

Agreement Between  
Le Grand Elementary Teacher's  
Association and Le Grand Elementary  
District

August 6, 2015

1. Salary : The parties agree to the following :

2015-2016 School Year:

5.1% salary increase effective July 1, 2015 with two (2) additional non-student work days  
(185 work days).

2016-2017 School Year:

4% effective July 1, 2016.

2. Health Benefits: Increase hard cap to \$ 11,186/year effective July 1, 2015. Parties to negotiate  
2016-2017 health benefits in spring of 2016.

TA 2:32pm 8/6/15

Jess Montague  
LGTA

Cynthia Rago  
LGTA

Gil Davis  
LA EL D

Nancy Binaga  
LA EL D

TENTATIVE AGREEMENT BETWEEN LE GRAND UNION ELEMENTARY SCHOOL DISTRICT  
AND THE LE GRAND TEACHERS ASSOCIATION 11/8/17

1. Salary:

- A. Eliminate current columns BA and BA+15
- B. Increase 3.5% retroactive to remainder of salary schedule effective 7-1-17, reduced by morning yard duty cost of .5% (see #2 below).
- C. New longevity steps:

17 years additional \$1,000  
20 years additional \$1,000  
23 years additional \$1,000  
26 years additional \$1,000

(Cost to District: .47%)

D. Stipend Changes:

Eliminate LDS credential and Bilingual credential with current holders grandfathered.  
Outdoor School accompanying class \$900  
Summer School Teachers \$36/hour, maintain 5 hours prep day, 59 hours total pay.  
Academic Pentathlon Coach \$1,500  
Tutorial \$36/hour (structured tutoring with identified student with growth documentation)  
Yearbook \$750

- E. Negotiate 2018-19 and 2019-20 in subsequent years. Salary and benefits with 3 reopeners each.

2. Article VI Hours - Morning Yard Duty: District will hire classified staff to cover morning yard duty (including kindergarten), but additional cost of these hires will be backed out of salary increase (.5%)

Additional language to be negotiated: With 10 days notice of IEP meetings, unit members will attend after school IEP meetings until they are released.

Salary increase will be implemented when this provision is tentatively agreed to.

3. Article XI: Employee Leaves – Add language in subsection F(1): “ a. The district will provide parenting leave as required by California Education Code section 44977.5.”

4. AB 119: See attached.

For the District

*[Handwritten signatures for the District: David Hays, Vicki Canezer, Maria Smith]*

For the Association

*[Handwritten signatures for the Association: Karl McCallum, Michelle Cordtz]*

LGUESD PROPOSAL TO LGTA

April 10, 2019

1. COMPENSATION:  
Increase salary schedule 2.5% retroactive to July 1, 2018  
Modify certificated contracted work days from 185 to 184 beginning in the 2019-2020 school year.
2. PERSONAL NECESSITY (NO TELL):  
Amend Article (D)(6) to increase number of "no tell" days to 5 and add the following provision: "No tell days shall not be utilized to extend holidays, and the parties agree that it is in students' best interest that these days not be used to extend weekends."
3. INSURANCE:  
Add "L" Plan as a 4<sup>th</sup> option for HW Benefits
4. EVALUATION LANGUAGE:

ARTICLE XXII

Evaluation Procedures

1. One of the principal objectives of the District and the Association is to maintain a high quality of education in the District. In general, teacher evaluation refers to the formal process a school uses to review and rate teachers' performance and effectiveness in the classroom. Ideally, the findings from these evaluations are used to provide feedback to teachers and guide their professional development.
2. Every probationary certificated employee shall be evaluated at least once each school year.
3. Every permanent certificated employee shall be evaluated at least every other year, furthermore:
  - a. Whenever a teacher receives a "Beginning" rating in one or more Domain(s) on the evaluation form, the teacher will be formally evaluated again in the following school year. However, a rating of "Beginning" in Domain 4 on the evaluation form will not, by itself, trigger an evaluation of the teacher in the following year.
  - b. Beginning in the 2019-2020 school year, evaluations may occur at least every three years for personnel with permanent status who have been employed at least 10 years with the school district and have no overall ratings other than "Applying or Innovating" during the previous two evaluation cycles, if the evaluator and certificated employee being evaluated agree. The certificated employee or the evaluator may withdraw consent at any time.

be from another School District. The written observation summary(ies) of the second administrator shall be included as a part of the teacher's evaluation that year.

8. A teacher who receives an unsatisfactory evaluation shall be given specific recommendations to help improve the teacher's performance.

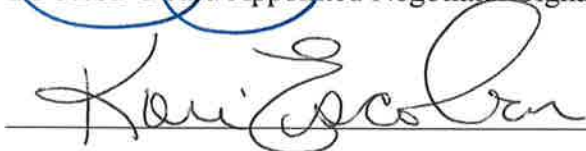
By signing below, parties agree to proposal as stated above:

  
\_\_\_\_\_

LGUESD Board Appointed Negotiator Signature

4/10/19  
\_\_\_\_\_

Date

  
\_\_\_\_\_

LGTA President Signature

4/17/19  
\_\_\_\_\_

Date

TENTATIVE AGREEMENT  
BETWEEN THE LE GRAND ELEMENTARY SCHOOL DISTRICT AND THE  
LE GRAND TEACHERS ASSOCIATION

March ~~24~~ 2021

The parties have completed negotiations for the 2020-2021 and 2021-2022 school years and have agreed to amend our existing Collective Bargaining Agreement as follows:

**Article XVII SALARY:**

2020-2021: The certificated salary schedule shall be increased 4% retroactive to July 1, 2020.

2021-2022 The certificated salary schedule shall be increased 2% effective July 1, 2021.

**Article VII PREPARATION PERIOD** to be amended as follows:

**ARTICLE VII: PREPARATION PERIOD AND INSTRUCTIONAL PLANNING DAYS**

The District will provide a minimum day for the purpose of group planning and lesson preparation every other Wednesday for Grades K-8 unless the Superintendent or designee moves or cancels the minimum day due to schedule, calendar or holiday conflicts. This time shall be used for teacher led grade level collaboration and lesson design. Except in the case of an emergency or unforeseen circumstances, the District will provide 48 hours' notice if a minimum day is to be cancelled or moved.

In addition to preparation periods, the District will provide each teacher with up to three (3) Instructional Planning Days each school year. Teachers in grades TK-6 shall coordinate these dates so that all teachers in each grade level can take the same planning days together for the purpose of coordinating grade level teaching. Teachers shall provide the District with at least one (1) week notice of these planned Instructional Planning Days so that a sufficient number of substitute teachers can be secured to release the teachers for this purpose. These days may be cancelled and rescheduled should there be an insufficient number of substitute teachers available.

**ARTICLE XI LEAVES** to be amended by adding the following:

**M. CATASTROPHIC SICK LEAVE**

1. Definitions:

- (a) "Catastrophic illness" or "catastrophic injury" means an illness or injury that is expected to incapacitate the bargaining unit member for a twenty (20)

day or more period of time, and he or she has exhausted all of his or her sick leave and other fully paid time off.

- (b) "Catastrophic leave credit" means sick leave donated to one unit member from another unit member's accrued sick leave.

2. Eligibility:

Catastrophic leave credit may be donated to a bargaining unit member for a catastrophic illness or catastrophic injury if all the following requirements are met:

- (a) The bargaining unit member receiving the donation is a full-time employee.
- (b) The impacted bargaining unit member requests in writing that catastrophic leave credit be donated and provides verification of a catastrophic illness or catastrophic injury, including the specific details of the underlying injury or illness that the bargaining unit member is suffering from.
- (c) The unit member requesting donation of sick leave has exhausted all accrued sick leave credits.
- (d) Any employee who wishes to receive the catastrophic illness benefit as a result of illness or disability which qualifies for Workers' Compensation benefits shall not receive more than a full day's compensation.

3. Procedure:

- (a) An eligible bargaining unit member who wishes to receive catastrophic illness benefit must request in writing to the Association and to the District that sick leave donations be solicited on their behalf. The request must be accompanied by verification of the catastrophic illness or injury.
- (b) Donations will be solicited by a joint announcement of the Association and District on behalf of the individual who meets the requirements of this benefit. A list of eligible donors will be established. If additional days are needed, a second solicitation will be made upon the unit member's request.
- (c) Once a commitment to donate leave has been made by a member, that commitment cannot be revoked for that school year.
- (d) The minimum amount a unit member may donate is one day leave per school year. The maximum amount a unit member may donate is ten days leave per school year. One full day of donated sick leave shall provide one full day of catastrophic leave credit to the receiving party.
- (e) Unit members must maintain a minimum of fifteen (15) sick days in order to contribute.

- (f) Donated catastrophic leave credits may be used by the recipient for no longer than 12 consecutive calendar months following the onset of each catastrophic absence.
- (g) A unit member must use any personal leave credits that accrue (sick leave), prior to using donated catastrophic leave credit.
- (h) Donated leave credit shall be used in the order donations are received. However, one day of leave will be used from each donor before a second day is utilized from any other donor. This sequential process will be repeated for all donation rounds thereafter. At the end of the school year (school fiscal year: July 1-June 30) the list of potential donors will expire. This process will be repeated as needed each year.
- (i) Accrued sick leave for donation purposes does not include any Personal Necessity Leave credits under Section D above..
- (j) All donations are to remain confidential from the membership and the recipient.


In addition to the above-amended contract language provisions, the District and the Association agree that the following Early Retirement Incentive will be offered to eligible unit members who retire from the District on or before June 30, 2021 pursuant to the following terms:

1. The retiring unit member must have served in the Le Grand Union Elementary School District as a permanent certificated employee and retire from the District at the end of the 2020-2021 school year.
2. The unit member must have reached the age of at least fifty eight (58) years of age prior to July 1, 2021, and must be eligible for retirement under the California State Teacher's Retirement System.
3. The unit must retire under the provisions of the California State Teacher's Retirement System on or before June 30, 2021.
4. The unit member must have served (in Le Grand UESD) at least fifteen or more years immediately prior to retirement in the Le Grand UESD.
5. Notification of retirement and an irrevocable letter of resignation must be provided by the unit member to the District not later than April 6, 2021.

Upon meeting the general conditions, delineated above, eligible unit members shall receive the sum of \$ 21,000 divided equally and paid out over three years on June 30, 2021, June 30, 2022, and June 30, 2023 pay warrants with all applicable payroll deductions and withholdings applied.

This Tentative Agreement concludes negotiations for 2020-2021 and 2021-2022. The entire Collective Bargaining Agreement shall be open in 2022-2023 negotiations unless the parties agree otherwise.

For the District:

  
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For the Association:

