

**INITIAL BARGAINING PROPOSAL  
OF  
CAJON VALLEY UNION SCHOOL DISTRICT  
TO  
CAJON VALLEY EDUCATION ASSOCIATION  
FOR THE  
2017-2018 SCHOOL YEAR  
September 13, 2017**

**Article IX - Transfer and Reassignment**

C. Notification of Vacancies and/or New Positions.

1. Notices of all vacancies, new positions, or interim regular classroom assignments in increments of not less than ten (10) consecutive days (primarily occurring at the junior high/middle school level) shall be posted for at least ten (10) days in advance of the application deadline on the teachers' bulletin board in each building. If notice cannot be posted ten (10) days in advance, then staff will be alerted to the vacancy by special notice within all administrative units. Such notices shall be posted as soon as the district determines that a vacancy exists and shall include the position and location, grade level or subject matter assignment, and credential requirements. First consideration shall be given to currently employed teachers.

The above paragraph as it applies to transfers within a given school year shall not apply during the following periods:

- a. From ~~September~~ **August** 1 through ~~October~~ **September** 15.

Add

- C. **4. School Psychologist, Speech and Language Pathologist, Nurse, Adaptive Physical Education (APE), Education Specialist positions servicing multiple sites as determined by District needs are not subject to the provisions outlined in Article IX Transfer and Reassignment, section C of this agreement.**

**Article X - Teacher Workday and Year**

- a. Modifications of Contract Language as Negotiated

Effective July 1, 2017 All elementary and middle schools **certificated bargaining unit members (including employees working part-time)** will participate in three (3) non-student professional development days. **Employees participating on non-contract time, will be compensated at the hourly rate referenced in Article XXI.**

1. ~~One (1)~~ **Two (2)** professional development days ~~are is currently contracted~~ **District/site provided**

2. One (1) Floating Professional Development Day (~~currently known as 185<sup>th</sup> Day~~) will include:
  - a. Three (3) hours of District ~~mandated~~ **directed** professional development completed prior to September 30 of each school year.
    - i. All part-time certificated bargaining unit members must complete the three (3) hours mandated professional development prior to September 30 of each school year to meet the minimum requirement of the floating professional development day.
    - ii. Three (3) hours of self-selected District offered professional development prior to May 31 of each school year.
      1. Part-time certificated bargaining unit members contracted less than .50 FTE are not required to attend self-selected professional development.
      2. Part-time certificated bargaining unit members in a .50-.70 FTE must complete a minimum of 1 hour of self-selected professional development to meet the minimum requirement of the Floating Professional Development Day.
      3. Part-time certificated bargaining unit members in a .71-.99 FTE must complete a minimum of 2 hours of self-selected professional development to meet the minimum requirement of the Floating Professional Development Day.

The six (6) Floating Professional Development hours must be completed outside the work day and may not be completed on Modified Mondays.

Failure to complete the three (3) hours of District mandated professional development prior to September 30 will result in a mandated staff meeting outside of the regular work day and/or regular meetings to complete the three (3) hours of mandated professional development.

Failure to complete all or a portion of the six (6) hours will result in a proportionate deduction in salary and number of days worked reported to CalSTRS and/or CalPERS.

~~3. One (1) additional professional development day will be added as referenced above in Article XXI Compensation and Salary~~

## **Article XI: Class Size and Balance**

The Governing Board agrees to the following student class size limitations:

1. TK-3 ~~and 3/4 combination class~~ overall school site ratios shall not exceed 25 however, for those TK-3 classes for which the District does not receive class size reduction funds, the overall District ratio shall not exceed 30.
2. 4-8 overall District ratio not to exceed 29.9
3. **Beginning in the 2018-2019 school year, 4-5 class size District ratio may not exceed 34.**
4. ~~Beginning in the 2015-2016 school year,~~ Should a middle school overall pupil-teacher ratio exceed 27.4 (equivalent to an average class size of 32.9), ~~or any individual 4-6 class size exceed 34,~~ adjustments shall be made to lower class size. To calculate the average class size at the middle school: Multiply the overall pupil-teacher ratio by 6 and divide by 5.

5. Combination class sizes in grades **3/4, 4/5, and 5/6** shall not exceed 31. Class size average will be computed without using other student personnel (counselors, ALC, student support, and resource).
6. ~~Beginning in the 2015-2016 school year,~~ Middle School PE classes shall have a class size maximum of 50 and a school site average of 45.
7. ADD reference to .50+ SAI setting

## **Article XII - Inclusion of Students with Special Needs**

Remove Article XII, create policies and procedures to establish guidelines in accordance with Ed Code and Board Policy.

## **Article XXI - Compensation - Salary and Medical Benefits**

**A total of 1.0% will be issued as a one-time off-schedule payment.**

**District Interest: May implement hiring bonus for hard to fill positions established annually by the District.**

INITIAL SALARY PLACEMENT:

Add language on the initial salary placement schedule to provide for credit to employees with experience in clinical settings (i.e. psychologists, speech and language pathologists).

Other creditable service:

**3. Service as a licensed Speech and Language Pathologist or Psychologist working in a clinical setting**

## **ARTICLE XXVII: REOPENER**

On or about April 1, 2017 ~~8~~, Article XXI: Compensation-Salary and Medical Benefits of this contract plus up to three articles selected by the Association and up to three articles selected by the Governing Board shall be reopened for a negotiated adjustment to the ~~2017-2018~~ **2018-2019** year of this agreement. Both the Association and the Governing Board may use one of their three reopeners to introduce a new article. At any time Articles that are mutually agreed upon may be discussed.

## **ARTICLE XXIX: DURATION**

This contract shall remain in full force and effect until June 30, 2018 ~~9~~ subject to re-opener rights as provided for in this agreement.