

AN AGREEMENT BETWEEN  
BALLICO-CRESSEY SCHOOL DISTRICT TEACHERS  
ASSOCIATION

AND

BALLICO CRESSEY SCHOOL DISTRICT  
JULY 1, 2021 - JUNE 30, 2022

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Agreement Between  
The Governing Board of the Ballico-Cressey School District and  
The Ballico-Cressey Teachers Association

ARTICLE I - AGREEMENT

1. The articles and provisions contained herein constitute a bilateral and binding agreement ("Agreement") by and between the Governing Board of the Ballico-Cressey School District and the Ballico-Cressey Teachers Association, affiliate of CTA/NEA ("Association"), an employee organization.
2. This agreement shall remain in full force and effect from July 1, 2021 until June 30, 2022.
3. The Certificated Salary Schedule adopted for 2021-2022 shall be increased by 2% in addition to a one-time COVID-19 Support Incentive of \$2,500 retroactive to all bargaining members employed during the 2021-2022 school year as proposed by BCSD, effective July 1, 2021. Certificated Salary Schedule in Appendix A.

ARTICLE II - RECOGNITION

The Board recognizes the Association as the exclusive representative of all certificated employees of the District excluding substitute teachers, summer school teachers, management, confidential and supervisory employees - for the purpose of meeting and negotiating.

ARTICLE III - NEGOTIATION PROCEDURE

1. Not later than April 1 of the calendar year in which this Agreement expires, the District and the Association shall meet and negotiate in good faith on negotiable items. Any agreement reached between the parties shall be reduced to writing and signed by them.
2. Negotiations shall take place at mutually agreeable times and places.
3. The Association may designate three (3) who shall be granted reasonable release time without loss of compensation to attend negotiations and impasse proceedings.
4. The District shall furnish the Association with two (2) copies of all budgetary and other financial information it produces that is deemed necessary by the Administration for the Association to fulfill its role as the exclusive bargaining representative when they are presented to the Board of Trustees.
5. Not later than October 15, the District shall furnish the Association with the placement of personnel on the certificated salary schedule as of October 1.

ARTICLE IV - HOURS AND DAYS OF EMPLOYMENT

1. During school days, teachers will be required to be on campus no more than 7 hours. The 7 hour time span to be determined by the District. Exceptions to the 7 hours day include: parent conferences, faculty meetings and superintendent conferences with individuals or small groups.
2. No teacher shall be required to report for duty more than thirty (30) minutes before the beginning of the students' regular school day.

3. Teachers are required to participate in two 90 minute professional collaboration sessions each month. Agendas for the professional collaboration will be created by the superintendent/principal, site level lead, and the teacher on special assignment for curriculum and instruction. Professional collaboration will take place on early release Wednesdays. Subject to change. Every effort will be made to ensure that the collaboration dates remain as scheduled.
4. Each full time teacher will receive a wireless internet device provided by the District's wireless carrier at the District's expense.
5. On early release Wednesdays when teachers are not engaged in professional collaboration meeting days teachers will be required to be on campus no more than 6 hours.
6. Returning teachers will work a maximum of 185 days and 187 days for new teachers per year.
7. Teachers will have a duty free lunch of thirty (30) minutes.

#### ARTICLE V - LEAVES

##### 1. Sick Leave:

- a. Sick leave with full pay shall be granted on the basis of ten (10) days per year. b. A teacher may use up to all ten (10) days per year of this leave without explaining the reason for the time off. Unused days will accrue from year to year without limit.
- c. The District may require a physician's verification of illness if a teacher has been on sick leave for three (3) or more consecutive days.
- d. The District shall provide each teacher with a monthly written/digital statement of (1) his/her accrued sick leave total, and (2) his/her sick leave entitlement for the school year through the ESS Portal. If a teacher has utilized all of his/her current and accumulated sick leave and is still absent from his/her duties on account of long-term illness or accident for a period of one-hundred (100) school days or less, then the amount of salary shall be on a differential basis. The substitute's salary or what would have been paid to a substitute, shall be deducted from the teacher's salary and the balance forwarded to the teacher on leave. The one-hundred (100) days or less of the above non-accumulative leave shall not begin until all other paid sick leave provisions for which he/she is eligible have been exhausted.

##### 2. Pregnancy Disability Leave:

- a. The District shall provide for a leave of absence from duty for any certificated employee of the district who is required to be absent from duties because of pregnancy, disability, miscarriage, childbirth and 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's physician.
- b. The District shall not discriminate for or against a pregnant teacher in its employment or training assignment procedures.

##### 3. Parental Leave:

- a. An employee shall be entitled to use up to 12 work weeks of parental leave for the reason of the birth of a child or the placement of a child with the employee in connection with the adoption or foster care of the child by the employee.
- b. Current and accumulated sick leave shall be used for parental leave until it is exhausted. Thereafter, the employee shall receive differential pay as described in

Section 5.1.e or 50% pay, whichever is greater for the remainder of the 12 workweek period.

c. Parental leave shall run concurrently with unpaid leave under the California Family Rights Act (CFRA). Parental leave under this section shall be interpreted consistently with CFRA, except that an employee shall be eligible for parental leave even if he/she did not work 1,250 hours during the previous 12 months. The total aggregate parental leave and CFRA leave taken shall not exceed 12 workweeks in a 12 month period.

d. Parental leave days need not be continuous from the birth, adoption, or foster care placement of the child and may be taken up to one calendar year from the birth, adoption, or foster care placement.

e. For birthing mothers, the 12 work-week parental leave shall commence at the conclusion of any pregnancy disability leave. For non-birthing parents, the 12 workweek parental leave shall commence on the first day of such requested leave.

#### 4. Bereavement Leave:

a. Every teacher shall be entitled to three (3) days of paid leave of absence, or five (5) days if travel out of state is involved, on account of the death of any member of his/her immediate family. This leave shall not be deducted from sick leave. Immediate family is defined in the Education Code. The District shall require the use of bereavement leave before personal necessity leave days are used for purposes allowed in this paragraph.

b. A unit member shall notify the District as soon as possible and also state the expected duration of the absence to enable the District to secure a substitute.

#### 5. Jury Leave:

a. Upon notification of jury duty, it is the obligation of the unit member to immediately inform his/her principal.

b. Unit members called for jury duty shall be released for such purpose and shall receive in wages for the period of absence in an amount which, when combined with his/her jury duty fee, shall total his/her regular salary.

#### 6. In-Service Leave:

a. A teacher shall be entitled to paid leave each school year for the purpose of improving his/her performance. Such leave may be used to visit classes in other schools or to attend association workshops related to his/her performance.

#### 7. Catastrophic Leave Program:

a. When a catastrophic illness, injury, or death of an immediate family member incapacitates an employee or a member of his/her family for an extended period of time, fellow employees may donate accrued sick leave credits to that employee on the specific requirements of the District's Catastrophic Leave Program.

Donations made under the Catastrophic Leave program shall be strictly voluntary.

b. An employee who is, or whose family member is suffering from a catastrophic illness, injury, or death may request donations of accrued sick leave credits under the catastrophic leave program.

c. "Catastrophic illness" or "injury" means an illness or injury that is

expected to incapacitate the employee for an extended period of time, or that incapacitates a member of the employee's family which incapacity requires the employee to take time off from work for an extended period of time to care for that family member, and taking extended time off work creates a financial hardship for the employee because he/she has exhausted all of his /her sick leave.

d. Upon requesting donations under this program, the employee shall provide verification of the catastrophic injury, illness, or death.

Verification shall be made by means of letter, dated and signed by the sick or injured/deceased person's physician, indicating the incapacitating nature and probable duration of the illness or injury.

e. The committee of administrators/designees (Superintendent, Principal, Human Resources shall determine:

1. That the employee is unable to work due to the employee's or his/her family member's catastrophic illness, injury, or death and
2. That the employee has exhausted all accrued paid leave credits.
3. When the above verification and determinations are made, the committee may approve the transfer of accrued sick leave credits. Denial of transfer of sick leave credits shall not be subject to the grievance procedure.
4. The committee shall inform employees of the means by which donations may be made in response to the employee's request.
5. This procedure shall be authorized by signature only on a district form. The donor and the person receiving the donation of accrued sick leave time will have his/her documentation form signed and noted in their file along with a record that the sick leave had been donated and thus deducted from the donor's sick leave credit as well as a notation of the addition of sick leave to the recipient's accrued sick leave total.

f. Leave from donated accrued sick leave may not be used for illness or disability that qualifies the unit member for worker's compensation benefits.

g. Any employee, upon written notice to the district, may donate accrued sick leave credits to the requesting employee at a minimum of one full day increments. All transfers of eligible leave credit shall be irrevocable. Transfers occur when the employee uses such sick leave days donated. Donated days will be used from contributing employees on a rotating basis.

h. To ensure the employees retain sufficient accrued sick leave to meet needs that normally arise, donors will be allowed to donate up to 1/3 of their sick leave available at the time of donation.

i. Benefiting employees may use donated sick leave credits for a maximum of 12 consecutive school months.

j. An employee who received paid leave pursuant to this program shall use any leave credits that he/she continues to accrue on a monthly basis before receiving paid leave pursuant to this program.

k. At the beginning of the new school year, a teacher may not use donated sick leave until his/her sick leave for the new year is depleted.

l. All donations of accrued sick leave are confidential.

m. Catastrophic leave shall run concurrently with unpaid family leave and medical leave entitlements.

n. The Association shall hold the District, its Governing Board, officers, trustee, employees, and the Catastrophic Leave Program committee members harmless and indemnify them with respect to any complaints or any claims of illness, injury discrimination, loss of entitlement or denial of benefits under the Catastrophic Leave Program. Such indemnification shall include, without limitation, all consequential damage claims, from any cause whatsoever arising out of or in connection with the administration or operation of the Catastrophic Leave Program.

o. Catastrophic leave shall run concurrently with unpaid family leave and medical leave entitlements.

10. Other Leaves Without Pay:

a. Upon recommendation of the Superintendent and approval by the Board of Trustees, leave without compensation, increment, seniority, or tenure credit, may be granted for a period of one school year for the following purposes: Peace Corps, care for a member of the immediate family who is ill, long term illness of the unit member, or professional study or research or unpaid leave of absence.

b. The application for, and granting of, such leave of absence shall be in writing. In addition, the unit member on such leave shall notify the District Personnel Office by March 1 of the school year as to an intent to return to employment in the District. Failure to so notify will be considered an abandonment of position.

c. Unit members who are elected to the California State Legislature shall be granted a leave without compensation, increment, seniority, or tenure credit. The unit member shall be entitled to return to the position held at the time of the election, provided the unit member applies to the District for reinstatement, within six months of the expiration of the term of office. If the position so held has been abolished, the unit member is entitled to return to a position for which the unit member is certified.

d. All unit members on leaves without pay will be entitled to the fringe benefits of the District provided the unit member pays the premium for such benefits. Guidelines for such payments will be worked out at the time the leave is granted. In cases of Family Illness. Leave, up to twelve weeks of paid benefits will be granted in accordance with the Federal Family Leave Act.

11. Sabbatical Leaves:

a. Sabbatical leaves may be granted by the Board of Trustees to certificated employees where as such leaves will improve the teaching skills and knowledge of certificated employees.

b. Any certificated employee of the District may apply for a sabbatical leave provided that he/she has spent at least seven consecutive years as a full time certificated employee of the District, has not taken a sabbatical within the previous seven year period and will not be required to retire within two years of his/her return.

c. Sabbatical leaves may be granted for a full school year or less. A replacement teacher may or may not be hired depending on the needs of the District.

d. Sabbatical leaves will only be granted for study or research related to the employee's work assignment.

- e. Application for sabbatical leave must be made to the Board of Trustees through the Superintendent by February 1 of the school year preceding the one for which the leave is requested. Final decision for granting the leave rests with the Board of Trustees.
- f. Each employee who has been on sabbatical leave will file a written report containing data as to the study and research of the employee, the benefits gained by the employee and how the experience will benefit students.
- g. Compensation while on sabbatical leave shall be at 50 percent of the employees' regular salary. Full fringe benefits will remain in effect. No loss of seniority will occur.
- h. An employee granted sabbatical leave with pay shall agree to return to the service of the school district for at least two years. In the event the employee fails to render two full years of service, or fails to satisfactorily carry out the program of study or research, the employee shall reimburse the District for compensation received during the leave. The District retains the right to waive this reimbursement.

#### ARTICLE VI - TEACHING CONDITIONS

1. Reasonable efforts shall be made by the District to provide one (1) room, which shall be reserved for use as a faculty lounge, and lunchroom.
2. Telephone facilities shall be made available to teachers for their reasonable use for local calls.
3. Teachers shall not be required to work under unsafe conditions or to perform tasks, which endanger their health, safety, or wellbeing.
4. Teachers may order up to \$300.00 of instructional supplies annually.
5. Assignment, Transfer and Filling of Vacancies:
  - a. The District management shall make preliminary assignments within the school year for the ensuing school year by May 15 of the current school year. Such assignment shall consist of subject matter and/or grade level(s) responsibilities. Nothing in the preliminary assignment shall be construed as limiting the right of District management from making any changes in such assignments or programs. The employees affected by any change in preliminary assignment shall be given notice before the change is effectuated. If the change or transfer becomes necessary during the actual teaching days of the school year, the unit member affected by the change or transfer may be given three (3) work days without student responsibility to prepare for the change or transfer. If a teacher must move classrooms during the school year, additional assistance will be provided with the physical move.
  - b. If the normal classroom routine is disrupted due to a physical change in the classroom environment that is unavoidable and a teacher is required to work beyond the duty day, the teacher may be compensated with pay at their per diem rate or with compensatory time off.
  - c. The teacher who is to be involuntarily transferred shall be given the reasons for the impending transfer in conference or in writing before the transfer is made public.
  - d. New teaching vacancies, which arise, will be posted on the Association Board and the district teachers will be considered for such vacancies before outside applicants. If a vacancy occurs over vacation periods, a notice will be sent to all certificated employees by US Mail.

## ARTICLE VII - GRIEVANCE PROCEDURE

### 1. Definitions:

- a. A "grievance" is a claim by the Ballico-Cressey Teachers Association, or by one or more members of the Ballico-Cressey Teachers Association that there has been a violation of a provision of this Agreement.
- b. An "aggrieved person" is the person or persons, including members of the Ballico-Cressey Teachers Association or one or more teachers making the claim.
- c. A "party in interest" is any aggrieved person who might be required to take action or a person against whom action might be taken in order to resolve the claim.
- d. A "day" is any day in which the central administrative offices of the Ballico Cressey School District are open for business.
- e. The "immediate supervisor" is the manager or supervisor who has immediate administrative jurisdiction over the grievant, and who has been designated by the District to administer grievances.

### 2. Step I:

- a. Before filing a formal written grievance, the grievant should attempt to resolve it by an information conference with the immediate supervisor.

### 3. Step II - Formal Level:

- a. An aggrieved person will submit a written statement of the alleged grievance to the administrator designated by the District to receive such grievances. This written statement will be submitted to the administrator within 15 days of the alleged grievance occurrence. Within 15 days of receipt of the grievance, the administrator will meet with the aggrieved person and the president of the Association in order to resolve the grievance.

### 4. Step III:

- a. If the aggrieved person is not satisfied with the disposition of this meeting, the aggrieved person will, within 10 days of the above meeting, submit a written request that the administrator state his/her decision concerning the grievance in writing. The aggrieved person and the Association will each receive a copy of this decision within 10 days of their request for a written decision.
- b. If the aggrieved person is not satisfied with the decision rendered, he/she will request an executive hearing during the next scheduled Board meeting in order to present a written statement of his/her grievance.
- c. Within 15 days after this meeting the Board members so designated for the task by the Board will meet with the aggrieved person and the designated administrator to present a written statement of the decision arrived at by the Board.

### 5. Step IV:

- a. If the aggrieved person is not satisfied with the decision of the Board, he/she may within 15 days of this decision meet with the members of the Association in order to propose a motion to the Association members



stating that the grievance should be heard by an impartial arbitrator.

b. If the majority of the members of the Association agree on the motion, the Association will present to the administrator a written message stating that the Association is not satisfied with the District's decision regarding the grievance and that it wishes to meet with the Board within 15 days in order to select a mutually acceptable arbitrator.

c. If the parties do not mutually agree on an arbitrator, then the grievance will be submitted to the American Arbitration Association or the California Conciliation Service. Arbitrators will be listed and selected by lot.

d. The arbitrator's decision will be in writing and will set forth his/her findings of fact, reasoning, and conclusion on the issues submitted. Such a decision to be binding.

e. All costs for the services of the arbitrator will be borne equally by the Board and the Association.

#### ARTICLE VIII – CLASS SIZE

1. The District will attempt to maintain individualized learning opportunities by continuing its philosophy of small class sizes.
2. The District will attempt to maintain class size equally within grade levels.

#### ARTICLE IX - PUBLIC CHARGES

1. Any citizen or parent complaint about a teacher shall be reported as soon as possible to the teacher by the administrator.
2. Should the involved teacher or the complainant believe that the allegations in the complaint are sufficiently serious to warrant a meeting, the teacher shall schedule a meeting with said complainant.
3. If the matter is not resolved at the meeting to the satisfaction of the complainant or the teacher, they shall schedule a meeting with the Superintendent.
4. Any Superintendent's reports regarding such public charges must be reviewed by the teacher before being placed in the personnel file.
5. Bargaining unit members must be given advance notice of any derogatory information placed in the personnel file, with the opportunity to attach a response.

#### ARTICLE X - CERTIFICATED EMPLOYEE EVALUATION

1. Evaluation Procedure:
  - a. Probationary and temporary teachers shall be formally evaluated each school year. Permanent (tenured) teachers shall be formally evaluated no more than once every other school year provided that the teacher received a satisfactory evaluation.
  - b. A teacher to be evaluated shall be notified no later than November 15. At this time, the teacher will be supplied with the

forms to be used in the evaluation and advised of the criteria of the evaluation. The teacher will also:

- i. Be notified of the evaluator.
  - ii. Be notified of the timeline of the evaluation procedure, (length of observations, schedule of observations, conferences and final evaluation).
  - iii. Submit annual goals and objectives within twenty (20) school days after being notified of his/her evaluation.
- c. If during the course of the evaluation period mitigating circumstances happen to arise which require modification of the evaluation parameters, the employee and the evaluator may meet to review whether the goals and objectives will be altered.
- d. The evaluation process shall include the following activities:
- i. A maximum of three classroom observations as specified below, unless provisions of Item 5 below become necessary. Upon completion of a positive observation, the remainder observations shall not be required if mutually agreed upon by the evaluator and the teacher.
  - ii. Drop-in observation - unannounced observation at the discretion of the evaluator.
- e. Informal observation - does not require pre-conference. Date and time of the observation shall also be agreed upon by the evaluator and teacher.
- f. Formal observation to be preceded by a pre-conference at least three (3) working days prior to the observation at which time the lessons written objective(s) will be submitted to the evaluator. Date, time and subject of the observation shall be agreed upon by the evaluator and teacher.
- i. Formal observations, as in (3) above, shall last at least one entire lesson or class period whichever applies, unless mutually agreed upon by evaluator and teacher that the observation may be shorter.
  - ii. Formal observations shall be followed by a post-observation conference and a post-observation summary within ten (10) working days of the observation.
- g. The evaluator may recommend an alternative evaluation process for a permanent teacher which may consist of either:
- i. A reflective project/presentation
  - ii. A combination of a reflective project/presentation and one formal observation and one or more informal observations.
- The particular alternative evaluation process used shall be agreed upon by the teacher who is being evaluated.
- h. A final evaluation conference between the teacher and the evaluator shall be held no later than the end of the school year to discuss the content of the final evaluation form. In the event the teacher disputes the content, the teacher may prepare a written statement which shall be attached and incorporated in the final evaluation.

i. In the event that a teacher receives an unsatisfactory final evaluation, the employee's supervisor will take affirmative action to assist the teacher in correcting any deficiencies. The supervisor's role in assisting the teacher will include but not be limited to:

- i. Specific recommendations for improvement.
- ii. Direct assistance to implement such recommendations.
- iii. Provision of additional resources to be utilized to assist with improvement such a mentor teacher assistance, workshops and other remedies approved by the governing board at no expense to the teacher. The certificated employee also has the affirmative responsibility to utilize and cooperate with the assistance offered by the supervisor.

j. In preparation of the final evaluation form, the evaluator shall rely on the data collected through classroom observations and post-observation conference summaries. No negative information related to classroom observations will be included in the final evaluation unless it has been discussed with the teacher and included in one of the post-observation conference summaries.

k. A teacher shall not be evaluated or held accountable for any aspect of the educational program over which the teacher has no authority and/or resources to correct deficiencies.

l. Teachers shall not be required to participate in observation and/or evaluations of other teachers.

m. The evaluation of teachers shall not include or be based upon the following: i. Standardized achievement test results.

- ii. Results of any tests utilized for the purpose of a School Improvement Plan.

n. The attached forms are the only forms to be used in the teacher evaluation for the term of the contract or until such time as revised forms are agreed upon by both parties.

#### ARTICLE XI - STUDENT DISCIPLINE

1. During pre-service, a review of the description of the rights and duties of all administrators and teachers with respect to student discipline, including the use of corporal punishment and the rights of suspended students shall be presented to each teacher at the first orientation day of each school year, as set forth in the Education Code.

#### ARTICLE XII - TEACHER RESPONSIBILITY FOR NON-CERTIFICATED PERSONNEL

1. Teachers will be consulted and must agree before being assigned a student teacher.

#### ARTICLE XIII - EMPLOYEE RIGHTS AND PAYROLL DEDUCTION

1. The District will deduct from the pay of Association members and pay to the Association the normal and regular monthly Association membership dues as voluntarily authorized in writing by the employee on the Association form.

ARTICLE XIV - CONCLUSIVENESS OF AGREEMENT

1. During the term of this Agreement, the Association and District expressly waives and relinquishes the right to meet and negotiate and agrees that the Association and District shall not be obligated to meet and negotiate with respect to any subject or matter whether referred to or covered in this Agreement or not.

ARTICLE XV - PERSONNEL FILES

1. All items placed in a teacher's personnel file that are of a derogatory or negative nature must be provided to the teacher and he/she must be given an opportunity to review and prepare a written response to such materials.
2. Access to personnel files shall be limited to the District Administration and the unit member. The District superintendent may share personnel files with the members of the Board of Education as needed for the Board to conduct official business.
3. The contents of all personnel files shall be kept in strictest confidence.
4. The District shall maintain the teachers' personnel files at the district office.

ARTICLE XVI - HEALTH AND WELFARE BENEFITS

1. The District shall contribute the equivalent of \$9,500 toward unit member health and welfare benefits.
2. Upon retirement, a teacher may elect to continue his/her health and welfare benefits at the teacher's expense. Method of payment to be determined by the District.

ARTICLE XVII – SEVERABILITY CLAUSE

If any provision of this Agreement should be held invalid or unenforceable by operation of law or by any court or tribunal of competent jurisdiction, then the remainder of this Agreement shall not be affected thereby and shall remain in full force and effect. In such event, the employer and the Association shall, upon request of either party, immediately commence negotiations regarding the means of compliance with such law or decision.

Appendix A

21-22 SALARY SCHEDULE w/2% approved 10/14/21

**BALLICO-CRESSEY SCHOOL DISTRICT**  
**21-22 CERTIFICATED Salary Schedule**

Class Step	A	B	C	D
	BA+30	BA+45	BA+60	BA+75
1	47,891	48,941	50,811	52,677
2	48,941	50,811	52,677	52,677
3	48,941	50,811	52,677	54,544
4	50,811	52,677	54,544	56,414
5	52,677	54,544	56,414	58,460
6	54,544	56,414	58,460	60,154
7	56,414	58,460	60,154	62,015
8	58,460	60,154	62,015	63,888
9	60,154	62,015	63,888	65,755
10	62,015	63,888	65,755	67,624
11	63,888	65,755	67,624	69,489
12	65,755	67,624	69,489	71,359
13	67,624	69,489	71,359	73,227
14	69,489	71,359	73,227	75,095
15	71,359	73,227	75,095	76,997
16		75,095	76,997	78,898
17		76,997	78,898	80,800
18		78,898	80,800	81,467
19		79,564	81,467	82,131
20		80,230	82,131	82,796
21		80,894	82,796	83,607
22			83,607	84,419
23			84,419	85,501
24				86,583
25				87,665

Masters \$1,000  
 SP. ED. \$1,500  
 Read. Cred. \$500

ANNIVERSARY	
\$1,000	30 YEARS
\$1,000	35 YEARS

Teacher Sub 115.00  
 Teacher Long-term Sub 130.00  
 Board approved 10/14/21

The work year for counselors shall include an additional (7) days beyond the 185 contracted days. The additional (7) days shall be paid at the individual counselor's prorated daily salary.  
 Board approved 9/10/15

## Appendix B

**Ballico-Cressey School District**  
**EVALUATION OF TEACHING PERFORMANCE**

Teacher Date

School

Grade/ Subject

Period Covered by this Evaluation

Date of Conferences

Date of Observations

Status of Teacher: Temporary Probationary Tenured

**4 Exceeds Standard Expectations****3 Meets Standard Expectations****2 Developing Practice Consistent with Standard Expectations****1 Unsatisfactory -- Not Consistent with Standard Expectations**

<b>STANDARD I - Engaging and Supporting All Students in Learning</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
Connecting students' prior knowledge, life experience, and interests with learning goals				
Using a variety of instructional strategies and resources to respond to students' diverse needs				
Facilitating learning experiences that promote autonomy, interaction, and choice				
Engaging students in problem solving, critical thinking, and other activities that make subject matter meaningful				
Promoting self-directed, reflective learning for all students				
<b>STANDARD II - Creating/Maintaining an Effective Environment for Student Learning</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
Organizing the physical environment				
Planning and implementing procedures and routines				
Establishing a climate of fairness and respect				
Promoting social development and responsibility				
Establishing and maintaining standards for student behavior				
Using instructional time effectively				

<b>STANDARD III - Understanding and Organizing Subject Matter</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
Demonstrating knowledge of subject matter content				
Organizing curriculum to support student understanding				
Integrating ideas and information				
Developing student understanding-instructional strategies				
Using materials, resources, and technologies				
<b>STANDARD IV - Planning Instruction and Designing Learning Experiences for All</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
Drawing on student's background, interests & developmental learning needs				
Establishing goals for student learning				
Developing and sequencing instructional activities				
Designing long and short term plans				
Modifying for student needs				
<b>STANDARD V - Assessing Student Learning</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
Establishing learning goals for all students				
Using multiple sources of information to assess				
Involving & guiding students assessing their own learning				
Using the results of assessments to guide instruction				
Communicating with students and families about student progress				

STANDARD VI - Developing as a Professional Educator	4	3	2	1
Reflecting on teaching and learning				
Engaging families in student learning				
Using community resources to support student learning				
Working with colleagues to improve teaching and learning				
Pursuing opportunities to contribute and grow professionally				
Balancing professional responsibilities				

Teacher Comments:

\_\_\_\_\_  
Teacher

\_\_\_\_\_  
Date

\_\_\_\_\_  
Evaluator

\_\_\_\_\_  
Date

**Teachers have the right to respond to all evaluation documents presented.**

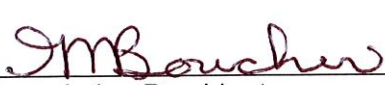
ARTICLE XVIII – SIGNATURES

For the Board:

  
\_\_\_\_\_  
Board President

10/28/2021  
\_\_\_\_\_  
Date

For the Association:

  
\_\_\_\_\_  
Association President

10/26/21  
\_\_\_\_\_  
Date