

CONTRACT AGREEMENT

Between the

SALINAS UNION HIGH SCHOOL DISTRICT

and the

**SALINAS VALLEY FEDERATION OF TEACHERS
A.F.T. LOCAL #1020**

2016-2018

TABLE OF CONTENTS

<u>#</u>	<u>TITLE</u>	<u>PAGE</u>
	AGREEMENT	4
I.	RECOGNITION	4
II.	DURATION	4
III.	GRIEVANCE PROCEDURE	5
A.	Definitions	5
B.	Procedure	5
C.	Miscellaneous	8
IV.	LEAVES	10
A.	General Provisions	10
B.	Sick Leave	10
C.	Catastrophic Leave (Sick Leave Bank)	11
D.	Illness or Accident Leave (5 months)	15
E.	Bereavement Leave	16
F.	Personal Necessity Leave	17
G.	Pregnancy Disability Leave	18
H.	Paternity/Maternity Leave	19
I.	Childrearing Leave	19
J.	Military Leave	19
K.	Court Duty	19
L.	Jury Duty	19
M.	Industrial Accident and Illness Leave	20
N.	Administratively Approved Leave	21
O.	Federation Leave	22
P.	Other Non-Paid Leaves	22
Q.	Leaves - Statutory and/or Short-Term	24
R.	Election/Appointment to a State/Federal Office	24
S.	Sabbatical Leaves	25
T.	Shared Leave	28
V.	TRANSFER AND REASSIGNMENT	29
A.	Transfer	29
B.	Voluntary Transfer	29
C.	Involuntary Transfer	31
D.	Reassignment	33
VI.	CLASS SIZE	34
VII.	HOURS OF EMPLOYMENT	40
A.	Work Year: (All Traditional Calendared Sites)	40
B.	Workday	41
C.	Workday: All Comprehensive Sites	46
D.	Application of Additional Minutes	50
E.	Proposal Process	50

VIII.	NEGOTIATING SERVICE FEE	52
IX.	EVALUATION PROCEDURES	54
X.	PROFESSIONAL STANDARDS	61
XI.	WAGES	62
A.	Salary Schedule	62
B.	Extra Duty Compensation	66
C.	Miscellaneous Compensation	67
D.	Mileage Reimbursement	67
F.	34 th Step	67
XII.	HEALTH AND WELFARE BENEFITS	68
XIII.	HEALTH AND OTHER BENEFITS FOR RETIREES	70
XIV.	REDUCED WORK LOAD PROGRAM	71
A.	Definition	71
B.	Eligibility	71
C.	Benefits	71
D.	Conditions	72
E.	Application	73
XV.	SAFETY CONDITIONS OF EMPLOYMENT	74
XVI.	IN-LIEU/COMPENSATION FOR SUBSTITUTE SERVICE	76
XVII.	MENTOR TEACHER PROGRAM PROCEDURES (In Historical Binder)	80
XVIII.	INDIVIDUAL PROGRAMS FOR PROFESSIONAL GROWTH (IPPG)	81
XIX.	YEAR ROUND SCHOOLS (In Historical Binder)	83
XX.	SEVERABILITY	83
XXI.	COMPLETION OF AGREEMENT AND REOPENER	83
XXII.	EMERGENCY PROVISIONS	83
XXIII.	LABOR-MANAGEMENT COMMITTEE	84
XXIV.	SUMMER SCHOOL	85
XXV.	PEER ASSISTANCE AND REVIEW	87
XXVI.	SUBSTITUTE AGREEMENT	102
XXVII.	USE OF TECHNOLOGY	111
	APPENDICES	113

AGREEMENT

This agreement, hereinafter referred to as "Agreement", by and between the Salinas Union High School District, hereinafter referred to as "*District*," and the Salinas Valley Federation of Teachers, A.F.T. (American Federation of Teachers) Local #1020 (one thousand twenty), an A.F.L.-C.I.O. (American Federation of Labor - Congress of Industrial Organizations) affiliate, hereinafter referred to as "*Federation*."

The term "Agreement", as used herein, means the written agreement provided under Section 3540.1(h) of the Government Code. The term "Board", as used herein, means the Board of Trustees of the Salinas Union High School District.

ARTICLE I - RECOGNITION

The District hereby recognizes the Federation as the exclusive representative for all certificated employees holding those positions listed in Appendix A., attached hereto, and incorporated by reference as part of this Agreement, excluding those lawfully designated as management, supervisory, confidential, substitute*, adult education teacher** and professional experts or consultants. All newly created positions shall be assigned to the negotiating unit, except that disputed cases shall be submitted to the Public Employees Relations Board, hereinafter referred to as "*P.E.R.B.*," for resolution and shall not be processed as grievances.

ARTICLE II - DURATION

- A. The term of the collective bargaining agreement shall be three (3) years covering the school years 2015-2016, 2016-2017 and 2017-2018. For each school year, the parties shall reopen for negotiations on salary, health benefits and two (2) Articles each.

- B. This Agreement shall remain in full force and effect up to and including the thirtieth day of June in the year two thousand and eighteen (June 30, 2018), and thereafter shall continue in effect year-by-year unless one (1) of the parties notifies the other in writing no later than October 1, of its request to modify, amend, or terminate the Agreement. The terms of this Agreement shall be effective upon the signing of this Agreement.