

TENTATIVE AGREEMENT

Between

Coachella Valley Teachers Association

and

Coachella Valley Unified School District

December 19, 2023

Article XVI - Extra Services Pay

9.3 Voluntary transfer or reassignment:

Certificated personnel who desire a reassignment may submit a written request which includes the grade level, and/or subject desired with the principal and/or designee.

Certificated personnel who desire to transfer to another school may file the appropriate form with Human Resources (Certificated Personnel). The written request is to include the school, grade, site and/or subject desired. If more than one school is requested or would be considered, the schools should be placed in priority. During the summer, job vacancies will be advertised via email, as outlined in Article 9.2. Unit members who have applied for the transfer or reassignment shall be considered for the position prior to applicants from outside the district.

In acting on requests for a transfer or reassignment, the following criteria shall be considered in the order listed:

- A. Appropriate certification
- B. Interview by a panel that shall include at least one site administrator and ~~at least~~ two-unit members selected by CVTA (a ~~ratio~~ **composition** of more unit members to administrators shall be maintained). The panel shall make the final decision from one of the internal candidates. No unit member shall be permitted to more than one (1) transfer during the school year.

The District shall notify the unit member if not given the transfer or reassignment. The unit member may within ten (10) days of the notice request the reason(s) for not being selected for the transfer or reassignment. The District shall provide the reason(s) within ten (10) days of the request.

9.7 Unit members from the closed school or reconfigured school shall also be accorded first priority in filling all vacancies that arise for which they have an appropriate credential. When two (2) or more unit members apply for the same vacancy, the

members shall be interviewed by a panel that shall include at least one site administrator and ~~at least~~ two-unit members selected by CVTA (a ~~ratio composition~~ of more unit members to administrators shall be maintained). The panel shall make the final decision from one of the internal candidates.

Article XII - Hours of Employment

12.1.1.1 All schools will follow an early release schedule on Wednesdays. The first and third Wednesday of the month will be used for district/site-led staff development. The second, fourth and fifth Wednesday of the month will be used for PLCs as defined in Article 2.16. ~~District/site led staff development and PLC meetings for elementary shall begin twenty-five (25) minutes after teacher preparation time, which may include 15 minutes assigned duty. Meetings being held before school shall end 5 minutes prior to school beginning. Secondary district/site led staff development and PLC meetings shall begin 5 minutes after dismissal.~~

12.1.7 Staff meetings shall not extend more than forty (40) minutes ~~which shall include 5 minutes allocated to CVTA meeting time. and shall begin within 5 minutes of student dismissal or shall end 5 minutes before classes begin.~~ Staff meetings shall be scheduled on Wednesdays and shall not occur more than twice per month. ~~Administrators may give up staff meeting time to extend professional development. Should staff meeting time be eliminated for Professional Development, five (5) minutes of CVTA time shall be provided within the Professional Development time.~~

12.1.4 ~~Beginning with the 2023-2024 school year,~~ Secondary teachers (excluding West Shores High School, Continuation, and special education teachers teaching specialized programs in a self-contained setting), will not be required to plan for or teach more than three different courses. Any course which requires a separate pacing guide and/or unit of study shall be deemed an additional course. Should there be a necessity for a teacher to plan for or teach more than three different courses, the teacher shall be paid a \$1500 stipend per semester. The district will attempt to avoid having teachers new to the profession plan for or teach more than three different courses. This section shall not apply to Academy courses or currently offered online courses.

Alternative schedules for 12.1.2 – 12.1.5 may be adopted by a 2/3's secret ballot of a school's faculty, with concurrence of the site administrator, as long as the State standards for instructional minutes are maintained.

12.2.3 One of the two work days at the start of the school year will be utilized by the District for an all employee "Welcome Back," followed by administrator-led school site staff meetings. The other day will be available for teachers to prepare for the start of the student school year and will not include site or District-directed activities. ~~The district shall notify unit members within 10 days prior to the first day of school which day will be designated as "Welcome Back". Should the "Welcome Back" occur on the second day, teachers will be given no less than 30 minutes of teacher preparation time~~

16.5 ~~High School~~ Elementary and Secondary Department ~~Coordinators~~ Chairs shall receive a yearly stipend in monthly increments based on the following criteria:

16.5.3 1 The ~~Coordinators~~ Chairs represent each grade level in PK/TK - 6 and the following departments: English, Science, Social Studies, Math, ESL/Foreign Language, P.E., Special Education, Fine Arts/non departmental, Vocational Education, and Freshmen Core.

Elementary

16.5.1.1 Elementary teachers.....\$2,301

16.5.1.2 At the secondary level, six (6) sections represent one (FTE) teacher

Secondary

16.5.1.3 8 or more teachers \$6,903.00

16.5.1.4 Up to 7 teachers \$5,982.60

~~16.5.1 Five (5) sections represent one (1) FTE teacher:~~

~~16.5.1.1 14 or greater teachers..... Class III~~

~~16.5.1.2 12-13 teachers..... Class IV~~

~~16.5.1.3 10-11 teachers..... Class V~~

~~16.5.1.4 8-9 teachers Class VI~~

~~16.5.1.5 7 or less teachers..... Class VII~~

~~16.5.1.6 Freshmen Core Coordinator Class III~~

~~16.5.2 The calculation of the classes are defined in Appendices I.~~

16.6 All unit members whose assignment requires a Bilingual, Cross-cultural, Language and Academic Development (BCLAD) credential or Bilingual Authorization and who hold a valid BCLAD credential or Bilingual Authorization shall receive a stipend ~~of \$1500.00 per year~~ according to the criteria below.

- A. Any teachers entering the Dual Language program after the 2023-2024 school year (including those who may leave the program and return during a later school year) will begin at Row 1 and proceed through the rows as described in section B, below.

- B. Teachers continuing in the Dual Language program each year will move to the next row, ending at Row 5 and remaining at Row 5 as long as they remain in the Dual Language program without interruption.
- C. To maintain the longevity of Bargaining Unit Members teaching in the Dual Language Program, the district will pay teachers an increased tiered stipend as listed in the chart below.

YEAR	STIPEND AMOUNT
Row 1	\$3,000
Row 2	\$3,500
Row 3	\$4,000
Row 4	\$4,500
Row 5	\$5,000

~~16.7 Middle school/Department Coordinators shall receive a yearly stipend in monthly increments based on the following criteria:~~

~~16.7.1.1 Six (6) sections represent one (FTE) teacher~~

~~16.7.1.2 8 or greater teachers Class III~~

~~16.7.1.3 7 or fewer teachers Class V~~

~~16.7.2 The calculation of the classes are defined in Appendix J.~~

~~16.7.3 Coordinators represent the following departments:~~

~~Special Education, Physical Education, Social Studies, Math, English and Science~~

16.7.4 The District agrees that prior to payment of any stipend not specifically listed in this Agreement, it will meet and bargain with the Association the stipend to be paid to the employees performing the tasks.

16.12 Special Education teachers shall receive a ~~\$1000~~ \$1500 annual stipend.

Article XVIII – Salaries, Health and Welfare

18.1 Effective July 1, 2023, there will be a 9.7% salary increase for the 2023-2024 school year. ~~Active unit members, on paid status as of the date of this signed agreement, shall receive a one-time off-schedule payment of \$2,500.~~

Appendix J

SCHEDULE FOR EXTRA SERVICE PAY

Class I

Head Varsity Football

Class II

Head Varsity Wrestling
 Head Varsity Basketball-B
 Head Varsity Basketball-G
 Head Varsity Baseball
 Head Varsity Softball
 Head Varsity Soccer – B
 Head Varsity Soccer – G
 Head Varsity Volleyball – B
 Head Varsity Volleyball – G
 Head Swimming
 Head Track
 Band Instructor
 Athletic Trainer
 Pep Advisor

Class III

Drill Team

Yearbook

Competitive Speech

Head Cross Country

Head Gymnastics

FFA Advisor

Head Varsity Tennis – B

Head Varsity Tennis – G

Class IV

Head Frosh Football
 Head J.V. Wrestling
 Head J.V. Football
 Head J.V. Basketball – B
 Head J.V. Basketball – G
 Head J.V. Baseball
 Head J.V. Softball
 Head J.V. Volleyball
 Head J.V. Soccer – B
 Head J.V. Soccer – G
 Head Golf
 Asst. Band Instructor
 Asst. Varsity Football
 Asst. Varsity Wrestling – G
 Asst. Varsity Swimming

Class V

Head Frosh Basketball – B
 Head Frosh Basketball – G

Varsity Asst. Basketball – B

Varsity Asst. Basketball – G

Varsity Asst. Baseball

Varsity Asst. Softball

Asst. Track

Class VI

Head Frosh Wrestling
 Head Frosh Softball – G
 Head Frosh Baseball
 Asst. J.V. Football
 Drama
 Head Class Advisor
 Newspaper

Class VII

Asst. Gymnastics
 Frosh Football
 Asst. Cross Country
 Choral Instructor
 Asst. Pep Advisor
 Asst. Class Advisor

The base for calculating the extra service stipend will be 15% of Step 1 Column A, as of June 30 of the year preceding the year of services to be provided:

- Class I = 100% of Base Amount
- Class II = 80% of Base Amount
- Class III = 75% of Base Amount
- Class IV = 70% of Base Amount
- Class V = 65% of Base Amount
- Class VI = 60% of Base Amount
- Class VII = 55% of Base Amount

The Activities Director shall be compensated by a stipend of 12% of D-7 during a work year of 11 months (212 days). He/She may teach two (2) periods at the discretion of the site administrator.

The Athletics Director shall be compensated by a stipend of 12% of D-7 during a work year of 11 months (212) days. He/She may teach two (2) periods at the discretion of the site administrator.

Appendix J

Clubs and Advisors must be approved annually by the **site** principal prior to ASB approval. The Advisors shall receive a \$500 yearly stipend. Club advisors who receive a stipend for an activity which includes a Club shall not receive the additional stipend. The number of Clubs shall not exceed twenty-one (21). Clubs listed may be changed annually by mutual agreement of the **site** Pprincipal and CVTA President or Designee.

LIST OF APPROVED CLUBS

AP HUMANITIES	MATH CLUB	PHARMACY CLUB
"B" VARSITY CLUB	MECHA	RED CROSS CLUB
CLUB CALCULUS	MENTE CLUB	RENAISSANCE
ESL CLUB	MUXERISTAS	SAVE THE WORLD
FBLA	OUTDOORSMAN	SPANISH
GAVEL CLUB	PHYSICS CLUB	STATISTICS CLUB
"G" VARSITY CLUB	PAGE	VALLEY PROMISE

Appendix K

EXTRA SERVICES PAY

ASSIGNMENT	RATE/STIPEND
<i>ASB - Student Council Coordinator or Student Advisor</i>	
● K-6th grade	\$500
● K-8th grade	\$750
● Jr. High Middle School	\$1,000
<i>Clubs -</i>	\$500
<i>Coordinators</i> refer to Article 16.7.3 and 16.7.4 of contract for amount. (e.g. English, Math, Physical Education, Science, Special Education, Social Studies)	
<i>Curriculum Development</i> - Extra Services hourly rate (e.g. assemble instruction guides, professional math content writing District standards)	Extra Services Hourly Rate
<i>Event Coordinators -</i>	Hourly Rate
<i>Family Night Workshops -</i>	\$75 or Extra Services Hourly Rate
<i>GATE Coordinator, Assistant, Teacher</i>	\$500
<i>Intervention Programs-</i>	
● Earthquake Preparedness	Extra Services Hourly Rate

● <u>FLIP & Insight</u>	Extra Services Hourly Rate
● <u>Natural Helpers</u>	\$500 min
● <u>PRICE Parenting</u>	Extra Services Hourly Rate
● <u>Safe Schools/Gang Education</u>	Extra Services Hourly Rate
● <u>SDFSC/TUPE (site level facilitators)</u>	\$1,000
● <u>Special School Climate Enhance (Bright Futures, etc.)</u>	Extra Services Hourly Rate
● <u>Tutorial Programs</u>	Extra Services Hourly Rate
<u>K-6th Elementary Grade Level Leaders/Grade Level Facilitators</u>	
● <u>9 or greater teachers</u>	\$850 per year
● <u>6-8 teachers</u>	\$750 per year
● <u>4-5 teachers</u>	\$600 per year
● <u>0-3 teachers</u>	\$500 per year
Mentors- (e.g.) Sparks (up to 2 mentors per site)	\$500
Non-School Day Events (Fair Day, Field Day) Participant	\$125 full day \$75 half day Extra Services Hourly Rate (for less than half day)
Staff Development	
● <u>Trainer (without stipend)</u>	Extra Services Hourly Rate
● <u>Trainer (with stipend)</u>	Per Stipend
● <u>Participants</u>	Extra Services Hourly Rate or Negotiated Stipend
Technical Services- (e.g. Install & equip IBM/Computer labs, networking computers systems, set- install programs, wiring connection or internet)	Extra Services Hourly Rate
Yearbook	
● <u>K-6th grade</u>	\$1,000 \$500
● <u>K-8th</u>	\$750
● <u>Jr. High Middle School</u>	\$1,500 \$1,000

Agreed to this day, December 19, 2023

Signing for CVUSD

Dr. Frances Esparza

Mayela Salcedo

Ana Alvarado

Karla Corona

Cindy Maldonado

Valerie Perez

Elizabeth Sotelo

Bernardo Valenzuela

Signing for CVTA

Ashley Sincosky

Sarah Chavez

Shannon Rodriguez

Rebecca Kay

Jeff Kruger

Gabriel Alvarez

Juan Silva