

TENTATIVE AGREEMENT
BETWEEN
CORNING UNION ELEMENTARY SCHOOL DISTRICT
AND
CORNING ELEMENTARY TEACHERS ASSOCIATION
May 11, 2023

This Tentative Agreement is entered into by and between the Corning Union Elementary School District (“District”) and the Corning Elementary Teachers Association (“CETA”). The District and CETA may be referred to herein as “Party” or collectively as “Parties.”

Any issue, subject, or matter discussed by the District and the Faculty Association during negotiations over the 2023-2024 and 2024-2025 bargaining proposals not contained in this document shall be considered withdrawn by the party presenting it. Any “oral agreement” or “understanding” not reflected in writing herein shall have no force or effect.

NOW, THEREFORE, the Parties hereto agree as follows:

Term

Negotiations for the 2023-2024 and 2024-2025 school years are closed.

Article 10: Evaluation Procedure and Personnel Files

The parties agree to the following modifications to Article 10:

10.4 Notice to Unit Members: ~~No later than~~ In October 1 of the year in which the formal evaluation is to take place, the District shall give unit members a copy of the evaluation procedures, the criteria upon which the evaluation is to be based, and the identity of their evaluator.

10.4.1 Late start unit members ~~as referenced in Section 10.1.2~~ will be provided such notice within five weeks of their start dates.

10.5 Pre-Observation Conference Form A: The unit member being evaluated and the evaluator shall meet to establish:

10.5.1 ~~No later than October 15,~~ The standards to be achieved in the areas described in Section 10.2 during the evaluation period.

10.5.1.1 Late start employees will meet with their evaluator as soon as practicable ~~within seven weeks of their start date.~~

10.5.2 A Pre-Observation Conference shall offer the evaluatees an opportunity to schedule the first formal classroom observation. Pre-observation conferences, post-observation conferences, and the Summative Evaluation shall be scheduled appropriately.

10.5.3 By mutual agreement, the evaluator and evaluatees may include any of the following as documentation of progress toward meeting District standards in the areas of evaluation described in Section 10.2: ~~video tapes~~, curriculum units, teacher journals, log and calendars, interviews, lesson plans, evidence of communication with parents/students, examples of student work, records of participation in school improvement efforts, and reports on professional growth activities.

10.6 Classroom Observations/Post-Observation Conferences: Each evaluation shall include a minimum of two (2) formal classroom observations, and each formal classroom observation shall be a minimum of thirty (30) minutes. ~~Prior to the first observation, the district shall give the unit member at least two (2) days notice.~~ Within ten (10) days after each formal classroom observation, the evaluator shall hold a post-observation conference. In addition to the formal observation, the evaluator shall informally observe the unit member at least twice during each evaluation year.

With agreement of both the unit member and the evaluator, the number of formal observations may be reduced from two to one, and the number of informal observations may be reduced from two to one.

Except as set forth above, status quo for the remainder of Article 10.

Article 11: Compensation

The parties agree to the following modifications to Article 11.:

11.1 Overall Wage Adjustments

2023-24 School Year:

An across-the-board salary increase of nine percent (9.0%), effective July 1, 2023.

A one and one-half percent (1.5%) off-schedule bonus to be paid in the employee's first regular payroll cycle of the 2023-24 year or following full ratification of the tentative agreement (whichever is later).

2024-25 School Year:

The District proposes an across-the-board salary increase of equal to seventy-five percent (75%) of actually funded COLA for the 2024-2025 school year, effective July 1, 2024. (For example, if COLA is actually funded at four percent (4%), the CETA members would receive a three percent (3%) increase (.04 X .75)

11.2 Fringe Benefits

11.2.1 Effective July 1, 2023~~1~~, the District shall contribute up to a maximum of \$~~14,500~~~~13,000~~ per school year toward health insurance plans for eligible unit members (see Article 12.5 - Job Sharing). Any unit member who chooses a health insurance plan costing less annually than \$~~14,500~~~~13,000~~ will receive the cash difference to be paid through payroll during April of the school year. Medical, dental, and vision care benefits shall be provided for employee and dependents through Central Valley Schools Health and Welfare Trust as follows:

- (A) Medical - Several Blue Cross plans may be selected by the unit member.
- (B) Dental - Delta Dental (\$2,000 per patient per calendar year, and child orthodontia coverage \$1,000).
- (C) Vision - Vision Service Plan B, non-deductible.

Stipends

11.8 Annual Stipends

Unit members possessing the listed qualifications or in the listed assignments shall earn a stipend in addition to annual salary as follows:

1. Teachers with an appropriate special education credential and assigned to special education classes (e.g., RSP, SDC, SGI, or other) shall receive an annual stipend of \$~~1,000~~~~500~~. [Revised 10/2017]
...
4. ~~The middle school~~ Music teachers and itinerant VAPA teachers shall receive an annual stipend as set forth in Appendix A for performing required additional duties including organizing evening and after-school events, such as student concerts and marching band performances, art shows, performances, etc. [Revised 9/26/19]
...

Rancho Tehama Elementary

Unit members serving at Rancho Tehama shall receive an annual mileage stipend of \$~~2,000~~~~1,100~~.

...

11.10 Employees with a bachelor's degree and 60 or more post-graduate units who have earned a master's degree will be placed on Step F of the current certificated salary schedule. The salary schedules for Speech – Language Pathologist and Psychologist include compensation for master's degree and license requirement.

Except as set forth above, status quo for the remainder of Article 11.

Article 14 - Term of Agreement

The parties agree to the following modifications to Article 14.:

Article 14.7.1 shall be revised as follows:

14.7.1 This Agreement shall remain in full force and effect between July 1, 2023, and June 30, 2026. Negotiations for the 2023-2024 and 2024-2025 school years are closed. Negotiations for the 2025-2026 school year is limited to compensation and benefits and up to two (2) articles for each party. Thereafter, this Agreement shall continue in effect year-by-year unless one of the parties notifies the other in writing of its request to modify, amend, or terminate this Agreement. If the parties enter into subsequent meeting and negotiating regarding a successor agreement, the terms and conditions of this Agreement shall remain in effect until a successor agreement is reached.

Except as set forth above, status quo for the remainder of Article 14.

Appendix A-2

The parties agree to the following modifications to Appendix A-2:

APPENDIX A-2 EXTRA DUTY STIPENDS

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| | |
|-------------------------------|-------|
| <u>MIDDLE SCHOOL YEARBOOK</u> | 2,177 |
| <u>ELEMENTARY YEARBOOK</u> | 1,160 |

~~1. II/USP Programs. The parties agree to pay unit members per diem payments for additional work days, release time, substitutes, stipends and pro rata per diem pay for time beyond the 7.5 hour contract day per attached II/USP action plans. The parties agree to negotiate over any bargainable effects of the program.~~

~~Unit members that have served on the underperforming school committees during the 1999-2000 school year shall be compensated at their per diem rate of pay for hours served on the committees that were beyond their regular duty day.~~

Except as set forth above, status quo for the remainder of Appendix A-2.

Appendix A-3

The parties agree to doubling Intra-mural and Club stipends.

Except as set forth above, status quo for the remainder of Appendix A-3.

FOR THE DISTRICT

 A.P. Messmer
 Hlgsta

 5/16/2023
DATE

FOR CETA

 [Signature]
 B. Bu

 5/16/23
DATE