td>40,434</td>
<td>42,034</td>
</tr>
<tr>
<td>13</td>
<td>41,618</td>
<td>43,241</td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>44,450</td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>31,812</td>
<td>34,509</td>
<td>37,229</td>
</tr>
<tr>
<td>23</td>
<td>32,908</td>
<td>35,606</td>
<td>38,371</td>
</tr>
</tbody>
</table>
## Moreno Valley Unified School District
### Psychologists' Salary
**Effective 3/1/89**

<table>
<thead>
<tr>
<th>Step</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>42,034</td>
</tr>
<tr>
<td>2</td>
<td>44,136</td>
</tr>
<tr>
<td>3</td>
<td>46,237</td>
</tr>
<tr>
<td>4</td>
<td>48,339</td>
</tr>
<tr>
<td>5</td>
<td>50,441</td>
</tr>
<tr>
<td>6</td>
<td>52,543</td>
</tr>
</tbody>
</table>
MORENO VALLEY UNIFIED SCHOOL DISTRICT
APPENDIX B
CERTIFICATED EXTRA PAY FOR EXTRA DUTY
EFFECTIVE MARCH 1, 1989

High Schools:

$13.78 per share, rounded to the nearest $10.

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>SHARES</th>
<th>Share Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Decathlon</td>
<td>111</td>
<td>$1,940</td>
</tr>
<tr>
<td>Athletic Director</td>
<td></td>
<td>2,920</td>
</tr>
<tr>
<td>Athletic Director, Asst.</td>
<td></td>
<td>2,330</td>
</tr>
<tr>
<td>Badminton</td>
<td>119</td>
<td>1,640</td>
</tr>
<tr>
<td>Band</td>
<td>141</td>
<td>$1,940</td>
</tr>
<tr>
<td>Baseball, Head</td>
<td>133</td>
<td>$1,940</td>
</tr>
<tr>
<td>Baseball, Asst.</td>
<td></td>
<td>1,280</td>
</tr>
<tr>
<td>Basketball, Boys Head</td>
<td>146</td>
<td>$1,940</td>
</tr>
<tr>
<td>Basketball, Boys Asst.</td>
<td></td>
<td>1,410</td>
</tr>
<tr>
<td>Basketball, Girls Head</td>
<td>146</td>
<td>$1,940</td>
</tr>
<tr>
<td>Basketball, Girls Asst.</td>
<td></td>
<td>1,410</td>
</tr>
<tr>
<td>Class Advisor</td>
<td>128</td>
<td>**1,760</td>
</tr>
<tr>
<td>Cross Country, Boys</td>
<td>121</td>
<td>1,670</td>
</tr>
<tr>
<td>Cross Country, Girls</td>
<td>121</td>
<td>1,670</td>
</tr>
<tr>
<td>Drama</td>
<td>126</td>
<td>$1,940</td>
</tr>
<tr>
<td>Flags</td>
<td>126</td>
<td>1,740</td>
</tr>
<tr>
<td>Football, Head</td>
<td>176</td>
<td>2,430</td>
</tr>
<tr>
<td>Forensics</td>
<td>126</td>
<td>1,740</td>
</tr>
<tr>
<td>Football, Asst.</td>
<td></td>
<td>1,700</td>
</tr>
<tr>
<td>Golf</td>
<td>119</td>
<td>1,640</td>
</tr>
<tr>
<td>Journalism</td>
<td>126</td>
<td>1,740</td>
</tr>
<tr>
<td>Odyssey of Mind</td>
<td>116</td>
<td>1,500</td>
</tr>
<tr>
<td>Pep Squad</td>
<td>138</td>
<td>1,900</td>
</tr>
<tr>
<td>Soccer, Boys Head</td>
<td>133</td>
<td>1,830</td>
</tr>
<tr>
<td>Soccer, Boys Asst.</td>
<td></td>
<td>1,280</td>
</tr>
<tr>
<td>Soccer, Girls Head</td>
<td>133</td>
<td>1,830</td>
</tr>
<tr>
<td>Soccer, Girls Asst.</td>
<td></td>
<td>1,280</td>
</tr>
<tr>
<td>Softball, Varsity</td>
<td>133</td>
<td>$1,940</td>
</tr>
<tr>
<td>Softball, Asst.</td>
<td></td>
<td>1,280</td>
</tr>
<tr>
<td>Speech</td>
<td>116</td>
<td>1,500</td>
</tr>
<tr>
<td>Student Activities</td>
<td></td>
<td>2,920</td>
</tr>
<tr>
<td>Swimming, Boys</td>
<td>141</td>
<td>1,940</td>
</tr>
<tr>
<td>Swimming, Girls</td>
<td>141</td>
<td>1,940</td>
</tr>
<tr>
<td>Tennis, Boys</td>
<td>124</td>
<td>1,710</td>
</tr>
<tr>
<td>Tennis, Girls</td>
<td>124</td>
<td>1,710</td>
</tr>
<tr>
<td>Volleyball, Head</td>
<td>136</td>
<td>$1,940</td>
</tr>
<tr>
<td>Volleyball, Asst.</td>
<td></td>
<td>1,310</td>
</tr>
<tr>
<td>Track, Boys Head</td>
<td>133</td>
<td>$1,940</td>
</tr>
<tr>
<td>Track, Boys Asst.</td>
<td></td>
<td>1,280</td>
</tr>
<tr>
<td>Track, Girls Head</td>
<td>133</td>
<td>$1,940</td>
</tr>
<tr>
<td>Track, Girls Asst.</td>
<td></td>
<td>1,280</td>
</tr>
<tr>
<td>Vocal Music</td>
<td>126</td>
<td>1,740</td>
</tr>
<tr>
<td>Water Polo</td>
<td>131</td>
<td>1,810</td>
</tr>
<tr>
<td>Wrestling, Varsity</td>
<td>133</td>
<td>$1,940</td>
</tr>
<tr>
<td>Wrestling, Asst.</td>
<td></td>
<td>1,280</td>
</tr>
<tr>
<td>Yearbook</td>
<td>106</td>
<td>1,460</td>
</tr>
</tbody>
</table>
* These positions will be frozen at the "1987-88" rate until such time as it matches the actual "share value."

**Junior and Senior Class Advisors are to be paid at the full rate, which may be divided among class advisors. Freshmen and Sophomore Class Advisors are to be paid at 50% of the full rate, which may be divided among class advisors. Extended season pay for playoffs will be ten (10) percent of such coach's coaching salary for sports where the entire team makes the playoffs and five (5) percent of such coach's salary for sports where the coach accompanies an individual to the playoffs.

Department Chairpersons Positions: $13.05 per period taught by employees in their department each semester, in the following departments:

- Aerospace
- Agriculture
- Art
- Business Education
- Driver Education
- English
- Foreign Language
- Home Economics
- Industrial Education
- ESL
- Math
- Performing Arts
- Physical Educ., Boys
- Physical Educ., Girls
- Science
- Social Studies
- Reading
- Counseling
- Special Education

Lead Nurse Position: $360 per year.
**Middle Schools:**

**Extended Day Activities:**

- Academic Societies: $330/qtr.
- Aerobics: 330/qtr.
- Band: 370/qtr.
- Basketball (84 Shares): 1,160/year
- Calligraphy: 330/qtr.
- Cross Country (61 Shares): 840/year
- Detention: 330/qtr.
- Drama Program: 330/qtr.
- Drama Program Assistant: 160/qtr.
- Drill Team: 330/qtr.
- Football (66 Shares): 910/year
- Gymnastics: 330/qtr.
- Language Arts Fair: 160/qtr.
- Odyssey of Mind (87 Shares): *1,200/year
- Publications: 330/qtr.
- Science Fair: 160/qtr.
- Service Club: 330/qtr.
- Softball (73 Shares): 1,010/year
- Speech Contest: 160/qtr.
- Spelling Contest, District: 160/qtr.
- Spelling Contest, County, plus: 160/qtr.
- Student Assistance: 330/qtr.
- Student Body Activities: 1,590/year
- Study Hall: 330/qtr.
- Study Skills: 330/qtr.
- Talent Show: 160/qtr.
- Track (63 Shares): 870/year
- Volleyball (61 Shares): 840/year

Lead Teacher: 360/year
Team Leader: 360/year
Elementary Schools:

Grade Level Leader: $360/year

Funds shall be allocated at the elementary level for the establishment of an elementary extra duty program. A budget of $1,254 per site shall be established with allocations for a lunchtime sports program, performing and academic events, and games and equipment.

Extra duty pay shall be provided in the following manner:

$830 Lunch sports program (optional); and
$106 per event, for up to four events per year, limited to:

Field Day
School Programs
Science Fair
Writers Fair

Funds not spent shall be used to purchase sports equipment and/or board games to be used primarily during the lunchtime program. The site administrator, with input from faculty, shall decide on items to be purchased and shall control the inventory of games and equipment.

Miscellaneous:

Summer School, 1989:

<table>
<thead>
<tr>
<th>Step</th>
<th>Years</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>(0-5 years)</td>
<td>$82.49/day</td>
</tr>
<tr>
<td>II</td>
<td>(6-10 years)</td>
<td>$86.62/day</td>
</tr>
<tr>
<td>III</td>
<td>(11-15 years)</td>
<td>$90.74/day</td>
</tr>
<tr>
<td>IV</td>
<td>(16-20 years)</td>
<td>$94.88/day</td>
</tr>
</tbody>
</table>

Years of experience for salary credit shall be as in the year just completed prior to commencement of summer school.

Hourly Rates:

Payment for basic instruction beyond regular teaching hours shall be at an hourly rate as follows:

<table>
<thead>
<tr>
<th>Type</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult Education</td>
<td>$16.84</td>
</tr>
<tr>
<td>Driver Education</td>
<td>$16.84</td>
</tr>
<tr>
<td>Extra Period Assignment</td>
<td>$16.84</td>
</tr>
<tr>
<td>Hourly Rate</td>
<td>$16.84</td>
</tr>
<tr>
<td>Saturday School</td>
<td>$16.84</td>
</tr>
</tbody>
</table>
# APPENDIX A
MORENO VALLEY UNIFIED SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE 1989-90
(Effective 9/1/89)

<table>
<thead>
<tr>
<th>STEP</th>
<th>A</th>
<th>B</th>
<th>BA + 15</th>
<th>BA + 30</th>
<th>MA or BA + 45</th>
<th>MA + 15 or BA + 60 Inc. MA</th>
<th>MA + 30 or BA + 75 Inc. MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>25,685</td>
<td>25,685</td>
<td>26,096</td>
<td>27,531</td>
<td>28,992</td>
<td>30,453</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>25,685</td>
<td>25,817</td>
<td>27,299</td>
<td>28,762</td>
<td>30,245</td>
<td>31,729</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>25,685</td>
<td>26,998</td>
<td>28,506</td>
<td>29,990</td>
<td>31,498</td>
<td>33,001</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>26,654</td>
<td>28,183</td>
<td>29,711</td>
<td>31,219</td>
<td>32,724</td>
<td>34,254</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>27,811</td>
<td>29,367</td>
<td>30,917</td>
<td>32,423</td>
<td>33,979</td>
<td>35,528</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>28,970</td>
<td>30,547</td>
<td>32,123</td>
<td>33,651</td>
<td>35,229</td>
<td>36,802</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>30,127</td>
<td>31,729</td>
<td>33,305</td>
<td>34,880</td>
<td>36,481</td>
<td>38,079</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>31,286</td>
<td>32,909</td>
<td>34,509</td>
<td>36,110</td>
<td>37,731</td>
<td>39,329</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>32,447</td>
<td>34,092</td>
<td>35,714</td>
<td>37,337</td>
<td>38,983</td>
<td>40,607</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>35,273</td>
<td>36,920</td>
<td>38,565</td>
<td>40,212</td>
<td>41,878</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>38,124</td>
<td>39,794</td>
<td>41,462</td>
<td>43,155</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>40,998</td>
<td>42,714</td>
<td>44,405</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>43,965</td>
<td>45,680</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>46,957</td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>33,606</td>
<td>36,455</td>
<td>39,329</td>
<td>42,226</td>
<td>45,216</td>
<td>48,228</td>
<td></td>
</tr>
<tr>
<td>23</td>
<td>34,764</td>
<td>37,614</td>
<td>40,535</td>
<td>43,455</td>
<td>46,441</td>
<td>49,506</td>
<td></td>
</tr>
</tbody>
</table>
### Moreno Valley Unified School District

**Psychologists' Salary**

**Effective 9/1/89**

<table>
<thead>
<tr>
<th>Step</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>44,405</td>
</tr>
<tr>
<td>2</td>
<td>46,625</td>
</tr>
<tr>
<td>3</td>
<td>48,846</td>
</tr>
<tr>
<td>4</td>
<td>51,066</td>
</tr>
<tr>
<td>5</td>
<td>53,286</td>
</tr>
<tr>
<td>6</td>
<td>55,506</td>
</tr>
</tbody>
</table>

---

75
MORENO VALLEY UNIFIED SCHOOL DISTRICT
APPENDIX B
CERTIFICATED EXTRA PAY FOR EXTRA DUTY
EFFECTIVE SEPTEMBER 1, 1989

High Schools:

$14.56 per share, rounded to the nearest $10.

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>SHARES</th>
<th>Share Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Decathlon</td>
<td>111</td>
<td>1,940</td>
</tr>
<tr>
<td>Athletic Director</td>
<td>3,070</td>
<td></td>
</tr>
<tr>
<td>Athletic Director, Asst.</td>
<td>2,460</td>
<td></td>
</tr>
<tr>
<td>Badminton</td>
<td>119</td>
<td>1,730</td>
</tr>
<tr>
<td>Band</td>
<td>141</td>
<td>2,050</td>
</tr>
<tr>
<td>Baseball, Head</td>
<td>133</td>
<td>1,940</td>
</tr>
<tr>
<td>Baseball, Asst.</td>
<td>1,360</td>
<td></td>
</tr>
<tr>
<td>Basketball, Boys Head</td>
<td>146</td>
<td>2,130</td>
</tr>
<tr>
<td>Basketball, Boys Asst.</td>
<td>1,490</td>
<td></td>
</tr>
<tr>
<td>Basketball, Girls Head</td>
<td>146</td>
<td>2,130</td>
</tr>
<tr>
<td>Basketball, Girls Asst.</td>
<td>1,490</td>
<td></td>
</tr>
<tr>
<td>Class Advisor</td>
<td>128</td>
<td>1,860</td>
</tr>
<tr>
<td>Cross Country, Boys</td>
<td>121</td>
<td>1,760</td>
</tr>
<tr>
<td>Cross Country, Girls</td>
<td>121</td>
<td>1,760</td>
</tr>
<tr>
<td>Drama</td>
<td>126</td>
<td>1,940</td>
</tr>
<tr>
<td>Flags</td>
<td>126</td>
<td>1,840</td>
</tr>
<tr>
<td>Football, Head</td>
<td>176</td>
<td>2,560</td>
</tr>
<tr>
<td>Football, Asst.</td>
<td>1,790</td>
<td></td>
</tr>
<tr>
<td>Forensics</td>
<td>126</td>
<td>1,840</td>
</tr>
<tr>
<td>Golf</td>
<td>119</td>
<td>1,730</td>
</tr>
<tr>
<td>Journalism</td>
<td>126</td>
<td>1,840</td>
</tr>
<tr>
<td>Odyssey of Mind</td>
<td>116</td>
<td>1,690</td>
</tr>
<tr>
<td>Pep Squad</td>
<td>138</td>
<td>2,010</td>
</tr>
<tr>
<td>Soccer, Boys Head</td>
<td>133</td>
<td>1,940</td>
</tr>
<tr>
<td>Soccer, Boys Asst.</td>
<td>1,360</td>
<td></td>
</tr>
<tr>
<td>Soccer, Girls Head</td>
<td>133</td>
<td>1,940</td>
</tr>
<tr>
<td>Soccer, Girls Asst.</td>
<td>1,360</td>
<td></td>
</tr>
<tr>
<td>Softball, Varsity</td>
<td>133</td>
<td>1,940</td>
</tr>
<tr>
<td>Softball, Asst.</td>
<td>1,360</td>
<td></td>
</tr>
<tr>
<td>Speech</td>
<td>116</td>
<td>1,690</td>
</tr>
<tr>
<td>Student Activities</td>
<td>3,070</td>
<td></td>
</tr>
<tr>
<td>Swimming, Boys</td>
<td>141</td>
<td>2,050</td>
</tr>
<tr>
<td>Swimming, Girls</td>
<td>141</td>
<td>2,050</td>
</tr>
<tr>
<td>Tennis, Boys</td>
<td>124</td>
<td>1,810</td>
</tr>
<tr>
<td>Tennis, Girls</td>
<td>124</td>
<td>1,810</td>
</tr>
<tr>
<td>Volleyball, Head</td>
<td>136</td>
<td>1,980</td>
</tr>
<tr>
<td>Volleyball, Asst.</td>
<td>1,390</td>
<td></td>
</tr>
<tr>
<td>Track, Boys Head</td>
<td>133</td>
<td>1,940</td>
</tr>
<tr>
<td>Track, Boys Asst.</td>
<td>1,360</td>
<td></td>
</tr>
<tr>
<td>Track, Girls Head</td>
<td>133</td>
<td>1,940</td>
</tr>
<tr>
<td>Track, Girls Asst.</td>
<td>1,360</td>
<td></td>
</tr>
<tr>
<td>Vocal Music</td>
<td>126</td>
<td>1,840</td>
</tr>
<tr>
<td>Water Polo</td>
<td>131</td>
<td>1,910</td>
</tr>
<tr>
<td>Wrestling, Varsity</td>
<td>133</td>
<td>1,940</td>
</tr>
<tr>
<td>Wrestling, Asst.</td>
<td>1,360</td>
<td></td>
</tr>
<tr>
<td>Yearbook</td>
<td>106</td>
<td>1,540</td>
</tr>
</tbody>
</table>
* These positions will be frozen at the "1987-88" rate until such time as it matches the actual "share value."

**Junior and Senior Class Advisors are to be paid at the full rate, which may be divided among class advisors. Freshmen and Sophomore Class Advisors are to be paid at 50% of the full rate, which may be divided among class advisors.

Extended season pay for playoffs will be ten (10) percent of such coach's coaching salary for sports where the entire team makes the playoffs and five (5) percent of such coach's salary for sports where the coach accompanies an individual to the playoffs.

Department Chairpersons Positions: $13.79 per period taught by employees in their department each semester, in the following departments:

- Aerospace
- Agriculture
- Art
- Business Education
- Driver Education
- English
- Foreign Language
- Home Economics
- Industrial Education
- ESL
- Math
- Performing Arts
- Physical Educ., Boys
- Physical Educ., Girls
- Science
- Social Studies
- Reading
- Counseling
- Special Education
### Middle Schools:

#### Extended Day Activities:

<table>
<thead>
<tr>
<th>Activity</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Societies</td>
<td>$350/qtr.</td>
</tr>
<tr>
<td>Academic Olympics</td>
<td>350/qtr.</td>
</tr>
<tr>
<td>Aerobics</td>
<td>350/qtr.</td>
</tr>
<tr>
<td>Band</td>
<td>390/qtr.</td>
</tr>
<tr>
<td>Basketball (84 Shares)</td>
<td>1,220/year</td>
</tr>
<tr>
<td>Calligraphy</td>
<td>350/qtr.</td>
</tr>
<tr>
<td>Computer Club</td>
<td>350/qtr.</td>
</tr>
<tr>
<td>Cross Country (61 Shares)</td>
<td>890/year</td>
</tr>
<tr>
<td>Detention</td>
<td>350/qtr.</td>
</tr>
<tr>
<td>Drama Program</td>
<td>350/qtr.</td>
</tr>
<tr>
<td>Drama Program Assistant</td>
<td>170/qtr.</td>
</tr>
<tr>
<td>Drill Team</td>
<td>350/qtr.</td>
</tr>
<tr>
<td>Fashion Show</td>
<td>170/qtr.</td>
</tr>
<tr>
<td>Football (66 Shares)</td>
<td>960/year</td>
</tr>
<tr>
<td>Gymnastics</td>
<td>350/qtr.</td>
</tr>
<tr>
<td>Language Arts Fair</td>
<td>170/qtr.</td>
</tr>
<tr>
<td>Math Club</td>
<td>350/qtr.</td>
</tr>
<tr>
<td>Math Field Day</td>
<td>170/qtr.</td>
</tr>
<tr>
<td>Music, Vocal</td>
<td>350/qtr.</td>
</tr>
<tr>
<td>Odyssey of Mind (87 Shares)</td>
<td>1,270/year</td>
</tr>
<tr>
<td>Publications</td>
<td>350/qtr.</td>
</tr>
<tr>
<td>Science Fair</td>
<td>170/qtr.</td>
</tr>
<tr>
<td>Service Club</td>
<td>350/qtr.</td>
</tr>
<tr>
<td>Softball (73 Shares)</td>
<td>1,060/year</td>
</tr>
<tr>
<td>Speech Contest</td>
<td>170/qtr.</td>
</tr>
<tr>
<td>Spelling Contest, District</td>
<td>170/qtr.</td>
</tr>
<tr>
<td>Spelling Contest, County, plus</td>
<td>170/qtr.</td>
</tr>
<tr>
<td>Student Assistance</td>
<td>350/qtr.</td>
</tr>
<tr>
<td>Student Body Activities</td>
<td>1,680/year</td>
</tr>
<tr>
<td>Study Hall</td>
<td>350/qtr.</td>
</tr>
<tr>
<td>Study Skills</td>
<td>350/qtr.</td>
</tr>
<tr>
<td>Talent Show</td>
<td>170/qtr.</td>
</tr>
<tr>
<td>Track (63 Shares)</td>
<td>920/year</td>
</tr>
<tr>
<td>Volleyball (61 Shares)</td>
<td>890/year</td>
</tr>
<tr>
<td>Yearbook</td>
<td>350/qtr.</td>
</tr>
</tbody>
</table>

*Lead Teacher* 380/year  
*Team Leader* 380/year
Elementary Schools:

Grade Level Leader: $380/year

Funds shall be allocated at the elementary level for the establishment of an elementary extra duty program. A budget of $1,325 per site shall be established with allocations for a lunchtime sports program, performing and academic events, and games and equipment.

Extra duty pay shall be provided in the following manner:

$877 Lunch sports program (optional); and
$112 per event, for up to four events per year, limited to:

- Field Day
- School Programs
- Science Fair
- Writers Fair

Funds not spent shall be used to purchase sports equipment and/or board games to be used primarily during the lunchtime program. The site administrator, with input from faculty, shall decide on items to be purchased and shall control the inventory of games and equipment.

Miscellaneous:

Summer School, 1989:

<table>
<thead>
<tr>
<th>Step</th>
<th>(0-5 years)</th>
<th>$87.14/day</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step I</td>
<td>(6-10 years)</td>
<td>$91.51/day</td>
</tr>
<tr>
<td>Step II</td>
<td>(11-15 years)</td>
<td>$95.86/day</td>
</tr>
<tr>
<td>Step III</td>
<td>(16-20 years)</td>
<td>$100.23/day</td>
</tr>
</tbody>
</table>

Years of experience for salary credit shall be as in the year just completed prior to commencement of summer school.

Hourly Rates:

Payment for basic instruction beyond regular teaching hours shall be at an hourly rate as follows:

- Adult Education: $17.79
- Driver Education: $17.79
- Extra Period Assignment: $17.79
- Hourly Rate: $17.79
- Saturday School: $17.79

Lead Nurse: $380 per year
APPENDIX B - 1
CERTIFICATED EXTRA PAY FOR EXTRA DUTY
SHARE CRITERIA

Extra Duty Formula (9-12):

1. **Length of activity**
   - One week = 2 Shares
   - (20 week max.)

2. **Number of Assistants, Direct Work with Head (Paid Adult)**
   - 5 Shares Per Assistant

3. **Budget Responsibility (ASB, School, and District allocation to program)**
   - 100 - 400 = 5 Shares
   - 500 - 2,999 = 10 Shares
   - 3,000 - 5,999 = 12 Shares
   - 6,000 & Over = 15 Shares

4. **Number of Major Performances**
   - 1 - 4 = 5 Shares
   - 5 - 9 = 10 Shares
   - 10 & More = 20 Shares

5. **Number of Participants Per Paid Adult**
   - 1 - 20 = 15 Shares
   - 20 & More = 20 Shares

6. **Average Public Attendance/Performance**
   - 1 - 499 = 5 Shares
   - 500 & Over = 10 Shares

7. **1 Share per year of District experience within the activity beginning with the 1987-88 school year, to a maximum of 20 years.**

8. **Individual Oriented Activity (Performance)**
   - 15 Shares

9. **Team Oriented Activity (Competitive)**
   - 30 Shares

10. **Certificated District Employees**
    - 10 Shares

---

A. **Assistant Coaches use a factor of 70% of Head Coach "Share Value".**

B. **Athletic Director and Activities Director receive 20% more than highest paid coach.**

C. **Assistant Athletic Director receives 80% of Head Athletic Director.**

D. **Middle and elementary school programs, as negotiated and set forth in Appendix B, will use a factor of 75% of Share Value.**

E. **Junior and Senior Class Advisors are to be paid at the full rate, which may be divided among class advisors. Freshmen and Sophomore Class Advisors are to be paid at 50% of the full rate, which may be divided among class advisors.**
### MORENO VALLEY UNIFIED SCHOOL DISTRICT
### SCHOOL CALENDAR 1960-61
### JULY
| 4 | Independence Day (legal holiday) |
### AUGUST
| 10 | 11 | 12 | 13 | 14 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 17 | 18 | 19 | 20 | 21 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |
### SEPTEMBER
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |
### OCTOBER
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |
### NOVEMBER
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |
### DECEMBER
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |
### JANUARY
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |
### FEBRUARY
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 |
### MARCH
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |
### APRIL
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |
### MAY
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |
### JUNE
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |

### IMPORTANT DATES

**SUMMER SCHOOL 1990**

<table>
<thead>
<tr>
<th>Month</th>
<th>Dates</th>
<th>Teaching Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jun</td>
<td>25-26</td>
<td>Teacher Prep Days (H.S.)</td>
</tr>
<tr>
<td>Jun</td>
<td>27</td>
<td>Summer School Begins (H.S.)</td>
</tr>
<tr>
<td>Jul</td>
<td>2-3</td>
<td>Teacher Prep Days (Middle &amp; Elem)</td>
</tr>
<tr>
<td>Jul</td>
<td>5</td>
<td>Summer School Begins (Middle &amp; Elem)</td>
</tr>
<tr>
<td>Aug</td>
<td>7</td>
<td>Summer School Ends (All levels)</td>
</tr>
</tbody>
</table>

**School Month**

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**School Hours**

| 180 | 180 | 180 |

**KEY:**

- **Legal Holiday**
- **Local Holiday**
- **School Recess**

81
MORENO VALLEY UNIFIED SCHOOL DISTRICT
SCHOOL CALENDAR 1990-91

APPENDIX C (2)

IMPORTANT DATES

July
4 Independence Day (legal holiday)

August
30-31 New Teacher Orientation

September
3 Labor Day (legal holiday)
4-5 Teacher Orientation
8 School Opens

November
9 End of First Quarter K-12

December
24 Jan 4: Winter Recess
25 Christmas Day (legal holiday)
31 New Year’s Eve (local holiday)

January
1 New Year’s Day (legal holiday)
7 Return to School from Winter Recess
21 Martin Luther King Day (legal holiday)
31 Minimum Instruction 6-8

February
1 End of First Semester

March
15 Admission’s Day (In lieu of)

April
6 End of Third Quarter

May
27 Memorial Day (legal holiday)

June
18 Semester Ends (9-12)
19 Semester Ends (K-8)

School Month Dates Teaching Days

K-5 6-8 9-12

1 180 180 180
2
3
4
5
6
7
8
9
10

KEY:

Legal Holiday ☀️ Local Holiday ☻ School Recess

SUMMER SCHOOL 1991

June
20-21 Teacher Prep Days (H.S.)
24 Summer School Begins (H.S.)
27-28 Teacher Prep Days (Middle & Elem)

July
1 Summer School Begins (Middle & Elem)

August
2 Summer School Ends (All levels)

Schools

Winter Break:

K-5 6-8 9-12

K-8 Minimum Instruction

Minimum Instruction:

All Certificated

Minimum Workday, All Certificated

Inservice/Conferences 9-12
Minimum Instruction K-8
Inservice/Conference 6-8
Lincoln’s Day (legal holiday)
Washington’s Day (legal holiday)
Admission’s Day (In lieu of)
Minimum Instruction K-12
Spring Recess

### SCHOOL CALENDAR 1991-92

#### IMPORTANT DATES

<table>
<thead>
<tr>
<th>Month</th>
<th>Dates</th>
<th>Teaching Days</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>K-5</td>
</tr>
<tr>
<td><strong>July</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Independence Day (legal holiday)</td>
<td>Jul 4</td>
<td>1</td>
</tr>
<tr>
<td><strong>Aug</strong></td>
<td>28-30</td>
<td>New Teacher Orientation</td>
</tr>
<tr>
<td><strong>Sep</strong></td>
<td>2</td>
<td>Labor Day (legal holiday)</td>
</tr>
<tr>
<td>Teacher Orientation</td>
<td>Sep 3-4</td>
<td></td>
</tr>
<tr>
<td><strong>Nov</strong></td>
<td>8</td>
<td>END OF FIRST QUARTER K-12</td>
</tr>
<tr>
<td>Veterans' Day (legal holiday)</td>
<td>Nov 11</td>
<td></td>
</tr>
<tr>
<td>Parent Conferences K-5</td>
<td>Nov 14</td>
<td></td>
</tr>
<tr>
<td>Parent Conferences K-8</td>
<td>Nov 15</td>
<td></td>
</tr>
<tr>
<td>Thanksgiving Recess</td>
<td>Nov 28-29</td>
<td></td>
</tr>
<tr>
<td><strong>Dec</strong></td>
<td>23</td>
<td>Jan 3 Winter Recess</td>
</tr>
<tr>
<td>Christmas Eve (local holiday)</td>
<td>Dec 24</td>
<td></td>
</tr>
<tr>
<td>Christmas Day (legal holiday)</td>
<td>Dec 25</td>
<td></td>
</tr>
<tr>
<td>New Year's Eve (local holiday)</td>
<td>Dec 31</td>
<td></td>
</tr>
<tr>
<td><strong>Jan</strong></td>
<td>1</td>
<td>New Year's Day (legal holiday)</td>
</tr>
<tr>
<td>Return to School from Winter Recess</td>
<td>Jan 6</td>
<td></td>
</tr>
<tr>
<td>Martin Luther King Day (legal holiday)</td>
<td>Jan 20</td>
<td></td>
</tr>
<tr>
<td><strong>Feb</strong></td>
<td>30</td>
<td>Minimum Instruction 6-8</td>
</tr>
<tr>
<td><strong>Mar</strong></td>
<td>13</td>
<td>Admission's Day (In lieu of)</td>
</tr>
<tr>
<td><strong>Apr</strong></td>
<td>3</td>
<td>END OF THIRD QUARTER</td>
</tr>
<tr>
<td>Spring Recess</td>
<td>Apr 6-10</td>
<td></td>
</tr>
<tr>
<td><strong>May</strong></td>
<td>25</td>
<td>Memorial Day (legal holiday)</td>
</tr>
<tr>
<td><strong>Jun</strong></td>
<td>16</td>
<td>SEMESTER ENDS (9-12)</td>
</tr>
<tr>
<td><strong>Jun</strong></td>
<td>17</td>
<td>SEMESTER ENDS (K-8)</td>
</tr>
<tr>
<td>Minimum Workday. All Certificated</td>
<td></td>
<td>Inservice 9-12</td>
</tr>
</tbody>
</table>
|      | **SUMMER SCHOOL 1992** | Teacher Prep Days (H.S.) | Teacher Prep Days (Middle & Elem) | Summer School Begins (H.S.) | Summer School Begins (Middle & Elem) | Summer School Ends (All levels) |}

**KEY:**
- ☐ Legal Holiday
- ☐ Local Holiday
- ☐ School Recess
APPENDIX D (1)
MORENO VALLEY UNIFIED
SCHOOL DISTRICT PERFORMANCE CRITERIA FOR
TEACHING CERTIFICATED EMPLOYEES

1. PROGRESS OF PUPILS TOWARD THE STANDARDS OF EXPECTED STUDENT ACHIEVEMENT
   * Uses varied evaluative techniques to measure student progress
   * Utilizes appropriate techniques to identify student and class needs
   * Maintains record keeping system of student performance

2. INSTRUCTIONAL TECHNIQUES AND STRATEGIES
   * Plans on a weekly and long range basis
   * Promotes participation of the learner
   * Provides for appropriate independent and/or group practice
   * Provides for appropriate review and practice
   * Uses appropriate instructional techniques
   * Uses appropriate resources personnel to meet student needs
   * Uses standard English in written and oral communication
   * Provides feedback on student performance
   * Assigns appropriate homework
   * Plans so that substitute teachers can function
   * Uses a variety of instruction materials and equipment

3. ADHERENCE TO CURRICULAR OBJECTIVES
   * Follows County Course of Study, adopted district framework and course descriptions
   * Uses district adopted textbooks in the instructional program
   * Integrates appropriate framework skills into content area of instruction

4. THE ESTABLISHMENT AND MAINTENANCE OF A SUITABLE LEARNING ENVIRONMENT
   * Follows site discipline procedures
   * Is sensitive to student needs
   * Uses appropriate motivation and reinforcement techniques
   * Maintains student control in the classroom
* Reinforces learning activities through classroom environment
* Is attentive to the health and safety of students
* Manages instructional time appropriately
* Works cooperatively with staff
* Fulfills adjunct duties

The above indicators include the concepts of appropriateness and effectiveness in job responsibilities. Due to the special nature of certain assignments, additional indicators may be added under each or all performance criteria.

APPENDIX D (2)
MORENO VALLEY UNIFIED SCHOOL DISTRICT
PERFORMANCE CRITERIA FOR NON-TEACHING CERTIFICATED EMPLOYEES

1. ADHERES TO ESTABLISHED PROCEDURES
   * Implements established services/programs
   * Plans for and implements school-wide procedures
   * Maintains required records accurately and in a timely manner

2. FULFILLS RESPONSIBILITIES TO STUDENTS, PARENTS AND STAFF
   * Assists teachers with identified student needs
   * Completes tasks in a timely manner
   * Is accessible to students and staff
   * Communicates effectively with parents, students, and staff

3. DEMONSTRATES KNOWLEDGE OF JOB RESPONSIBILITIES AND JOB CONTENT
   * Maintains current knowledge related to assignment
   * Demonstrates knowledge related to assigned responsibilities

The above indicators include the concepts of appropriateness and effectiveness in job responsibilities. Due to the special nature of certain assignments, additional indicators may be added under each or all performance criteria.
APPENDIX D (3)
MORENO VALLEY UNIFIED SCHOOL DISTRICT
PERFORMANCE CRITERIA FOR
SPECIAL SERVICES
(RSP, LH, SPEECH AND LANGUAGE, APE, BILINGUAL)

1. PROGRESS OF PUPILS TOWARD THE STANDARDS OF EXPECTED STUDENT ACHIEVEMENT
   * Uses varied evaluative techniques to measure student progress and identify needs.
   * Maintains record keeping system of student performance and assessments.
   * Follows County Course of Study, adopted district framework and course descriptions when appropriate.
   * Uses appropriate district adopted textbooks in the instructional program.
   * Integrates appropriate framework skills into content area of instruction.

2. INSTRUCTIONAL TECHNIQUES AND STRATEGIES
   * Plans short term and long range basis.
   * Provides for appropriate review, practice and feedback on student performance.
   * Uses appropriate management instructional techniques which foster participation of the learner.
   * Uses standard English in written and oral communication.
   * Assigns appropriate homework.
   * Plans so that substitute teachers can function.

3. FULFILLS RESPONSIBILITIES TO STUDENT, PARENTS AND STAFF
   * Plans and implements established Individual Educational Plans and Programs.
   * Plans for and implements school-wide procedures.
   * Completes tasks in a timely manner.
   * Assists and communicates effectively with parents, students, and staff.
4. THE ESTABLISHMENT AND MAINTENANCE OF A SUITABLE LEARNING ENVIRONMENT

* Follows site discipline and maintains student control in the classroom.
* Is sensitive and attentive to the health and safety of students.
* Uses appropriate motivation and reinforcement techniques.
* Fulfills adjunct duties.
MORENO VALLEY UNIFIED SCHOOL DISTRICT
OBSERVATION FORM

APPENDIX D (4)

Page ___ of ___ Pages

EMPLOYEE ___________________________ GRADE/SUBJECT ____________
EVALUATOR _________________________ SCHOOL __________________
OBSERVATION DATE __________________ DURATION ________________

OBSERVATION NOTES: (Attach other sheets as necessary.)

CONCLUSIONS: (Include commendations and recommendations.)

THIS IS YOUR COPY OF THE OBSERVATION.
You may request a conference within five days to discuss the observation.

[ ] A conference is requested by me and scheduled for ______________________

EVALUATOR _________________________ DATE OF REPORT ____________
OBSERVATION RECEIVED ______________________ DATE ________________

(Employee Signature)

DISTRIBUTION: White - Personnel, Canary - School, Pink - Employee
MORENO VALLEY UNIFIED SCHOOL DISTRICT
Certified Personnel (Teaching) Evaluation

NAME OF EMPLOYEE ___________________ GRADE/ASSIGNMENT ___________ SCHOOL ______________________

EVALUATION PERIOD From: __________ To: __________ EVALUATOR & TITLE ________________________________

EMPLOYEE STATUS ______ PERMANENT ______ PROBATIONARY (Year 1 ____ or 2 ____ ) ______ TEMPORARY

NOTES OF OBSERVATION(S):

NOTES OF CONFERENCE(S):

PERFORMANCE CRITERIA

Rating

1. Progress of Pupils Toward the Standards of Expected Student Achievement

2. Instructional Techniques/Strategies

3. Adherence to Curricular Objectives

4. The Establishment and Maintenance of a Suitable Learning Environment

Rating: B - Satisfactory
N - Needs to Improve (improvement plan required)
U - Unsatisfactory (may result in recommendation for dismissal)

Outstanding or exemplary performance may be noted in the Evaluator's Comments section.

I HAVE READ THIS PERFORMANCE APPRAISAL. I HAVE DISCUSSED THIS REPORT WITH EMPLOYEE.

Employee Signature ___________________ Date __________

Evaluator’s Signature ___________________ Date __________

SIGNATURE ON THIS EVALUATION DOES NOT NECESSARILY MEAN THAT THE EMPLOYEE AGREES WITH THE OPINIONS EXPRESSED. IT MERELY INDICATES THAT THE EMPLOYEE HAS READ THE EVALUATION AND HAS BEEN GIVEN AN OPPORTUNITY FOR DISCUSSION AND WRITTEN RESPONSE.

COMMENTS BY THE EVALUATOR — COMMENDATIONS AND RECOMMENDATIONS:

COMMENTS BY THE EMPLOYEE:

APPENDIX D (5)
1. PROGRESS OF PUPILS TOWARD THE STANDARDS OF EXPECTED STUDENT ACHIEVEMENT

- Uses varied evaluative techniques to measure student progress
- Utilizes appropriate techniques to identify student and class needs
- Maintains record keeping system of student performance

2. INSTRUCTIONAL TECHNIQUES AND STRATEGIES

- Plans on a weekly and long range basis
- Promotes participation of the learner
- Provides for appropriate independent and/or group practice
- Provides for appropriate review and practice
- Uses appropriate instructional techniques
- Uses appropriate resource personnel to meet student needs
- Uses standard English in written and oral communication
- Provides feedback on student performance
- Assigns appropriate homework
- Plans so that substitute teachers can function
- Uses a variety of instructional materials and equipment

3. ADHERENCE TO CURRICULAR OBJECTIVES

- Follows County Course of Study, adopted district frameworks and course descriptions
- Uses district adopted textbooks in the instructional program
- Integrates appropriate framework skills into content area of instruction

4. THE ESTABLISHMENT AND MAINTENANCE OF A SUITABLE LEARNING ENVIRONMENT

- Follows site discipline procedures
- Is sensitive to student needs
- Uses appropriate motivation and reinforcement techniques
- Maintains student control in the classroom
- Reinforces learning activities through classroom environment
- Is attentive to the health and safety of students
- Manages instructional time appropriately
- Works cooperatively with staff
- Fulfills adjunct duties

The above indicators include the concepts of appropriateness and effectiveness in job responsibilities. Due to the special nature of certain assignments, additional indicators may be added under each or all performance criteria.
APPENDIX E (1)
MORENO VALLEY UNIFIED SCHOOL DISTRICT
CERTIFICATED GRIEVANCE FORM

Name of Grievant________________________ Location________________________

LEVEL ONE - INFORMAL CONFERENCE

Name of Management Supervisor________________________

Date of Informal Conference________________________

LEVEL TWO - IMMEDIATE SUPERVISOR

Date Filed With Management Supervisor________________________

Management Supervisor’s Signature________________________

Date of Decision________________________

Decision by Management Supervisor:

Grievance Resolved__________ Decision Appealed________

Date________________________ Signature of Grievant________________________

LEVEL THREE - SUPERINTENDENT

Date Filed With Superintendent________________________

Superintendent’s Signature________________________

Decision by Superintendent:

Grievance Resolved__________ Decision Appealed________

Date________________________ Signature of Grievant________________________
MORENO VALLEY UNIFIED SCHOOL DISTRICT
CERTIFICATED GRIEVANCE FORM

Name of Grievant __________________________ Location ________________________

LEVEL FOUR - MEDIATION

Date of Request for Mediation __________________________

Date of Request for Mediator Submitted to California State Conciliation Service

Decision of Mediator:

Grievance Resolved __________ Decision Appealed __________

Date __________ Signature of Grievant ________________________

LEVEL FIVE - BINDING ARBITRATION

Name of Arbitrator Agreed to __________________________

Date of Request for Arbitration __________________________

Decision of Arbitrator:

*******************************************************************************
The Moreno Valley Unified School District ("the District") and the Associated Teachers of Metropolitan Riverside, Moreno Valley Caucus ("the Association"), agree as follows:

The Association may use the District's internal mail system to the extent permitted by law. The District and the Association agree that the issue of whether the Association as the exclusive representative may use the District's site-to-site pouch system is unsettled legally. The District and the Association therefore agree that the Association may use the pouch system on the same basis it has in the past, with the understanding that such usage will cease if it is found to be unlawful. The Association agrees that it shall be legally responsible for any fines, penalties or fees assessed against the Association or the District resulting from the Association's continued use of the pouch system during the time that the Association's right to use the system is legally unsettled.

Dated: February 25, 1989

Moreno Valley Unified
School District

Associated Teachers of Metropolitan
Riverside, Moreno Valley Caucus

By Lester Johnson
Assistant Superintendent
Personnel Services

By Craig Gesner
Negotiations Spokesperson
The Moreno Valley Unified School District and the Associated Teachers of Metropolitan Riverside, Moreno Valley Caucus, agree that the District will continue its past practice of compensating unit members who begin their workyear in August rather than on or after September 1 at the rate effective on September 1 of that year.

Dated: February 25, 1989

Moreno Valley Unified School District

Associated Teachers of Metropolitan Riverside, Moreno Valley Caucus

By

Lester Johnson
Assistant Superintendent
Personnel Services

By

Craig Besner
Negotiations Spokesperson
MORENO VALLEY UNIFIED SCHOOL DISTRICT
AND
ASSOCIATED TEACHERS OF METROPOLITAN RIVERSIDE

SIDE LETTER AGREEMENT
TO APPENDIX B

The Moreno Valley Unified School District and the Associated Teachers of Metropolitan Riverside, Moreno Valley Caucus, agree that they will meet and negotiate Appendix B at the end of the 1989-90 school year, to become effective in the 1990-91 school year.

Dated: February 25, 1989

Moreno Valley Unified School District

By
Lester Johnson
Assistant Superintendent
Personnel Services

Associated Teachers of Metropolitan Riverside, Moreno Valley Caucus

By
Craig Besner
Negotiations Spokesperson

96
MORENO VALLEY UNIFIED SCHOOL DISTRICT
AND
ASSOCIATED TEACHERS OF METROPOLITAN RIVERSIDE

SIDE LETTER AGREEMENT
TO ARTICLE X, SECTION 1

The Moreno Valley Unified School District ("the District") and the Associated Teachers of Metropolitan Riverside, Moreno Valley Caucus ("the Association"), agree as follows:

The District and the Association shall each appoint two (2) representatives to a committee to review work load for psychologists. The committee shall make recommendations to the bargaining teams at subsequent negotiations. The committee shall meet outside the workday and without additional compensation. The recommendations will be completed by June 15, 1989, at which time such recommendations will be brought back to the table.

Dated: February 25, 1989

Moreno Valley Unified School District

By

Lester Johnson
Assistant Superintendent
Personnel Services

Associated Teachers of Metropolitan Riverside, Moreno Valley Caucus

By

Craig Gesner
Negotiations Spokesperson
ASSOCIATED TEACHERS OF METROPOLITAN RIVERSIDE

SIDE LETTER AGREEMENT
TO ARTICLE X, SECTION 1

The Moreno Valley Unified School District ("the District") and the Associated Teachers of Metropolitan Riverside, Moreno Valley Caucus ("the Association"), agree as follows:

1. Psychologists' assignments will be as follows:
   (a) K-8 assignments to be designated using a total student population of approximately 2,100 students to one (1) psychologist.
   (b) 9-12 assignments to be determined by using a case load averaging 2,500 students to one (1) psychologist.

2. (a) Assignments will be reviewed in January. Assessments in the range of 40-45 will be considered a full assignment at that time.
   (b) Assignments will be reviewed again in April using the same criteria. Assessments in the 80-90 range will be considered a full load.
   (c) Psychologists with fewer than the specific number of assessments will be subject to reassignment to sites with assessments reported above the benchmark figures.

3. The current system used by psychologists to report assessment activity will be revised. The revised format will be a continuous assessment log kept at each site with monthly activities copied and sent to the central office for purposes of tallying assessment activity. Principals at each site will sign off on the monthly assessment report.

4. If all psychologists are carrying a "full load" of assessments in January or April, the psychologists will be offered extra duty pay to conduct overflow assessments. These assessments will be conducted outside the regular workday. One (1) workday will be allowed for each child to be assessed including test time, test interpretation time, report writing, and attendance at one (1) IEP meeting. If the case involved more than one (1) IEP meeting, subsequent meetings will be the responsibility of the home school psychologist.
5. A committee of two (2) Association and two (2) District members will meet in the Spring of 1990 to review these procedures.

Dated: June 30, 1989

Moreno Valley Unified
School District

By Lester Johnson
Assistant Superintendent
Personnel Services

Associated Teachers of Metropolitan
Riverside, Moreno Valley Caucus

By Craig M. Esner
Negotiations Spokesperson
The Moreno Valley Unified School District ("the District") and the Associated Teachers of Metropolitan Riverside, Moreno Valley Caucus ("the Association"), agree as follows:

A committee will be formed to discuss and analyze the use of instructional time at the middle school, within the constraints of the Agreement. The Association and the District will each appoint a representative from each middle school to serve on this committee, which shall meet outside the workday, on a non-paid basis. The committee will complete a preliminary report by August 15, 1989, at which time such report will be provided to the Association and District negotiating teams.

Dated: February 25, 1989

Moreno Valley Unified School District

Associated Teachers of Metropolitan Riverside, Moreno Valley Caucus

By Lester Johnson
Assistant Superintendent
Personnel Services

By Craig Gesner
Negotiations Spokesperson
Moreno Valley Unified School District and
Associated Teachers of Metropolitan Riverside

Side Letter Agreement
To Article XIII

The Moreno Valley Unified School District ("the District") and the Associated Teachers of Metropolitan Riverside, Moreno Valley Caucus ("the Association"), agree as follows:

The District and the Association shall reopen negotiations on Article XIII, Class Size, after the Department of Education (or other appropriate agency) regulations regarding Proposition 98 are final.

Dated: February 25, 1989

Moreno Valley Unified School District

By: [Signature]
Lester Johnson
Assistant Superintendent
Personnel Services

Associated Teachers of Metropolitan Riverside, Moreno Valley Caucus

By: [Signature]
Craig Jesner
Negotiations Spokesperson
MORENO VALLEY
UNIFIED SCHOOL DISTRICT
AND
ASSOCIATED TEACHERS OF
METROPOLITAN RIVERSIDE

SIDE LETTER

The Moreno Valley Unified School District (the "District") and the
Associated Teachers of Metropolitan Riverside (the "Association") agree that
Article XIII, Section 2 (Class Size-Class Averages) will be interpreted as
follows.

(1) If a teacher in a multi-period assignment has one student in more than
one period (or equivalent thereof), the student shall be counted for each
period in which he/she is assigned, pursuant to past practice.

(2) If a teacher in a multi-period assignment is assigned to a team-
teaching or other multi-teacher assignment, the class size in any period of
such assignment shall be computed by dividing the total number of students
assigned to the teachers for the period by the total number of teachers (or
full-time equivalents) assigned to the students.

Moreno Valley Unified School District

Catherine B. Hagen

Robert C. Lee

Associated Teachers of Metropolitan Riverside

Dan Threatt

Dated: July 15, 1983
MORENO VALLEY UNIFIED SCHOOL DISTRICT
AND
ASSOCIATED TEACHERS OF METROPOLITAN RIVERSIDE

SIDE LETTER AGREEMENT

The Moreno Valley Unified School District ("the District") and the Associated Teachers of Metropolitan Riverside, Moreno Valley Caucus ("the Association"), agree as follows:

1. The District may elect to participate in the Educational Partnership Program (Drop Out Recovery Program) to serve students on a year-round basis. If the District so elects, it shall calendar instructional days for the Program. Such days may or may not be consistent with the calendar(s) in the collective bargaining agreement. A calendar for the 1989-90 school year is attached hereto. The District shall calendar future years on the same basis.

2. Bargaining unit members shall be assigned 184 workdays, as set forth in the attached calendar or as calendared in future years.

Dated: February 25, 1989

Moreno Valley Unified School District

Associated Teachers of Metropolitan Riverside, Moreno Valley Caucus

By

Lester Johnson
Assistant Superintendent
Personnel Services

Craig Gesner
Negotiations Spokesperson
**Vert Anderson**  
7/10/89 - 4/25/90  
MORENO VALLEY UNIFIED SCHOOL DISTRICT  
EDUCATIONAL PARTNERSHIP PROGRAM CALENDAR  

### IMPORTANT DATES

<table>
<thead>
<tr>
<th>Month</th>
<th>Dates</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jul</td>
<td>4</td>
<td>Independence Day (legal holiday)</td>
</tr>
<tr>
<td>Aug</td>
<td>31</td>
<td>New Teacher Orientation</td>
</tr>
<tr>
<td>Sept</td>
<td>1</td>
<td>New Teacher Orientation</td>
</tr>
<tr>
<td>Sept</td>
<td>4</td>
<td>Labor Day (legal holiday)</td>
</tr>
<tr>
<td>Sept</td>
<td>7</td>
<td>Teacher Orientation</td>
</tr>
<tr>
<td>Nov</td>
<td>9</td>
<td>Minimum Instruction K-12</td>
</tr>
<tr>
<td>Nov</td>
<td>10</td>
<td>Veterans Day (legal holiday)</td>
</tr>
<tr>
<td>Nov</td>
<td>10</td>
<td>END OF FIRST QUARTER K-12</td>
</tr>
<tr>
<td>Nov</td>
<td>16</td>
<td>Parent Conferences K-5</td>
</tr>
<tr>
<td>Nov</td>
<td>17</td>
<td>Parent Conferences K-8</td>
</tr>
<tr>
<td>Nov</td>
<td>23-24</td>
<td>Thanksgiving Recess</td>
</tr>
<tr>
<td>Dec</td>
<td>10</td>
<td>New Year's Day (legal holiday)</td>
</tr>
<tr>
<td>Dec</td>
<td>12</td>
<td>Return to School from Winter Recess</td>
</tr>
<tr>
<td>Jan</td>
<td>1</td>
<td>Martin Luther King Day (legal holiday)</td>
</tr>
<tr>
<td>Feb</td>
<td>3</td>
<td>END OF FIRST SEMESTER</td>
</tr>
<tr>
<td>Feb</td>
<td>9</td>
<td>Inservice/Conferences 9-12</td>
</tr>
<tr>
<td>Feb</td>
<td>10</td>
<td>Minimum Instruction K-8</td>
</tr>
<tr>
<td>Feb</td>
<td>19</td>
<td>Lincoln's Day (legal holiday)</td>
</tr>
<tr>
<td>Feb</td>
<td>19</td>
<td>Washington's Day (legal holiday)</td>
</tr>
<tr>
<td>Mar</td>
<td>18</td>
<td>Admission's Day (In lieu of)</td>
</tr>
<tr>
<td>Apr</td>
<td>6</td>
<td>END OF THIRD QUARTER</td>
</tr>
<tr>
<td>Apr</td>
<td>9-13</td>
<td>Minimum Instruction K-12</td>
</tr>
<tr>
<td>May</td>
<td>28</td>
<td>Memorial Day (legal holiday)</td>
</tr>
<tr>
<td>Jun</td>
<td>20</td>
<td>SEMESTER ENDS (9-12)</td>
</tr>
<tr>
<td>Jun</td>
<td>21</td>
<td>SEMESTER ENDS (K-8)</td>
</tr>
</tbody>
</table>

### SUMMER SCHOOL 1990

<table>
<thead>
<tr>
<th>Month</th>
<th>Dates</th>
<th>Teaching Days</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>K-3 6-8 9-12</td>
</tr>
<tr>
<td></td>
<td>2</td>
<td></td>
</tr>
<tr>
<td></td>
<td>3</td>
<td></td>
</tr>
<tr>
<td></td>
<td>4</td>
<td></td>
</tr>
<tr>
<td></td>
<td>5</td>
<td></td>
</tr>
<tr>
<td></td>
<td>6</td>
<td></td>
</tr>
<tr>
<td></td>
<td>7</td>
<td></td>
</tr>
<tr>
<td></td>
<td>8</td>
<td></td>
</tr>
<tr>
<td></td>
<td>9</td>
<td></td>
</tr>
<tr>
<td></td>
<td>10</td>
<td></td>
</tr>
<tr>
<td></td>
<td>180</td>
<td></td>
</tr>
</tbody>
</table>

### KEY:

- **Legal Holiday**
- **Local Holiday**
- **School Recess**

---

**VERIFIED**

104
### Educational Partnership Program Calendar

**MORENO VALLEY UNIFIED SCHOOL DISTRICT**

**SCHOOL CALENDAR 1989-90**

#### Important Dates

<table>
<thead>
<tr>
<th>Month</th>
<th>Dates</th>
<th>Teaching Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jul 4</td>
<td>Independence Day (legal holiday)</td>
<td></td>
</tr>
<tr>
<td>Aug 31</td>
<td>New Teacher Orientation</td>
<td></td>
</tr>
<tr>
<td>Sept 1</td>
<td>New Teacher Orientation</td>
<td></td>
</tr>
<tr>
<td>Sept 4</td>
<td>Labor Day (legal holiday)</td>
<td></td>
</tr>
<tr>
<td>Sept 5-6</td>
<td>Teacher Orientation</td>
<td></td>
</tr>
<tr>
<td>Nov 9</td>
<td>Minimum Instruction K-12</td>
<td></td>
</tr>
<tr>
<td>Nov 10</td>
<td>Veterans' Day (legal holiday)</td>
<td></td>
</tr>
<tr>
<td>Nov 10</td>
<td>END OF FIRST QUARTER K-12</td>
<td></td>
</tr>
<tr>
<td>Nov 16</td>
<td>Parent Conferences K-5</td>
<td></td>
</tr>
<tr>
<td>Nov 17</td>
<td>Parent Conferences K-8</td>
<td></td>
</tr>
<tr>
<td>Nov 23-24</td>
<td>Thanksgiving Recess</td>
<td></td>
</tr>
<tr>
<td>Dec 18</td>
<td>Jan 1: Winter Recess</td>
<td></td>
</tr>
<tr>
<td>Dec 22</td>
<td>Christmas Eve (local holiday)</td>
<td></td>
</tr>
<tr>
<td>Dec 25</td>
<td>Christmas Day (legal holiday)</td>
<td></td>
</tr>
<tr>
<td>Dec 29</td>
<td>New Year's Eve (local holiday)</td>
<td></td>
</tr>
<tr>
<td>Jan 1</td>
<td>New Year's Day (legal holiday)</td>
<td></td>
</tr>
<tr>
<td>Jan 2</td>
<td>Return to School from Winter Recess</td>
<td></td>
</tr>
<tr>
<td>Jan 15</td>
<td>Martin Luther King Day (legal holiday)</td>
<td></td>
</tr>
<tr>
<td>Feb 3</td>
<td>END OF FIRST SEMESTER</td>
<td></td>
</tr>
<tr>
<td>Feb 9</td>
<td>Inservice/Conference 9-12</td>
<td></td>
</tr>
<tr>
<td>Feb 10</td>
<td>Minimum Instruction K-8</td>
<td></td>
</tr>
<tr>
<td>Feb 16</td>
<td>Lincoln's Day (legal holiday)</td>
<td></td>
</tr>
<tr>
<td>Feb 19</td>
<td>Washington's Day (legal holiday)</td>
<td></td>
</tr>
<tr>
<td>Mar 16</td>
<td>Admission's Day (In lieu of)</td>
<td></td>
</tr>
<tr>
<td>Apr 6</td>
<td>END OF THIRD QUARTER</td>
<td></td>
</tr>
<tr>
<td>Apr 9-13</td>
<td>Minimum Instruction K-12</td>
<td></td>
</tr>
<tr>
<td>May 28</td>
<td>Memorial Day (legal holiday)</td>
<td></td>
</tr>
<tr>
<td>Jun 20</td>
<td>SEMESTER ENDS (9-12)</td>
<td></td>
</tr>
<tr>
<td>Jun 21</td>
<td>Minimum Instruction K-12</td>
<td></td>
</tr>
</tbody>
</table>

**SUMMER SCHOOL 1990**

<table>
<thead>
<tr>
<th>Month</th>
<th>Dates</th>
<th>Teaching Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jun 25-26</td>
<td>Teacher Prep Days (H.S.)</td>
<td></td>
</tr>
<tr>
<td>Jun 27</td>
<td>Summer School Begins (H.S.)</td>
<td></td>
</tr>
<tr>
<td>Jul 2-3</td>
<td>Teacher Prep Days (Middle &amp; Elem)</td>
<td></td>
</tr>
<tr>
<td>Jul 5</td>
<td>Summer School Begins (Middle &amp; Elem)</td>
<td></td>
</tr>
<tr>
<td>Aug 7</td>
<td>Summer School Ends (All levels)</td>
<td></td>
</tr>
</tbody>
</table>

**School Days**

- K-5: 180 days
- 6-8: 180 days
- 9-12: 180 days

**Key:**

- **Legal Holiday**
- **Local Holiday**
- **School Recess**
INDEX

Agreement, Duration and Termination...58
Appendix A, Salary Schedules, 1988-89...68
Salary Schedules, 1989-90...74
Appendix B, Extra Pay for Extra Duty 1988-89.................70
1989-90....................76
Appendix C, School Calendars.........81
Appendix D, Performance Criteria for Teaching and Non-Teaching Certificated Employees.....85
Appendix E, Grievance Form............92
Assault and Battery.........49
Assignment...................22
Association Business Days......11
Association Representation...32
Association Rights............10
Association Security..........12
Association's Duties.........13
Bargaining Unit Information..11
Benefits,
Entitlement..................19
Fully Retired Employees....21
Part-Time Employees........20
Certificated Support Services Staffing..........29
Child Abuse Reporting........56
Class Average Limits.........28
Communication................10
Concert Activities,
No Strike/No Lockout........57
Dental Insurance...............19
Dues Deduction
Authorization................12
Emergency Coverage............24
Environmental Conditions....50
Evaluations....................29
Exceptions to Class Size Maximums........28
Extra Pay for Extra Duty.....17
Facilities....................27
Fee Deduction................12
Grievance Procedures.........44
Health Insurance...............20
Home Visits....................48
Honoraria.....................19
Hours of Work................22
Indemnification...............13
Instructional Days.............21
Instructional Interruptions...50
Insurance,
Personal Property............49
Involuntary Transfers.........35
Job Sharing....................23
Layoffs.......................36
Leaves,
Continuing Insurance Coverage..............20
Leaves of Absence, Non-Paid..40
Leaves of Absence, Paid....37
Life Insurance................20
Management Rights...............9
Materials and Supplies........27
Meetings......................24
Mentor Teacher Program........50
Minimum Teaching Day..........22
Miscellaneous Provisions.....57
Non-Discrimination............14
Notice.........................9
Orientation and Inservice.....26
Parent Conference/Non-Student and Calendared Minimum Days..21
Personnel Files,
Derogatory Material............34
Hours of Inspection............34
Identification of Material...35
Inspection.....................34
Log............................34
Maintenance of Files.........34
Preparation/Conference Periods..24
Professional Growth............59
Psychologist Attendance......25
Psychologist/Non-Classroom Certification Employees.....23
Public Complaint Procedures...32

107
<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rating In</td>
<td>18</td>
</tr>
<tr>
<td>Rebuttal</td>
<td>32</td>
</tr>
<tr>
<td>Recognition</td>
<td>9</td>
</tr>
<tr>
<td>Release Time</td>
<td>11</td>
</tr>
<tr>
<td>Religious Exemption</td>
<td>12</td>
</tr>
<tr>
<td>Remediation</td>
<td>31</td>
</tr>
<tr>
<td>Retirement</td>
<td>41</td>
</tr>
<tr>
<td>Right of Access</td>
<td>10</td>
</tr>
<tr>
<td>Safety Committee</td>
<td>49</td>
</tr>
<tr>
<td>Salaries, Counselors, Department Chairpersons,</td>
<td>15</td>
</tr>
<tr>
<td>Lead Teachers, Grade Level Leaders, and Team Leaders</td>
<td>15</td>
</tr>
<tr>
<td>Intern Teachers</td>
<td>18</td>
</tr>
<tr>
<td>Partial Year's Service</td>
<td>14</td>
</tr>
<tr>
<td>Part-Time Employees</td>
<td>18</td>
</tr>
<tr>
<td>Payments</td>
<td>14</td>
</tr>
<tr>
<td>Psychologists</td>
<td>14</td>
</tr>
<tr>
<td>Schedule</td>
<td>14</td>
</tr>
<tr>
<td>School Calendar</td>
<td>21</td>
</tr>
<tr>
<td>School Site Councils</td>
<td>27</td>
</tr>
<tr>
<td>Staffing Ratios</td>
<td>27</td>
</tr>
<tr>
<td>Statutory Changes</td>
<td>57</td>
</tr>
<tr>
<td>Step and Column Advancement</td>
<td>16</td>
</tr>
<tr>
<td>Student Discipline, Confidential Material,</td>
<td>47</td>
</tr>
<tr>
<td>Corporal Punishment</td>
<td></td>
</tr>
<tr>
<td>Student Exclusions</td>
<td>48</td>
</tr>
<tr>
<td>Student Grouping</td>
<td>24</td>
</tr>
<tr>
<td>Student Suspension</td>
<td>48</td>
</tr>
<tr>
<td>Summer School, Calendars</td>
<td>81</td>
</tr>
<tr>
<td>Class Limits</td>
<td>25</td>
</tr>
<tr>
<td>Notification</td>
<td>26</td>
</tr>
<tr>
<td>Pay</td>
<td>26</td>
</tr>
<tr>
<td>Posting</td>
<td>25</td>
</tr>
<tr>
<td>Scheduling</td>
<td>26</td>
</tr>
<tr>
<td>Selection</td>
<td>25</td>
</tr>
<tr>
<td>Student Enrollment</td>
<td>25</td>
</tr>
<tr>
<td>Tax Sheltered Annuities</td>
<td>20</td>
</tr>
<tr>
<td>Teacher Aides and Student Teachers</td>
<td>26</td>
</tr>
<tr>
<td>Teacher Emeritus</td>
<td>43</td>
</tr>
<tr>
<td>Teacher Exchange Programs</td>
<td>41</td>
</tr>
<tr>
<td>Telephones</td>
<td>50</td>
</tr>
<tr>
<td>Traveling Employees</td>
<td>24</td>
</tr>
<tr>
<td>Tuberculosis Exam</td>
<td>49</td>
</tr>
<tr>
<td>Unsafe Conditions</td>
<td>48</td>
</tr>
<tr>
<td>Use of Facilities</td>
<td>10</td>
</tr>
<tr>
<td>Vocational Credentials</td>
<td>16</td>
</tr>
<tr>
<td>Voluntary Transfers</td>
<td>35</td>
</tr>
<tr>
<td>Waiver of Further Bargaining</td>
<td>58</td>
</tr>
<tr>
<td>Workyear</td>
<td>21</td>
</tr>
<tr>
<td>Year-Round Schools (Continuous School Program)</td>
<td>62</td>
</tr>
</tbody>
</table>