

TENTATIVE AGREEMENT

MT. BALDY JOINT SCHOOL DISTRICT AND

MT. BALDY TEACHERS ASSOCIATION - MBTA/CTA/NEA

June 9, 2017

1. (Appendix 'C' – School Calendar) Jointly negotiated calendar for 2017-2018 which was approved by the Governing Board on March 16, 2017.

2. (Article 3 - Term)

A. The term of the agreement between the Mt. Baldy Joint School District and the Mt. Baldy Teachers Association (MBTA) **will be in effect from the date of ratification up to, and including, June 30, 2018.**

C. As soon as the public notice requirements have been fulfilled by the Association and the District, the parties to this agreement will schedule mutually agreeable times, places, and dates to meet and negotiate **up to** two (2) reopeners for each side as specified under the provisions of this Article. It is understood by both parties that Salary, Health and Welfare Benefits and **School** Calendar are automatic reopeners.

3. (Article 13 – Teacher Compensation)

A. The **2017-2018** salary schedule is attached as Appendix 'A'

B. **(See MOU) The District will offer a one-time, off schedule, two and one-half percent bonus (2.5%), for the 2016-2017 school year based on each teacher's placement on the 2016-2017 salary schedule. Teachers working less than full time will have their bonus prorated based on the percent of their contract.**

F. Student Council/**Activities** Coordinator – Provides a stipend of **\$1,000** per year for work done outside of the instructional day. This consists of **Supervising/Chaperoning** school dances and other Student Council related activities.

G. Junior High School End-of-Year Trip Coordinator/Chaperone – Provides a stipend of \$1,000 to oversee, coordinate, plan, and chaperone the end-of-year JHS trip.

H. Administrative Designee – A unit member serving as the administrative designee in the place of an absent administrator (Principal/Superintendent) as well as providing strategic leadership that supports school planning, professional development, and/or student assessment coordination shall receive an additional compensation of **\$2000 per year.** If there are **two or more members** serving as the Administrative Designee, the stipend amount may be split among the members.

I. Yearbook Advisor – Provides a stipend of \$1,000 per year for work done outside of the instructional day.

J. English Learner (EL) Coordinator – Provides a stipend of \$500 per year.

K. Additional Stipends – To be determined by mutual agreement between the District and teacher unit member

(H) **L.** Class Size –

a. Class size **will not exceed 28** students for all classrooms, Grades 1-8, unless there is an exception with teacher approval.

b. Class size **will not exceed 14** students for the TK/Kindergarten combination classroom, unless there is an exception with teacher approval.

4. (Article 14 – Health and Welfare Benefits)

A. For the **2017-2018 school year**, the District will continue to provide health plans (medical and dental) for eligible employees and dependents.

C. For the **2017-2018 school year**, the medical/health insurance cap will remain at \$10,000 for full time teachers.

5. (Article 15 – Evaluation Procedures)

B. All probationary, temporary, and permanent certificated personnel will complete a planning goals template in the Fall of each new school year and consult with District administration about their goals as well as share progress and discuss support needs throughout the school year.

(B). (C). 1. The second formal observation will be done by **March 15.**

(C). (D). Evaluations will be conducted by site administrators. Evaluations will be documented on a form jointly prepared by the District and Association. **See Appendix ‘B’.** All evaluation forms will be provided to teachers by no later than October 15.

E. Each teacher being formally evaluated will be evaluated in writing **using the Evaluation form(s) in Appendix ‘B’ not later than 15 days from the end of the school year.**

Margaret Glick, President
Mt. Baldy Governing Board

Dr. Mitch Hovey
Interim Superintendent

Michael Blanks, President
Mt. Baldy Teachers Association

Nancy Sirski
Principal