

AGREEMENT  
BETWEEN  
BIG VALLEY JOINT UNIFIED SCHOOL DISTRICT  
AND  
BIG VALLEY TEACHERS ASSOCIATION

Effective

July 1, 2020 through June 30, 2023

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>SUBJECT</u>	<u>PAGE</u>
1	Agreement .....	3
2	Negotiating Procedure .....	3
3	Recognition .....	3
4	Management Rights .....	4
5	Association Rights .....	4
6	Grievance Procedure.....	6
7	Safety .....	10
8	Evaluations.....	10
9	Parent/Guardian/Public Complaint Procedure.....	13
10	Transfers/Reassignments.....	14
11	Personnel Matters/Miscellaneous.....	16
12	Class Size .....	17
13	Hours of Employment.....	17
14	Leaves of Absence .....	19
15	Deduction of Dues .....	23
16	Retirement Benefit.....	24
17	Savings.....	24
18	Support of Agreement .....	24
19	Effect of Agreement.....	25
20	Health, Dental, and Vision Insurance .....	25
21	Salary and Extra Duty Schedules.....	26
22	Term.....	28
	Appendix A-1 Salary Schedule.....	29
	Appendix A-2 Salary Schedule.....	31
	Appendix B Extra-Duty Stipend Schedule .....	32
	Appendix C Formal Grievance and Response Form .....	33

ARTICLE 1  
AGREEMENT

- 1.1 The articles and provisions contained herein constitute an Agreement by and between the Governing Board of Big Valley Joint Unified School District (District) and Big Valley Teachers' Association, CTA/NEA (Association), an employee organization.
- 1.2 This Agreement is entered into pursuant to the Educational Employment Relations Act and under the rules and regulations of California Government Code sections 3540-3549.
- 1.3 This Agreement shall become effective upon ratification by both parties, and shall remain in effect from July 1, 2020 through June 30, 2023: and thereafter shall continue in effect year by year unless one of the parties notifies the other in writing of its request to modify or amend the Agreement and until modified by a successor agreement.

ARTICLE 2  
NEGOTIATING PROCEDURE

- 2.1 The parties shall exchange reopener contract proposals by the first regular Board meeting in April.
- 2.2 The above deadline may be waived if agreed to by both parties.
- 2.3 After final approval of each annual agreement between the Association and the District on negotiations issues for that year, the District will prepare the changed pages of the master agreement between the parties, and deliver a copy of the changed pages to the Association President for copying and delivery to bargaining unit members.

ARTICLE 3  
RECOGNITION

- 3.1 The District recognizes the Association as the exclusive representative of all

regular, full-time, certificated unit members excluding management, supervisory, and confidential unit members as defined by the California Government Code Sec. 3543.4 and also excluding the athletic director stipend, the counselor stipend, and the high school disciplinarian stipend.

ARTICLE 4  
MANAGEMENT RIGHTS

4.1 MANAGEMENT RIGHTS

- 4.1.1 Except as modified, abridged, and/or waived by this Agreement, the District shall retain all of its powers and authority to direct, manage, and control to the full extent of the law.
- 4.1.2 The District's exercise of powers, rights, authority, duties and responsibilities, the adoption of policies, rules, regulations, and practices in the furtherance thereof, and the use of judgment and discretion in connection therewith, shall be consistent with and limited only by law and shall not be arbitrary or capricious.
- 4.1.3 Notwithstanding any other provisions, this Agreement shall not constitute a general or specific waiver of any right of the Association or unit members, nor shall it be applied to reduce or restrict any right or privilege of the Association or unit members derived from other provisions of this Agreement or from law.

ARTICLE 5  
ASSOCIATION RIGHTS

- 5.1 The Association has the right under the Educational Employment Relations Act to represent bargaining unit members in their employment relations with the District. Nothing in this Agreement shall be construed as a waiver of such rights.
- 5.2 DISTRICT SERVICE
  - 5.2.1 The Association shall have the right to use the District mail service and unit member mailboxes for communications to unit members without interference, censorship, or examination of such communications by the District.
  - 5.2.2 The Association shall have the right to use the District electronic mail service and unit member electronic mailboxes for communications to unit members without interference,

ensorship, or examination of such communications by the District.

5.2.2.1 The Association shall have an electronic mailbox in the District's electronic mail system which shall deliver to the Association president.

5.2.3 The District shall maintain a current copy of the collective bargaining agreement on the District's website.

5.2.4 The District shall place an item on the agenda of each regularly scheduled Board of Trustee's meeting for the purpose of giving authorized representatives of the Association an opportunity to make a report to the Board.

### 5.3 BULLETIN BOARDS

5.3.1 The Association shall have the right to post notices of activities and matters of Association concern on Association bulletin boards, at least one of which shall be provided in each building in areas frequented by unit members.

### 5.4 USE OF BUILDINGS AND EQUIPMENT

5.4.1 The Association shall have the right to use District buildings, sites, and equipment during all reasonable hours for meetings and other Association activities according to District Procedures.

5.4.2 The Association shall have the right to use District educational technology equipment and/or studios so long as such use does not interfere with the District's regular instructional program. In the event any cost accrues to the District under this provision the Association shall reimburse the District that cost.

### 5.5 ACCESS TO WORKSITE

5.5.1 Authorized representatives of the Association shall have the right to transact official Association business on school property and utilize District facilities at all reasonable times provided that such activities or use do not interfere with classroom instruction.

### 5.6 ACCESS TO INFORMATION

5.6.1 The District, upon request by the Association, agrees to furnish to the Association, within five (5) days, all available information concerning the financial resources and certificated and classified staffing of the District. Such information shall include, but not be limited to: annual financial reports and audits, budgets, interim reports, J-90s, assignment location of certificated personnel, tentative budgetary requirements and allocations, agendas and minutes of all Board meetings and all

attachments thereto at the time of distribution to the Board, census and membership data, names, addresses and phone numbers of all unit members, salaries, benefits, and stipends paid thereto, educational background, longevity, and other employee information that may be used in representing unit members.

5.6.2 In addition, the District, upon request, agrees to provide any other information the Association deems necessary to fulfill its role as exclusive representative. In addition, such information, by request of the Association, shall be supplied via electronic means if the District keeps such data in electronic format.

#### 5.7 APPOINTMENT TO ASSOCIATION/ DISTRICT/ JOINT COMMITTEES

5.7.1 The Association shall select unit member representatives to all Association/District joint committees.

#### 5.8 RELEASE TIME

5.8.1 The Association President or designee may perform his/her duties as President of the Association during non-class time.

5.8.2 Bargaining Team members shall be provided release time at no cost to the Association for negotiations with no loss of salary or other benefits as defined in Government Code section 3540.1(h).

5.8.3 Grievants, witnesses, and Association representatives shall be provided release time for grievance processing at no loss of salary or other benefits and at no cost to the Association.

#### 5.9 SCHOOL CALENDAR

5.9.1 The District agrees to negotiate with the Association on the start and end date of the school year and consult on other proposed changes within the calendar. A final calendar will be approved by Association and Administration prior to being presented no later than the April Board of Trustees Meeting.

### ARTICLE 6 GRIEVANCE PROCEDURE

#### 6.1 PURPOSE

The purpose of this procedure is to secure, at the lowest possible administrative

level, equitable solutions to grievances. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

## 6.2 DEFINITIONS

6.2.1 Grievance: A “grievance” is a claim filed by a unit member or the Association alleging that there has been a violation, misinterpretation, or misapplication of the provisions of this Agreement.

6.2.2 Grievant: A “grievant” is a unit member who files a grievance or the Association.

6.2.3 Representative: A representative is a fellow unit member, unit member organization, or legal counsel who participates in the process.

6.2.4 Day: Day shall mean any day on which the District office is open for business; provided, however, the grievant and Superintendent may agree to a 30 calendar day period during the summer that will be exempt from this definition.

6.2.5 Supervisor: For grievances filed by unit members, “immediate supervisor” shall mean the District Administrator who is responsible for evaluating the grievant. For grievances filed by the Association, “immediate supervisor” shall mean the Grievance Officer.

## 6.3 TIME LIMITS

6.3.1 Failure of the grievant(s) to comply with a time limit set forth herein shall mean default by failing to conform, and no further action shall be taken. Failure of administration to comply with a time limit shall allow the grievant to immediately take the grievance to the next level.

6.3.2 Time-lines at each level of the grievance can be modified by mutual agreement of the grievant(s) and district or due to circumstances beyond either parties’ control.

## 6.4 INFORMAL CONFERENCE

6.4.1 Before filing a formal grievance, the unit member shall attempt to resolve the grievance by an informal conference with his immediate supervisor.

## 6.5 FORMAL GRIEVANCE PROCESS

6.5.1 Level 1: In order to invoke the grievance procedure beyond the informal conference step, the unit member must file his/her formal grievance in writing within thirty days after the unit member knew or reasonably should have known of the alleged grievable event. The District will provide a copy of the grievance to the Association. The

unit member's written statement of the grievance shall be on the District grievance form, attached hereto, and shall contain the following:

- 6.5.1.1 A clear, concise statement of the nature of the grievance.
- 6.5.1.2 The specific article and section of the Agreement that has been violated.
- 6.5.1.3 A recitation of the decision that was rendered by the informal conference by the immediate supervisor.
- 6.5.1.4 The specific remedy that is being sought by the grievant.

A personal conference on the part of either party may be sought. The immediate supervisor shall submit his decision in writing within seven calendar days after receiving the grievance.

6.5.2 Level 2: In the event the grievant is not satisfied with the decision of his immediate supervisor, the grievant may appeal the decision to the Superintendent. The appeal to the Superintendent shall be submitted in writing on a District form. A copy of the original grievance as well as a copy of the written decision of the grievant's immediate supervisor shall be attached to the appeal. The appeal shall be consummated within ten days after the grievant has received the written decision from his/her immediate supervisor. The Superintendent shall respond with his/her written decision within fifteen days after receiving the written appeal.

6.5.3 Level 3: If the grievant is not satisfied with the Superintendent's disposition of the grievance, or if no disposition has occurred pursuant to the provisions of 6.5.2, the grievance shall be referred to grievance mediation. The Association shall, within ten days after the Superintendent's decision is delivered to the grievant (or if there is no decision, within ten days after the deadline), request that a conciliator/ mediator from the California State Mediation/Conciliation Service, or from any other mutually agreeable recognized dispute resolution center, be assigned to assist the parties in the resolution of the grievance. A copy of the request will be delivered to the Superintendent. The mediator, within ten days of the request, or as soon thereafter as possible, shall meet with the grievant, the Association, and the District for the purpose of resolving the grievance. If an agreement is reached, the agreement shall be reduced to writing and shall be signed by the grievant, the

Association, and the District. This agreement shall be non-precedential and shall constitute a settlement of the grievance. The grievance mediation level shall terminate thirty days after the first meeting of the parties with the mediator.

6.5.3.1 No reprisals of any kind will be taken by Association, or by



any member, or by any representative of the Association, against any immediate supervisor or Superintendent, due to any adverse decision rendered by these parties as a result of grievance process.

6.5.3.2 No reprisals of any kind will be taken by the immediate supervisor, the Superintendent, or by any member or representative of the administration or the Board of Trustees, against any aggrieved person, any party of interest, any member of Association or any other participant in the grievance procedure by reason of such participation.

#### 6.5.4 Binding Arbitration

6.5.4.1 If the grievant(s) is not satisfied with the disposition of the grievance at step 6.5.3 the grievant may, within ten days after grievance mediation termination, request in writing that the Association submit the grievance to arbitration. If the Association determines that the grievance involves the interpretation or application of any conditions of this agreement, the Association may, by written notice to the Superintendent, submit the grievance to binding arbitration. This notice shall be submitted within twenty days after grievance mediation. If any question arises as to the validity of the grievance, or arbitrability, such question will first be ruled upon by the arbitrator selected to hear the dispute.

6.5.4.2 The Superintendent or designee shall request a list of arbitrators from the State Mediation and Conciliation Service. Upon receiving the list, the Superintendent or designee and the Association may agree upon an arbitrator on the list; if agreement is not reached within seven calendar days after the parties receive the list, they shall alternately strike one name from the list until one name remains, and that person shall be the arbitrator. The side that will strike the first name shall be determined by lot.

6.5.4.3 Neither party shall be permitted to assert in the arbitration proceedings any evidence which was not submitted to the other party before the completion of step 6.5.3.

6.5.4.4 The arbitrator selected will confer with the representative of the Board and the Association and will hold hearings promptly and will issue a decision not later than thirty days from the date of the close of the hearings, or if oral hearings have been waived, then from the date that the final statements and proofs were submitted to the arbitrator.

The arbitrator's decision will be submitted in writing and will set forth his findings of fact, reasoning, and conclusions on

the issues submitted. The arbitrator will be without power or authority to make any decision which would require the commission of any act prohibited by law or is in violation of the terms of this Agreement. The arbitrator shall have no power to extend the Agreement in the area of wages, fringe benefits, or other items of cost. The decision of the arbitrator will be submitted to the District and the Association and will be final and binding upon the parties. Both parties retain their usual right to seek legal relief regarding any arbitrator's decision.

- 6.5.4.5 The cost for the services of the arbitrator, including per diem expenses, if any, and his/her travel and subsistence expenses as well as the cost of any hearing room, will be borne equally by the District and the Association. All other costs will be borne by the party incurring them.

## ARTICLE 7 SAFETY

- 7.1 Safety shall be a matter of concern for all parties, and the Board will endeavor to insure that safe working conditions prevail. Unit members who observe any condition believed to be hazardous shall report it immediately to their direct supervisor, following up with a written report form as soon as circumstances permit.
- 7.2 Any unit member may use reasonable force as is necessary to protect unit member's personal property from attack or destruction, to protect another person or property, to quell a disturbance threatening personal injuries, or to obtain possession of weapons or other dangerous objects upon the person or within the control of a pupil.
- 7.3 Unit members shall immediately report cases of assault suffered by them in connection with their employment to their direct supervisor. The principal shall report the incident to legal authorities. Notification of such incident shall immediately be forwarded to the Superintendent.

## ARTICLE 8

## EVALUATIONS

- 8.1 Frequency of Evaluations. Formal evaluation of probationary (including part-time), temporary, and intern unit members shall take place every year. Permanent unit members will be evaluated every other year, or at least every five (5) years for those who have been employed at least ten (10) years with the school district, and whose previous evaluation rated the employee as meeting or exceeding standards, if the evaluator and certificated employee being evaluated agree. The certificated employee or the evaluator may withdraw consent at any time.

Evaluations shall be conducted in accordance with the following:

- 8.1.2 Unit members will be evaluated using the current California Standards for the Teaching Profession. (Appendix D)
- 8.1.2.1 A basic principle to be followed in this process is that each unit member, and especially probationary unit members, is entitled to have unit member needs for training and assistance recognized. The evaluation process should utilize the resources available in the District as well as other resources which may be available for those purposes.
- 8.1.3 Procedures:
- 8.1.3.1 By October 1 of each school year, unit members who will be evaluated will be notified. Each year, by October 15, the unit members to be evaluated shall attend a goal setting conference and complete the Goal Setting Conference Form at or prior to the meeting.
- 8.1.3.2 At least two (2) days prior to an observation, the unit member will complete the Pre-Observation Form and give it to the evaluator. The unit member and evaluator may meet regarding the Pre-Observation Form if requested by unit member. The Classroom Observation Form will be made available to unit members (delivered personally or placed in the "yDrive" within ten (10) working days after the observation date. The evaluator will be available for a Post Observation conference at a mutually agreed-upon time within ten (10) working days of the observation.
- 8.1.3.3 If the plan developed under 8.1.3.1, above, includes recommendations for improvement of the unit member's performance, based upon past evaluation, the principal or designee will specify the measures to be used in assessing the improvement(s) sought and the assistance to be given to the unit member, including training, toward improvement.
- 8.1.3.4 Probationary unit members shall have two (2) observations completed prior to March 1. Permanent unit member shall

have one (1) observation completed by April 15.

8.1.3.5 A final evaluation summary, inclusive of each of the areas evaluated, shall be written by the principal or designee, and a copy must be given to the unit member not later than by March 15 for probationary unit members and May 1 for permanent unit members during a Summary Evaluation Conference.

8.1.3.6 All completed observation and evaluation forms shall be treated in a confidential manner.

8.1.3.7 Unit member may file a written response to a Classroom Observation Form and /or Summary Evaluation Report, which shall be attached to the above mentioned forms and placed in the unit member's personnel file. .

8.1.3.8 If the Summary Evaluation Report, includes recommendations and/or requirements for improvement of the unit member's performance, the principal or designee will specify the measures to be used in assessing the improvement(s) sought and the assistance to be given to the unit member, including training, toward improvement. An employee may file a written response to an observation report, which shall be retained with the observation report.

**BIG VALLEY JOINT UNIFIED SCHOOL DISTRICT**

**CERTIFICATED EVALUATION FORM**

Teacher: \_\_\_\_\_  
 School: \_\_\_\_\_

Date: \_\_\_\_\_  
 Grade/Subject: \_\_\_\_\_

Classification: <i>Permanent</i> _____ <i>Preliminary</i> _____ <i>Probationary 1<sup>st</sup> or 2<sup>nd</sup></i> _____ <i>Final</i> _____ <i>Temporary</i> _____	Exceeds Standards	Meets Standards	Does Not Meet Standards
<i>Instructional techniques and strategies used by employee.</i> <b>STANDARD I Engaging and Supporting All Students in Learning</b>			
<ul style="list-style-type: none"> <li>• Connecting student's prior knowledge, life experience and interests with learning goals.</li> <li>• Using a variety of instructional strategies and resources to respond to students' diverse needs.</li> <li>• Facilitating learning experiences that promote autonomy, interaction and choice.</li> <li>• Engaging students in problem solving, critical thinking &amp; other activities that make subject matter meaningful.</li> <li>• Promoting self-directed, reflective learning for all students.</li> </ul>			
<i>Establishment and maintenance of suitable learning environment.</i> <b>STANDARD II Creating and Maintaining Effective Environments for Student Learning</b>			
<ul style="list-style-type: none"> <li>• Creating a physical environment that engages all students, that is safe and provides adequate supervision.</li> <li>• Establishes a climate that promotes fairness and respect.</li> <li>• Promoting social development and group responsibility.</li> <li>• Establishing and maintaining standards for student behavior.</li> <li>• Planning and implementing classroom procedures and routines that support student learning.</li> <li>• Using instructional time effectively.</li> </ul>			
<i>Adherence to curricular objectives.</i> <b>STANDARD III Understanding and Organizing Subject Matter for Student Learning.</b>			
<ul style="list-style-type: none"> <li>• Demonstrating knowledge of subject matter content and student development.</li> <li>• Organizing curriculum to support student understanding of subject matter.</li> <li>• Developing student understanding through instructional strategies that are appropriate to the subject matter.</li> <li>• Using materials, resources and technologies to make subject matter accessible to students.</li> </ul>			
<b>STANDARD IV Planning instruction and Designing Learning Experiences for All Students.</b>			
<ul style="list-style-type: none"> <li>• Drawing on and valuing students' backgrounds, interests and developmental learning needs.</li> <li>• Establishing and articulating goals for student learning.</li> <li>• Developing and sequencing instructional activities and materials for student learning.</li> <li>• Designing short-term and long-term plans to foster student learning.</li> <li>• Modifying instructional plans to adjust for student needs.</li> </ul>			
<i>Progress of pupils towards the standards established by the District.</i> <b>STANDARD V Assessing Student Learning.</b>			
<ul style="list-style-type: none"> <li>• Establishing and communicating learning goals for students.</li> <li>• Collecting and using multiple sources of information to assess student learning.</li> <li>• Using results of assessments to guide instruction.</li> <li>• Communicating with student, families and others about student progress.</li> </ul>			
<b>STANDARD VI Developing as a Professional Educator.</b>			
<ul style="list-style-type: none"> <li>• Reflecting on teaching practice and planning professional development.</li> <li>• Establishing professional goals and pursuing opportunities to grow professionally.</li> <li>• Working and communicating with families, colleagues and/or others to improve professional practice.</li> <li>• Balancing professional responsibilities/maintain motivation</li> </ul>			

See attached narrative for commendations, recommendations and summation.

Recommended for Improvement Plan due to a "Less than Satisfactory" evaluation, defined as one (1) element marked as "Does Not Meet Standards."

Evaluator \_\_\_\_\_ Date: \_\_\_\_\_

Teacher \_\_\_\_\_ Date: \_\_\_\_\_

This report has been discussed with me in conference with the evaluator. An opportunity has been extended to me to attach comments regarding this evaluation.

A SIGNATURE ON THIS EVALUATION FORM DOES NOT NECESSARILY SIGNIFY AGREEMENT WITH THE EVALUATION.

ARTICLE 9  
PARENT/GUARDIAN/PUBLIC COMPLAINT PROCEDURE

9.1 COMPLAINTS BY PARENT/GUARDIAN/PUBLIC CONCERNING UNIT MEMBERS

- 9.1.1 Except in unusual circumstances (such as, illustratively, complaints concerning drug abuse, physical abuse, sexual abuse, etc.) complaints concerning school personnel shall be made directly by the complainant to the person against whom the complaint is lodged. If the complaint is not resolved at this level, the complainant shall put the complaint in writing and direct it to the employee's direct supervisor, or principal. The employee, whom the complaint is filed against, shall immediately receive a copy of the written complaint filed and have five (5) days to attach a written response. If the complaint, after review by the supervisor, remains unresolved, the supervisor shall refer the written complaint and employee response, together with the supervisor's report and analysis of the situation, to the Superintendent or his/her designee. The Superintendent's decision shall be final unless the complainant, the employee, or the Superintendent requests a closed session before the governing board on the complaint. If the employee so requests, an open session may be held.
- 9.1.2 Every effort should be made to resolve the complaint at the earliest possible stage.
- 9.1.3 Failure of the complainant to put the complaint into written form will be considered by the District as a dropping of the complaint. Dropping of the complaint, however, shall not prevent the administration from investigating the complaint.

9.2 MEETING WITH GOVERNING BOARD

- 9.2.1 No open or closed session on a complaint will be held by the governing board unless and until the Board has received the Superintendent's written report concerning the complaint. The Superintendent's report shall contain, but not be limited to, the following:
- 9.2.1.1 The name of each unit member against whom the complaint is made.
- 9.2.1.2 A brief but specific summary of the nature of the complaint and facts surrounding it, sufficient to inform the governing board and the unit member as to the precise nature of the complaint and to allow the unit member to respond.
- 9.2.1.3 A true copy of the signed original of the complaint itself.

- 9.2.1.4 A summary of the action taken by the Superintendent in connection with the complaint, with the Superintendent's specific finding.
- 9.2.2 If a complainant requests a meeting with the Board, the employee(s) complained about shall be notified and shall be entitled to attend the session and respond to any allegations in that session.
- 9.3 PERSONNEL FILE
  - 9.3.1 No record of any complaint shall be kept by the District if the process set forth in this article is not adhered to or if an investigation by the District shows that the complaint was mistaken, false, capricious, discriminatory or arbitrary in nature or the District believes that no record should be maintained. A copy of such a complaint and any written disposition shall be given to the employee.
  - 9.3.2 The unit member shall be informed of any anonymous complaint after it is received as soon as circumstances permit and no later than three days.

ARTICLE 10  
TRANSFER/REASSIGNMENTS

10.1 REASSIGNMENT/VOLUNTARY TRANSFERS

- 10.1.1 All unit members will have first consideration for any open certificated position, during the internal posting period of ten (10) days held prior to posting publicly. The formal application process must be followed as specified on the EdJoin website or other formal application venue used by the District. An informal conference may be held in lieu of interview.
- 10.1.2 When a reassignment is accepted or denied, the unit member shall be notified within ten (10) days. A personal meeting with either the Superintendent or the Principal involved to discuss the rationale may be held at the request of the unit member.
- 10.1.3 When the District determines that a vacancy exists during the course of the school year, the Superintendent or designee shall notify the Association and post electronically at all school sites, for in-house

only applicants, a list of all vacancies which occur during the school year and for the following school year. The list shall contain the following:

10.1.3.1 A job description.

10.1.3.2 Credentials and qualifications necessary to meet the requirements of the position.

10.1.4 No assignment to fill the vacancy shall be made until the closing date.

## 10.2 INVOLUNTARY TRANSFERS

10.2.1 Involuntary transfers shall only occur for the following reasons:

10.2.1.1 Declining enrollment (defined as a decrease in the number of students requiring a decrease in the number of teachers);

10.2.1.2 Elimination of programs and/or funding; or

10.2.1.3 The need for specific credential authorizations,

10.2.1.4 Per Evaluation Improvement Plan

10.2.2 The Superintendent or designee may seek volunteers at the particular school site prior to making any involuntary transfers, except as part of an improvement plan.

10.2.3 Involuntary transfers of a unit member will be based on consideration of the following criteria:

10.2.3.1 Least senior in an appropriate grade level(s)/subject matter;

10.2.3.2 Areas of specific expertise/credentials;

10.2.3.3 Least disruption to classes/schools; or

10.2.3.4 Other overriding factors.

10.2.4 If the Superintendent or designee involuntarily transfers a unit member for reason(s) other than seniority, such reason(s) will be placed in writing and provided to the unit member at the time of the transfer notification.

10.2.4.1 Written notice of involuntary transfer shall be given to the unit member at such time as the Principal or the Superintendent or designee has made the decision to involuntarily transfer that member. When transfers are administratively decided upon during the summer months, written notification of the transfer shall be given immediately to the unit member by email, regular mail or in person.

10.2.4.2 The unit member shall be granted, upon request, within five (5) days after receipt of the involuntary transfer notice, a meeting with the Superintendent or designee to discuss the rationale. An



Association Representative may also be present.

- 10.2.4.3 The affected unit member will not be evaluated as defined in Article 8 during the first year of an involuntary transfer unless evaluation is requested by the unit member. This does not apply to probationary or temporary unit members, nor is the intent to preclude observation and assistance, unless specified by an evaluation improvement plan.
- 10.2.5 The District will not involuntarily transfer the affected unit member again for at least a period of two (2) years unless the program does not receive anticipated funding, a decline in enrollment or other state mandates.
- 10.2.6 If properly credentialed, the affected unit member will be given the first option to return to his/her previous classroom position or previous school site if such a vacancy exists or occurs within four (4) years, unless specified in an evaluation improvement plan.

## 10.2 NOTIFICATION OF ASSIGNMENT

- 10.3.1 Each unit member shall be given next year's tentative assignment by May 25. Such notice shall specify the school site, grade level or subject area(s) to which the unit member will be assigned.
- 10.3.2 Any changes in assignment made after the last day of school shall be done after consultation with the unit member, which shall include the reasons for changing the assignment.

## ARTICLE 11 PERSONNEL MATTERS/MISCELLANEOUS

### 11.1 PERSONNEL FILE

- 11.1.1 Materials in personnel files of unit members which may serve as a basis for affecting the status of their employment are to be made available for the inspection of the unit member involved, provided that the request for the file examination is made at a time when the unit member is not actually on a duty status in the District.
- 11.1.2 Such material is not to include ratings, reports, or records which:
  - 11.1.2.1 were obtained prior to employment of the person involved;
  - 11.1.2.2 were obtained by identifiable selection committee members;

- 11.1.2.3 were obtained in connection with a promotional examination.
- 11.1.3 Complaints from the public concerning a unit member will be placed in the unit member's personnel file only after the complaint procedure set forth in Article 9 is adhered to.
- 11.1.4 Access to personnel files shall be limited to District legal counsel, members of the District Administration and the Board of Trustees on a need-to-know basis. The contents of all personnel files shall be kept in the strictest confidence to the extent required by law.

## 11.2 MAILING LIST

All certificated District employees shall be placed on the District electronic mailing list throughout the summer months. Important district announcements, news, and job vacancy postings shall be communicated to all unit members throughout the summer.

## ARTICLE 12 CLASS SIZE

- 12.1 The faculty and principal of each building will consult in an effort to provide optimum and equitable class size through assignment and scheduling.

## ARTICLE 13 HOURS OF EMPLOYMENT

- 13.1 All certificated unit members shall report for duty 15 minutes before the beginning of the school day as specified by the normal bell schedule and stay until 15 minutes after the end of the school day as specified by the normal bell schedule; this includes any modified schedule for students such as minimum days, including Inter-Mountain Fair Wednesday, but excludes all other Early Release Wednesdays. For Early Release Wednesdays unit members will remain on campus for two (2) hours after student dismissal. These contractual day limits are inclusive of a 30 minute duty free lunch as required by law.
  - 13.1.1 The District shall provide unit members teaching full-time in middle &

high school (currently grades 7-12) a preparation period of not less than a class period each day (currently 55 minutes).

- 13.1.2 Changes to School Site bell schedules will be agreed upon by both Association and School District prior to approval by Board.
- 13.2 Unit members will be expected to participate in such activities as parent-teacher conferences, Student Study Team meetings (SST), Individualized Education Plan meeting (IEP), supervise field trips, and fulfill other professional obligations, which may extend beyond the length of the regular workday.
- 13.3 All Certificated unit members are contracted for 185 work days with 180 instructional days. Three (3) non-instructional days are required before the beginning of the school year, one of which will be for teacher preparation and two (2) will be used at the District's discretion. For the remaining two (2) non-instructional days, one (1) day will be used for professional development during school year and one(1) day will be used at unit member's discretion before the school year begins or at the end of the school year for teacher classroom preparation or professional development.
  - 13.3.1 Unit members shall attend Back to School Night and Open house each year.
  - 13.3.2 Elementary Teachers shall attend Winter Performance and Secondary Teachers shall attend Graduation ceremonies.
  - 13.3.3 Members will also be required to fulfill two (2) adjunct duties which extend beyond the length of the regular workday and shall be chosen by each unit member. Additional adjunct duties will be distributed on an equitable, first-come, first-serve basis at each school site. Adjunct duties shall include Saturday School, Detention, Morning Operational Leadership Team Meetings, Athletic Duties (gate duty, time clock, score book, shot clock, announcer, etc), and LCAP District Team Meetings.
    - 13.3.3.1 Unit members will be compensated accordingly at their contracted hourly rate for all adjunct duties and for any additional work that is preapproved by the Superintendent.
    - 13.3.3.2 Part-time member's adjunct duty requirement will be prorated according to their assignment FTE.
  - 13.3.4 Unit members will be given time during Professional Development and "District driven" Early Release Days to complete Keenan modules during the work year.
- 13.4 With pre-approval by administration unit members who are working after contract hours on special district committees shall be paid at his/her hourly/daily rate.
- 13.5 The District will establish and follow procedures for notifying certificated unit members in the event that school has been cancelled.

- 13.6 Early Release Wednesdays shall include agendas when necessary that are collaboratively driven at the site level by consultation between unit members after Association consultation with administration.

ARTICLE 14  
LEAVES OF ABSENCE

14.1 SICK LEAVE

- 14.1.1 Unit members shall be entitled to ten (10) days paid sick leave per school year for the illness, injury or medical appointments of the unit member or the unit member's immediate family as defined in 14.4. Unit members required to work eleven months shall be entitled to eleven (11) sick days; those required to work twelve months shall be entitled to twelve (12) days.
- 14.1.2 If possible, Superintendent or designee shall be notified by 7:00 am when the unit member is taking sick leave.
- 14.1.3 For absences exceeding four (4) consecutive work days, the District may require a physician's or nurse practitioner's statement verifying both that the unit member is unable to work due to illness or injury and the probable duration of the illness. At any time abuse of sick leave is reasonably suspected, district management may require a unit member to provide a physician's or nurse practitioner's statement verifying both that the employee is unable to work due to illness and injury and probable duration of illness or injury. "Reasonable suspicion" requires evidence to produce the suspicion.
- 14.1.4 If a unit member does not utilize the ten (10) days of annual sick leave, the unused portions of the sick leave shall accumulate from year to year without limit.
- 14.1.5 Unit members shall be notified by October 1 of each year by the District Administration of the balance of their accumulated sick leave. Within thirty (30) workdays after a unit member returns to work from sick leave or personal necessity leave, the District will provide the unit member with the unit member's updated balance of accrued sick leave.

- 14.1.6 When the unit member has exhausted all available sick leave and is absent from his/her duties on account of illness or accident for a period of five school months or less, whether or not the illness or accident arises out of or in the course of employment, the amount deducted from the salary due the unit member for any of the five school month period in which absence occurs shall not exceed the sum which is actually paid a substitute employee employed to fill the unit member's position during his/her absence, or if no substitute was employed, the amount that would have been paid to the substitute had a substitute been employed.

When the unit member remains absent after use of the five-month differential pay leave, the unit member shall be in unpaid status. If the unit member is not medically able to resume the duties of his/her position, and is not placed in another position, the unit member will be placed on a reemployment list for a period of 24 months if the unit member is in probationary status or for a period of 39 months if the unit member is in permanent status. When the unit member is medically able, during the 24 or 39- month period, the unit member shall be returned to employment in a position for which he/she is credentialed and qualified. The 24-month or 39-month period shall commence at the expiration of the five-month period described above.

This five-month period and its implementation shall be implemented as set forth in the mandatory provisions of Education Code section 44977 and the mandatory provisions of Education Code section 44978.1.

## 14.2 DEFINITION

14.2.1 Paid Leave: Unit members on paid leave who are scheduled to work at least 75% of the school year shall receive incremental advancement, paid health, dental, and vision benefits and shall be entitled to return to a job position within the area of their credential. Any additional non-accumulated leave shall not be construed as paid leave.

14.2.2 Unpaid Leave: Unit members on unpaid leave must pay for health, dental and vision insurance, unless the unit member is on leave covered by CFRA. They shall not receive incremental advancement if they work less than 75% of the school year.

## 14.3 PERSONAL NECESSITY LEAVE

14.3.1 Personal Necessity Leave is provided for compelling personal business that cannot be attended to outside of normal work hours. Each year no more than ten (10) days of accumulated sick leave may be used for occasions of personal necessity in

accordance with Education Code Section 44981. Personal necessity leave shall exclude activities related to recreation, work stoppage, avocation or other employment related events. Except in the case of an emergency, unit members must make every effort to notify their immediate supervisor at least five (5) days in advance of this leave request. If a unit member uses personal necessity leave for a purpose not in accordance with Education code section 44981 without prior approval, they shall be subject to loss of pay for the day(s) of inappropriate absence and may face discipline.

14.3.2 Non-emergency personal necessity leave exceeding three (3) consecutive days requires prior approval.

14.3.2.1 Non-emergency personal necessity days attached to a holiday must be preapproved and will be limited to two members per school site and substitute teacher availability. Approval will be by a first-come first-serve basis.

14.3.3 Unit members returning from personal necessity leave shall be returned to the position held by the employee prior to the time of the leave.

#### 14.4 BEREAVEMENT LEAVE

A unit member shall be entitled to a maximum of six (6) days leave of absence without loss of salary for the death of any member of his/her immediate family. Members of the immediate family, as used in this section means the mother, father, grandmother, grandfather, or a grandchild of the unit member or of the spouse of the unit member, and the spouse, son, son-in-law, daughter, daughter-in-law, brother or sister of the unit member, or any relative living in the immediate household of the unit member. An additional two-day bereavement leave for a total of eight days shall be allowed without loss of salary if either out-of-state travel is required or travel is required in-state in excess of 350 miles one-way. The Superintendent or designee shall be notified as soon as possible by the unit member that the unit member is taking bereavement leave. This leave shall not accumulate and has no cash value if not used.

#### 14.5 LEAVE FOR PREGNANCY DISABILITY

14.5.1 Unit members are entitled to use sick leave as set forth in section 14.1 of Article 14 for disability caused or contributed to by reason of pregnancy, miscarriage, childbirth, and recovery therefrom. Pregnancy disability leave shall not be used for childcare, child rearing/bonding, or preparation for child bearing. Pregnancy leave shall be limited to those disabilities as set forth above. The length of the pregnancy disability leave, including the date on which the leave shall commence and the date on which the unit member's

duties are to be resumed, shall be determined by the unit member's physician. The unit member shall provide the Superintendent with a written statement requesting pregnancy leave.

#### 14.6 PARENTAL LEAVE

- 14.6.1 Qualified unit members may choose to take up to 12 workweeks of parental leave. Such leave is available for reason of the birth of a child of the unit member, or the placement of a child with a unit member in connection with the adoption or foster care of the child by the unit member.
- 14.6.2 Available and accumulated sick leave may be applied towards these 12 workweeks of parental leave until all fully paid sick leave is exhausted. Thereafter, the unit member may use differential leave for the balance of the bonding period up to 12 workweeks. During this period of differential leave, the amount deducted from the salary due the unit member for any of the remaining portion of the 12-workweek period in which the absence occurs shall not exceed the sum that is actually paid to a substitute employed to fill his or her position during his or her absence or, if no substitute was employed, the amount that would have been paid to a substitute had he or she been employed. However, the unit member shall be compensated at no less than 50 percent of his/her regular salary. Parental leave is in addition to pregnancy disability leave and does not run concurrently.
- 14.6.3 The unit member shall notify his/her supervisor of the intent to take parental leave as soon as is practicable. Such notice shall be in writing and shall include a statement as to the dates the unit member wishes to begin and end the leave and whether the unit member intends to use available sick leave and differential leave under sections 14.6.1 and 14.6.2, or whether the unit member intends to take unpaid leave.
- 14.6.4 If a school year terminates before the twelve (12) week parental leave is exhausted, the unit member may take the balance of the twelve (12) week period in the subsequent school year.
- 14.6.5 A unit member may request and the District may grant additional parental leave without pay. The leave may start and terminate at the dates requested by the unit member; however, the leave shall not be granted for over one year.

#### 14.7 INDUSTRIAL ACCIDENT/ ILLNESS LEAVE

- 14.7.1 Personal injury that has qualified for compensation under the provisions of the Workers Compensation Law will entitle the unit member to Industrial Accident Leave.
- 14.7.2 Industrial accident leave shall be limited to a total of sixty (60) days in any one school fiscal year.
- 14.7.3 The unit member shall endorse to the District any wage loss benefit check from the district carrier, Keenan and Associates which would make the total compensation from both sources exceed 100% of the amount the unit member would have received as salary had there been no industrial accident or illness.
- 14.7.4 If the unit member fails to endorse to the District any wage loss disability indemnity check received due to the industrial accident or illness as provided above, the District shall deduct that amount from the unit member's salary.

#### 14.8 JURY DUTY

- 14.8.1 Unit members shall be provided leave if called for jury duty. The unit member shall submit a written request for judicial leave as soon as possible upon notification of the jury commissioner.
- 14.8.2 The unit member will receive normal salary and endorse jury service compensation (less mileage) over to the District.

#### 14.9 SABBATICAL LEAVE

Unit members may apply for a one year or one semester leave of absence after seven years of employment in the District to study, travel, or broaden their educational background. Leave may be granted by the District upon agreement that such leave is of value to the District. The District will follow usual hiring practices to replace unit members granted sabbaticals.

If leave is granted, the unit member will be paid in one of the following ways, whichever is greater:

- 14.9.1 one-half of the unit member's annual salary
- 14.9.2 the monthly difference between his salary and the salary of the substitute or temporary unit member.

The unit member will pay the health, dental, and vision insurance premiums during the period of the sabbatical leave.

The unit member will sign a contract agreeing to return to the District for twice the length of the sabbatical leave, or repay funds received during the sabbatical leave. In addition as a condition to the grant of a sabbatical leave, the employee shall comply with the bond and security provisions stated in section 44969 of the California Education Code.

#### 14.10 LESSON PLANS



Each unit member who is on leave of any kind for twenty (20) work days or less during the course of a school year will make every reasonable attempt to convey to the principal prior to taking leave, written plans of instruction for the period of time that the unit member will be on leave so that the principal, in turn, can properly direct the substitute unit member. Unit members will also provide three (3) days of emergency lesson plans to their site secretary by the first day of school and replenish them immediately if they are used.

ARTICLE 15  
DEDUCTION OF DUES

- 15.1 The District shall deduct from the salary checks of Association members the normal and regular monthly membership dues of the Big Valley Teachers Association, California Teachers Association, and NEA as voluntarily authorized in writing by the unit member.

ARTICLE 16  
RETIREMENT BENEFIT

- 16.1 If the District complies with the conditions and qualifications established by law, it may, but shall not be required to implement a process which can, under the law, result in additional service credit (for the purpose of retirement) being granted to a qualified certificated employee.

ARTICLE 17  
SAVINGS

- 17.1 If any provision of this Agreement or any application of this Agreement to any unit member or groups of unit members covered hereby shall be found contrary to law by a tribunal of competent jurisdiction, that provision or application shall have effect only to the extent permitted by law, and all other provisions or applications of the Agreement shall continue in full force and effect.

- 17.2 It is mutually agreed that the California Education Code and other California Legislative enactments that relate to public school education shall be governing. It is mutually agreed that no provision of this contract may have the effect of circumventing or negating California Law.

ARTICLE 18  
SUPPORT OF AGREEMENT

- 18.1 The District and the Association agree that it is to their mutual benefit to encourage the resolution of differences through the meet and negotiation process. It is agreed, therefore, that the District and the Association will fully support this Agreement throughout its entire term.

ARTICLE 19  
EFFECT OF AGREEMENT

- 19.1 It is understood and agreed that beyond the annual reopeners set forth in Article 23 (Term), neither the Association nor the District has any moral or legal right to meet and negotiate any of the provisions of the Agreement during the term of the Agreement excepting that the Association and the District agree to meet and negotiate any new and/or additional extra-curricular and/or special assignments that are not contained in the extra-curricular salary schedule that is part of the Agreement adopted by the Association and the District.

ARTICLE 20  
HEALTH, DENTAL AND VISION INSURANCE

20.1 HEALTH AND WELFARE BENEFITS

- 20.1.1 The medical benefit plan provided for bargaining unit members

shall be the choices elected by the Association through California's Valued Trust. The dental plan will be Delta Dental through California's Valued Trust. The vision plan, effective July 1, 1995, will be changed to Vision Service Plan's plan C through California's Valued Trust.

20.1.2 The maximum District contribution "the cap" toward the cost of unit members' health annually is \$14,050.00, per qualified full-time unit member. The difference between the cap and the full cost of District health and welfare benefit payments shall be automatically deducted from the unit member's monthly paychecks.

20.1.3 The District does not guarantee, warrant, represent or otherwise express an opinion as to the tax treatment of District-provided benefits. Any verbal assurances to the contrary are void and shall have no effect. In the event the District, the Internal Revenue Service, and/or any state determines that any Employer-provided benefits are taxable under Section 89 of the Internal Revenue Code or any other provision of law, the District shall not be liable for any taxes, interest, penalties, audit expenses, accounting expenses, legal expenses, or any other related expenses incurred by unit members, retirees, dependents, or any other persons receiving Employer-provided benefits.

## ARTICLE 21 SALARY AND EXTRA-DUTY SCHEDULES

### 21.1 CREDIT FOR EXPERIENCE

21.1.1 Upon employment, credit will be allowed for up to ten (10) years of public school experience on a year-for-year basis outside the Big Valley Joint Unified School District. At the start of the members' third positive year of employment and permanent status the member who has worked years in addition to the ten (10) initially granted credit for, will be granted full credit for all credentialed teaching experience on a year-for-year basis.

21.1.2 Credit may be granted for parochial, charter, and/or private school experience on a year for year basis by the Board at its discretion, subject to the limitation in section 21.1.1, above.

### 21.2 PROFESSIONAL GROWTH REQUIREMENTS

21.2.1 College credits obtained from accredited four-year institutions of higher learning will be accepted for purposes of salary schedule placement.

- 21.2.2 Salary schedule placement credit will be given for college or university classes which are directly related to the unit member's major, minor, current or anticipated assignment, that are successfully completed under the following conditions:
  - 21.2.2.1 regular summer school;
  - 21.2.2.2 correspondence classes with the prior approval of the Superintendent and Principal or designee;
  - 21.2.2.3 extension classes with the prior approval of the Superintendent and Principal or designee;
  - 21.2.2.4 workshops with prior approval of the Superintendent or designee;
  - 21.2.2.5 resident classes.
- 21.2.3 During any one school year a unit member shall not enroll in more than three semester units of correspondence or extension classes without the prior approval of the Superintendent.
- 21.2.4 In addition to credits from accredited four-year institutions of higher learning, continuing education units (CEUs) obtained by unit members from in-services, conferences, etc. will be accepted for purposes of salary schedule advancement.
  - 21.2.4.1 Fifteen (15) hours of participation will equal one (1) semester unit.
- 21.3 VERIFICATION OF ADDITIONAL COLLEGE OR UNIVERSITY CREDITS AND CEUs
  - 21.3.1 A unit member who completes the requirements necessary to move horizontally on the salary schedule from one column to another will receive a revised contract for the school year, provided the unit member has notified the Superintendent in writing of this planned advancement prior to June 1 and presents evidence of completion of the necessary semester units or CEU equivalent by September first of the contract year.
- 21.4 VERIFICATION FOR INITIAL SALARY SCHEDULE PLACEMENT
  - 21.4.1 Complete transcripts of all college and university work, as well as written verification of previous teaching experience, must be provided to the Superintendent by each unit member so that all unit members may be properly placed on the salary schedule.
- 21.5 INCREASE IN NUMBER OF TEACHING DAYS
  - 21.5.1 In 2015/2016 the number of teaching days will increase from one hundred seventy five days to one hundred eighty days per year, the certificated salary schedule shall be increased by three percent

(3%) for that year.

## 21.6 COMPARABILITY STUDY

### 21.6.1 Selection of Districts

- 21.6.1.1 Upon mutual written agreement of the District and the Association in negotiations for any school year, a study will be conducted no later than December and will be based on twenty districts determined in the following manner:
- 21.6.1.1.1 Based on the most recent statistics available from the State Department of Education Bureau of Local Assistance, a list of unified districts will be chosen with ADA ranging 250 above to 250 below Big Valley;
  - 21.6.1.1.2 The districts so selected will be arranged in order from highest base revenue limit to lowest base revenue limit per ADA;
  - 21.6.1.1.3 The ten districts in succession, which are higher (in base revenue limit), and the ten in succession, which are lower (in base revenue limit), will comprise the twenty comparison districts, unless mutually agreed upon otherwise.
  - 21.6.1.1.4 The comparison of compensation will employ schedules from all districts, including Big Valley, for the previous fiscal year in which the study is conducted. Work days, extra duty pay, benefits, masters, longevities, or any other compensations will also be examined.
  - 21.6.1.1.5 The comparison group may also include, should the District so elect, those school districts within the immediate geographical proximity.

## 21.7 SALARY SCHEDULE

- 21.7.1 The salary and stipends (extra-duty) schedules for unit members for the years covered by this Agreement are appended to this Agreement as Appendix A, B, and C. The District will distribute unit member salary checks on the last workday of the month; provided, however, if salary checks are distributed by the District after the last workday, no interest on the salary amount will accrue to the unit member.
- 21.7.2 Unit Members will be paid over twelve (12) months annually with members receiving two (2) checks in June, according to LCOE protocol.

21.8 SUBSTITUTING DURING PREPARATION PERIOD

When an employee substitutes for another employee during his/her preparation period, he/she shall receive their hourly rate of pay.

APPENDIX A- RESTRUCTURED SALARY SCHEDULE- See Attachment A

APPENDIX B- See attached stipend scheduled

Article 22  
TERM

22.1 TERM

22.1.1 The term of this Agreement shall be from July 1, 2020, through June 30, 2023 and thereafter shall remain in full force and effect year by year unless modified or amended by the parties and until modified by a successor agreement.

22.2 For the 2020-21 school year, either party may re-open negotiations on Articles 20 and 21, and two (2) additional articles by giving written notice to the other party no later than the first regular Board Meeting in September of 2020.

22.3 For the 2021-22 school year, either party may re-open negotiations on Articles 20 and 21, and two (2) additional articles by giving written notice to the other party no later than the first Board meeting in April of 2021.

22.4 For the 2022-23 school year, either party may re-open negotiations on Articles 20 and 21, and the parties shall exchange successor agreement sunshine proposals no later than the first Board meeting in January 2023.

District Representative:

Signed by Paula A. Silva

Paula Silva, Superintendent

August 16, 2023

Date

Big Valley TA Representative:

Signed by Eric Johnson

Eric Johnson, President

8/16/23

Date

**APPENDIX A**

**BIG VALLEY JOINT UNIFIED SCHOOL DISTRICT CERTIFICATED SALARY SCHEDULE 2022/2023**

<b>STEP</b>	<b>CLASS I</b>	<b>CLASS II- BA +30</b>	<b>CLASS III- BA +45</b>	<b>CLASS IV- BA +60</b>	<b>CLASS V- BA +75</b>
1	\$39,531	\$43,825	\$44,703	\$45,596	\$46,048
2	\$40,322	\$44,702	\$45,596	\$46,509	\$46,969
3	\$41,129	\$45,596	\$46,509	\$47,439	\$47,908
4	\$41,951	\$46,509	\$47,439	\$48,387	\$48,866
5	\$42,790	\$47,439	\$48,387	\$49,355	\$49,844
6	\$42,790	\$48,387	\$49,355	\$50,342	\$50,841
7	\$42,790	\$49,355	\$50,342	\$51,349	\$51,857
8	\$42,790	\$50,342	\$51,349	\$52,376	\$52,289
9	\$42,790	\$51,349	\$52,376	\$53,424	\$53,952
10	\$42,790	\$52,376	\$53,424	\$54,492	\$55,032
11	\$42,790	\$52,376	\$54,492	\$55,582	\$56,133
12	\$42,790	\$52,376	\$55,582	\$56,694	\$57,256
13	\$42,790	\$52,376	\$56,694	\$57,827	\$58,400
14	\$42,790	\$52,376	\$57,827	\$58,984	\$59,568
15	\$42,790	\$52,376	\$58,984	\$60,163	\$62,547
16	\$42,790	\$52,376	\$58,984	\$61,366	\$66,299
17	\$42,790	\$52,376	\$58,984	\$62,5964	\$67,626
18	\$42,790	\$52,376	\$58,984	\$63,846	\$68,978
19	\$42,790	\$52,376	\$58,984	\$65,123	\$70,357
20	\$42,790	\$52,376	\$58,984	\$66,426	\$71,764
21	\$42,790	\$52,376	\$58,984	\$67,753	\$73,200
22	\$42,790	\$52,376	\$58,984	\$69,109	\$74,664
23	\$42,790	\$52,376	\$58,984	\$70,491	\$76,157
24	\$42,790	\$52,376	\$58,984	\$71,901	\$77,681
25	\$42,790	\$52,376	\$58,984	\$71,901	\$79,234
26	\$42,790	\$52,376	\$58,984	\$71,901	\$80,819
27	\$42,790	\$52,376	\$58,984	\$71,901	\$82,435
28	\$42,790	\$52,376	\$58,984	\$71,901	\$84,084
Masters Degree \$1000.00 Annually					
Ag Project Supervision- 20% of salary for extended year			Board Approved 2/2023		

<b>Activity</b>	<b>Stipend</b>
Varsity Coach	\$2,500.00
Asst Varsity Coach*	\$1,500.00
JV Coach	\$1,900.00
Jr High Coach	\$950.00
Ag Camp	\$500.00
6th Science Camp Advisor	\$500.00
7th/8th Grade Advisor	\$1,000.00
Freshman Advisor	\$500.00
Sophomore Advisor	\$500.00
Junior Advisor	\$1,000.00
Senior Advisor	\$1,000.00
8th Grade Trip Chaperone	\$300.00
Senior Trip Chaperone	\$500.00
Assessment Coordinator	\$3,000.00
WASC Coordinator	\$3,000.00
Yearbook Advisor-No class period	\$3,000.00
Yearbook Advisor- Assigned class per	\$1,000.00
Athletic Director	\$4,500.00
Activities Director	\$4,500.00

<b>Position</b>	<b>Amount</b>
Prep Period Substitution	Hourly Rate
Substitute pay-Full Day	\$125.00
Substitute Pay-1/2 Day (4 periods)	\$60.00
Substitute Pay-Long Term/After 20 days Retro	\$140.00
Adjunct/Extra Duty	Hourly Rate
Administrative Designee	\$125.00

\*Except for Football, Asst. Coaches will be applicable for teams that have more players than two (2) times the number of players needed to field a team:

Volleyball= more than 12 players  
Basketball= more than 10 players  
Baseball and Softball= more than 18 players



BIG VALLEY JOINT UNIFIED SCHOOL DISTRICT  
CERTIFICATED EMPLOYEE / FORMAL GRIEVANCE AND RESPONSE FORM

Name of Grievant \_\_\_\_\_

1. State specific section(s) of collective bargaining agreement alleged to have been violated.

---

---

2. Describe clearly and concisely the violation, how it occurred, by whom, and how the violation adversely affected the grievant. Include factual details sufficient for an understanding of the grievance, including dates, places, and any witnesses.

---

---

---

---

---

---

---

---

---

---

(If additional space is needed to describe the violation, attach additional pages as necessary.)

3. Describe when the required informal conference occurred, who participated in it, and the decision that was rendered by the immediate supervisor.

---

---

---

4. Describe the specific remedy sought.



---

---

---

---

---

---

---

---

---

---

---

---

7. Response of Superintendent to Appeal of Grievant. (Must be submitted to grievant within (15) District Office business days after receiving the appeal.

---

---

---

---

---

---

---

---

---

---

---

(If additional space is needed, attach additional pages as necessary.)