

Tentative Agreement
between the
Irvine Unified School District
and the
Irvine Teachers Association

ARTICLE 1 – AGREEMENT

- 1.1 The articles and provisions contained herein constitute a bilateral and binding agreement ("Agreement") by and between the Governing Board of the Irvine Unified School District("District") and the Irvine Teachers Association ("Association"), a unit member organization.
- 1.2 This Agreement is entered into pursuant to Chapter 10.7, Sections 3540-3549 of the Government code ("Act").
- 1.3 The Association agrees to furnish information required by the District to fulfill the provisions of this Agreement.
- 1.4 This Agreement shall remain in full force and effect from July 1, ~~2014-2018~~ through June 30, ~~2016~~ 2020.
- 1.4.1 Wages and Health and Welfare Benefits shall be annual reopeners.
- 1.4.2 In 2019/20, each party shall be entitled to reopen a maximum of three (3) other articles. In addition, the parties may agree to address other subjects at any time.
- 1.5 No later than the second IUSD school board meeting in May, the parties shall sunshine proposals for a successor agreement or reopeners unless a later date is mutually agreed upon.
- 1.6 The parties shall commence negotiations no later than the third week of September unless a later date is mutually agreed upon.



For the District

11/30/18

Date



For the Association

11/30/18

Date

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ARTICLE 10 – Working Conditions

10.9 Release Time for Teachers of Combination Classes

10.9.1 Teachers who are assigned to a combination class in the regular TK-6 program shall be released ~~on-site~~ from classroom instruction three (3) Release Days per year for purposes of planning and preparation.

10.9.2 The scheduling of these Release Days shall be as mutually agreed by the unit member and site administrator.

10.9.3 These Release Days may be worked off-site if mutually agreed upon by the unit member(s) and the site administrator.

10.9.4 Unit members may waive the Release Day(s) and receive the daily substitute rate of pay per day if mutually agreed upon by the unit member(s) and the site administrator.

10.9.5 Release Days or pay in lieu of these Release Days shall be taken during the school year in which they are earned.

10.10 Release Time for Teachers of grades Transitional Kindergarten through Six

10.10.1 Teachers of grades Transitional Kindergarten through Six shall be awarded ~~on-site~~ release days up to a maximum of three (3) days annually as follows:

<u>Number of Students on Roll</u>	<u>Number of Release Days</u>
29 – 30	1
31 – 32	2
33 and over	3

10.10.2 The initial award of the release days shall be based on the class enrollment reported on the CBEDs. In the event that a unit member's class enrollment increases after the initial award of the release days, the number of days shall be increased accordingly.

10.10.3 Under no circumstances shall the number of release days be reduced from the initial number awarded.

- 10.10.4 The scheduling of Release Days shall be as mutually agreed by the unit member and site administrator.
- 10.10.5 Release Days may be worked off-site if mutually agreed upon by the unit member(s) and the site administrator.
- 10.10.6 Unit members may waive the Release Day(s) and receive the daily substitute rate of pay per day if mutually agreed upon by the unit member(s) and the site administrator.
- 10.7.7 Release Days or pay in lieu of these Release Days shall be taken during the school year in which they are earned.
- 10.10.8 The terms of this provision shall cease in the event that the District ceases to participate in the state-funded Class Size Reduction Program.



For the District

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ARTICLE 17 - Compensation and Related Benefits

17.1 Salary Schedule

17.1.1 Effective July 1, ~~2016~~ 2018, all elements of the current Salary Schedules shall be increased by ~~3.7%~~ 2.95%. ~~In addition, bargaining unit members who are employed by the District on February 1, 2017 shall receive a onetime 1.2% off-schedule payment calculated on the unit member's placement on the newly ratified 2016/17 salary schedule, to be paid in one (1) increment no later than the February 28, 2017 pay warrant.~~ Enhancements to stipends, summer school program rates, the share rate and the hourly rate shall be effective upon ratification by both parties and shall not be retroactive.

17.1.3 ~~Six thousand twenty-five dollars (\$6,025)~~ Six thousand two hundred three dollars (\$6,203) shall be added to the annual salary of all unit members who hold a Clinical Rehabilitation Services Credential or Speech-Language Pathology Credential and provide Speech and Language services in the District.

17.1.4 ~~Eight thousand five hundred dollars (\$8,500)~~ Eight thousand seven hundred fifty-one dollars (\$8,751) shall be added to the annual salary of all unit members who hold a Clinical Rehabilitation Services Credential or Speech-Language Pathology Credential, and a Speech Pathologist License and provide Speech and Language services in the District.



For the District

11/30/18

Date



For the Association

11/30/18

Date

**Tentative Agreement
2018-2019
Certificated Salary Schedule**

186 # days

Certificated

Step	Emerg	BA + Cred	45	60	75
1	\$ 49,234	\$ 58,339	\$ 59,217	\$ 60,624	\$ 64,027
2	\$ 51,857	\$ 59,217	\$ 60,624	\$ 63,446	\$ 66,428
3	\$ 54,480	\$ 60,624	\$ 63,446	\$ 66,971	\$ 68,895
4	\$ 57,104	\$ 62,741	\$ 66,971	\$ 69,792	\$ 71,765
5	\$ 59,775	\$ 65,528	\$ 70,495	\$ 72,049	\$ 74,636
6	\$ 59,775	\$ 67,458	\$ 72,049	\$ 73,457	\$ 77,505
7	\$ 59,775	\$ 70,329	\$ 73,457	\$ 76,136	\$ 80,377
8	\$ 59,775	\$ 74,449	\$ 76,136	\$ 78,955	\$ 84,862
9	\$ 59,775	\$ 74,449	\$ 79,308	\$ 81,811	\$ 89,167
10	\$ 59,775	\$ 74,449	\$ 79,308	\$ 87,931	\$ 91,141
11	\$ 59,775	\$ 74,449	\$ 79,308	\$ 87,931	\$ 92,575
12	\$ 59,775	\$ 74,449	\$ 79,308	\$ 87,931	\$ 94,012
13	\$ 59,775	\$ 74,449	\$ 79,308	\$ 87,931	\$ 95,447
14	\$ 59,775	\$ 74,449	\$ 79,308	\$ 87,931	\$ 95,447
15	\$ 59,775	\$ 74,449	\$ 79,308	\$ 87,931	\$ 95,447
16	\$ 59,775	\$ 78,089	\$ 82,614	\$ 91,571	\$ 97,600
17	\$ 59,775	\$ 78,089	\$ 82,614	\$ 91,571	\$ 97,600
18	\$ 59,775	\$ 78,089	\$ 82,614	\$ 91,571	\$ 97,600
19	\$ 59,775	\$ 81,731	\$ 86,261	\$ 95,212	\$ 99,751
20	\$ 59,775	\$ 81,731	\$ 86,261	\$ 95,212	\$ 99,751
21	\$ 59,775	\$ 81,731	\$ 86,261	\$ 95,212	\$ 99,751
22	\$ 59,775	\$ 85,371	\$ 89,902	\$ 100,289	\$ 103,341
23	\$ 59,775	\$ 85,371	\$ 89,902	\$ 100,289	\$ 103,341
24	\$ 59,775	\$ 85,371	\$ 89,902	\$ 100,289	\$ 103,341
25	\$ 59,775	\$ 89,014	\$ 93,539	\$ 102,494	\$ 106,973
26	\$ 59,775	\$ 89,014	\$ 93,539	\$ 102,494	\$ 106,973
27	\$ 59,775	\$ 95,705	\$ 100,234	\$ 109,187	\$ 113,662

Masters \$ 2,547
Supermax \$ 116,209

CA Speech Path License \$ 2,548
S/L Credential \$ 6,203
Speech Pathologist Supermax \$ 124,960

share \$ 35.15
hourly \$ 38.49

includes 2.95% 7/1/2018
pending ratification and Board Approval

FOR THE DISTRICT:



DATE: 11/30/18

FOR THE ASSOCIATION:



DATE: 11/30/18

**Tentative Agreement
2018-2019**

HS Counselors/HS Library Media Specialist/Nurses Salary Schedule

192 # days

HIGH SCHOOL COUNSELORS AND LIBRARY MEDIA SPECIALIST/NURSES

Step	Emerg	BA + Cred	45	60	75
1	\$ 50,822	\$ 60,221	\$ 61,127	\$ 62,580	\$ 66,092
2	\$ 53,530	\$ 61,127	\$ 62,580	\$ 65,493	\$ 68,571
3	\$ 56,237	\$ 62,580	\$ 65,493	\$ 69,131	\$ 71,117
4	\$ 58,946	\$ 64,765	\$ 69,131	\$ 72,043	\$ 74,080
5	\$ 61,703	\$ 67,642	\$ 72,769	\$ 74,373	\$ 77,044
6	\$ 61,703	\$ 69,634	\$ 74,373	\$ 75,827	\$ 80,005
7	\$ 61,703	\$ 72,598	\$ 75,827	\$ 78,592	\$ 82,970
8	\$ 61,703	\$ 76,851	\$ 78,592	\$ 81,502	\$ 87,599
9	\$ 61,703	\$ 76,851	\$ 81,866	\$ 84,450	\$ 92,043
10	\$ 61,703	\$ 76,851	\$ 81,866	\$ 90,767	\$ 94,081
11	\$ 61,703	\$ 76,851	\$ 81,866	\$ 90,767	\$ 95,561
12	\$ 61,703	\$ 76,851	\$ 81,866	\$ 90,767	\$ 97,045
13	\$ 61,703	\$ 76,851	\$ 81,866	\$ 90,767	\$ 98,526
14	\$ 61,703	\$ 76,851	\$ 81,866	\$ 90,767	\$ 98,526
15	\$ 61,703	\$ 76,851	\$ 81,866	\$ 90,767	\$ 98,526
16	\$ 61,703	\$ 80,608	\$ 85,279	\$ 94,525	\$ 100,748
17	\$ 61,703	\$ 80,608	\$ 85,279	\$ 94,525	\$ 100,748
18	\$ 61,703	\$ 80,608	\$ 85,279	\$ 94,525	\$ 100,748
19	\$ 61,703	\$ 84,367	\$ 89,044	\$ 98,283	\$ 102,969
20	\$ 61,703	\$ 84,367	\$ 89,044	\$ 98,283	\$ 102,969
21	\$ 61,703	\$ 84,367	\$ 89,044	\$ 98,283	\$ 102,969
22	\$ 61,703	\$ 88,125	\$ 92,802	\$ 103,524	\$ 106,675
23	\$ 61,703	\$ 88,125	\$ 92,802	\$ 103,524	\$ 106,675
24	\$ 61,703	\$ 88,125	\$ 92,802	\$ 103,524	\$ 106,675
25	\$ 61,703	\$ 91,885	\$ 96,556	\$ 105,800	\$ 110,424
26	\$ 61,703	\$ 91,885	\$ 96,556	\$ 105,800	\$ 110,424
27	\$ 61,703	\$ 98,792	\$ 103,467	\$ 112,709	\$ 117,329

includes 2.95% 7/1/2018
pending ratification and Board Approval

FOR THE DISTRICT:



DATE:

11/30/18

FOR THE ASSOCIATION:



DATE:

11/30/18

**Tentative Agreement
2018-2019**

MS Counselors/Elem and MS Library Media Specialist Salary Schedule

187 # days

MIDDLE SCHOOL COUNSELORS/ELEM AND MS LIBRARY MEDIA SPECIALIST

Step	Emerg	BA + Cred	45	60	75
1	\$ 49,499	\$ 58,653	\$ 59,535	\$ 60,950	\$ 64,371
2	\$ 52,136	\$ 59,535	\$ 60,950	\$ 63,787	\$ 66,785
3	\$ 54,773	\$ 60,950	\$ 63,787	\$ 67,331	\$ 69,265
4	\$ 57,411	\$ 63,078	\$ 67,331	\$ 70,167	\$ 72,151
5	\$ 60,096	\$ 65,880	\$ 70,874	\$ 72,436	\$ 75,037
6	\$ 60,096	\$ 67,821	\$ 72,436	\$ 73,852	\$ 77,922
7	\$ 60,096	\$ 70,707	\$ 73,852	\$ 76,545	\$ 80,809
8	\$ 60,096	\$ 74,849	\$ 76,545	\$ 79,379	\$ 85,318
9	\$ 60,096	\$ 74,849	\$ 79,734	\$ 82,251	\$ 89,646
10	\$ 60,096	\$ 74,849	\$ 79,734	\$ 88,404	\$ 91,631
11	\$ 60,096	\$ 74,849	\$ 79,734	\$ 88,404	\$ 93,073
12	\$ 60,096	\$ 74,849	\$ 79,734	\$ 88,404	\$ 94,517
13	\$ 60,096	\$ 74,849	\$ 79,734	\$ 88,404	\$ 95,960
14	\$ 60,096	\$ 74,849	\$ 79,734	\$ 88,404	\$ 95,960
15	\$ 60,096	\$ 74,849	\$ 79,734	\$ 88,404	\$ 95,960
16	\$ 60,096	\$ 78,509	\$ 83,058	\$ 92,063	\$ 98,125
17	\$ 60,096	\$ 78,509	\$ 83,058	\$ 92,063	\$ 98,125
18	\$ 60,096	\$ 78,509	\$ 83,058	\$ 92,063	\$ 98,125
19	\$ 60,096	\$ 82,170	\$ 86,725	\$ 95,724	\$ 100,287
20	\$ 60,096	\$ 82,170	\$ 86,725	\$ 95,724	\$ 100,287
21	\$ 60,096	\$ 82,170	\$ 86,725	\$ 95,724	\$ 100,287
22	\$ 60,096	\$ 85,830	\$ 90,385	\$ 100,828	\$ 103,897
23	\$ 60,096	\$ 85,830	\$ 90,385	\$ 100,828	\$ 103,897
24	\$ 60,096	\$ 85,830	\$ 90,385	\$ 100,828	\$ 103,897
25	\$ 60,096	\$ 89,493	\$ 94,042	\$ 103,045	\$ 107,548
26	\$ 60,096	\$ 89,493	\$ 94,042	\$ 103,045	\$ 107,548
27	\$ 60,096	\$ 96,220	\$ 100,773	\$ 109,774	\$ 114,273

includes 2.95% 7/1/2018
pending ratification and Board Approval

FOR THE DISTRICT:



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11/30/18

FOR THE ASSOCIATION:



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ARTICLE 18 – Benefits Management Board (BMB)

18.2 Effective January 1, 2019, the District's contribution for health benefits shall be \$10,143 ~~ten thousand two hundred seventy-five dollars (\$10,275)~~ per eligible unit member per benefit year unless modified through the provisions of Article 18.2.1.

In addition, the district shall make a one-time contribution of ~~\$300,000~~ \$800,000 to the reserve fund of the Benefit Management Board for the ~~2016-17~~ 2018/19 school year. The District's contribution shall be subject to annual negotiations.



For the District

11/30/18

Date



For the Association

11/30/18


Date

APPENDIX B-1

Tentative Agreement
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Winter Athletic Shares

Sport	Level	Base Shares	On-campus Credit	No Coaching Period
Boys Basketball	Varsity Head	113	22	26
	Varsity Assistant	79	12	13
	JV Head	79	12	13
	Freshman Head	79	12	13
<u>Competitive Cheer</u>	<u>Varsity Head</u>	<u>89</u>	<u>22</u>	<u>26</u>
	<u>Varsity Assistant</u>	<u>57</u>	<u>12</u>	<u>13</u>
Girls Basketball	Varsity Head	113	22	26
	Varsity Assistant	79	12	13
	JV Head	79	12	13
	Frosh/Soph Head	79	12	13
Boys Soccer	Varsity Head	96	22	26
	Varsity Assistant	67	12	13
	JV Head	67	12	13
	Frosh/Soph Head	67	12	13
Girls Soccer	Varsity Head	96	22	26
	Varsity Assistant	67	12	13
	JV Head	67	12	13
	Frosh/Soph Head	67	12	13
Girls Water Polo	Varsity Head	89	22	26
	Varsity Assistant	61	12	13
	JV Head	61	12	13
Wrestling	Varsity Head	96	22	26
	Varsity Assistant	67	12	13



 For the District
 11/30/18

 Date



 For the Association
 11/30/18

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