

AGREEMENT

BY AND BETWEEN

JUNCTION SCHOOL DISTRICT BOARD OF TRUSTEES

AND

JUNCTION TEACHERS ASSOCIATION

July 1, 2019 – June 30, 2022

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ARTICLE I
AGREEMENT

- 1.1 The Articles and provisions contained herein constitute a bilateral and binding agreement ("Agreement") by and between the Governing Board of the Junction School District ("Board") and the Junction Teachers Association / CTA / NEA ("Association"), an employee organization.
- 1.2 This Agreement is entered into pursuant to Chapter 10.7 Sections 3540-3549 of the Government Code ("Act").
- 1.3 The term of this Agreement shall be July 1, 2017 to June 30, 2020, and, thereafter, until mutually agreed upon.

ARTICLE 2
RECOGNITION

The Board recognizes the Association as the exclusive representative for the purpose of collective bargaining of all certificated employees of the Board, excluding management, confidential, and supervisory employees as defined by the Board and provided for in the Act and excluding school Psychologist, certificated substitute, and non-association summer school employees.

ARTICLE 3
DISTRICT RIGHTS

It is understood and agreed that the District retains all of its powers and authority to direct, manage, and control to the full extent of the law, limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms are in conformance with law.

ARTICLE 4
ASSOCIATION RIGHTS

4.1 Use of Bulletin Board, Mail Service, and Electronic Mail System

The Association shall have the right to post notices of activities and matters of Association concern on District bulletin boards. One such bulletin board shall be provided in each school building in an area that is frequented by teachers. The Association may use the intra-district mail service, e-mail, and the teachers' mailboxes for communicating with teachers, in accordance with rules and regulations of the Educational Employment Relations Act, Section 3543.1(b).

4.2 Meetings With Unit Member

The Association's representative may, after the student day during the teacher day, meet members of the unit at their school site. The designee shall check with the local site administrator to avoid conflicts with the administrator's prior planned activities.

4.3 District-Wide Committees

The District shall provide the Association with the names of teachers appointed to district-wide committees.

4.4 Evaluations of Certificated Personnel

If the schedule permits, the District shall provide the Association one hour during the teacher workday at the beginning of the school year to meet with newly hired members. If the schedule of the teacher workday does not permit such a meeting, the District shall provide one Association representative and all newly hired employees one hour of paid release time to meet. The District and Association shall mutually agree on the date and time of such a meeting.

ARTICLE 5
BARGAINING UNIT INFORMATION

- 5.1 Each time a person is newly employed in a position in the bargaining unit, the District shall inform them of their employment status, rights, benefits, duties and responsibilities, and other employment-related matters.
- 5.2 Any unit member who is a member of the Junction Teachers' Association (JTA), CTA/NEA, or who has applied for membership, may sign and deliver to the JTA Representative an assignment authorizing deduction of unified membership dues, initiation fees, and general assessments in the Association. Pursuant to notification from the Local California teachers' Association (CTA), the District shall deduct one-tenth (1/10th) of such dues from the regular salary check of the unit member each month for ten (10) months. Deductions for the unit members who sign such authorization after the commencement of the school year shall be appropriately prorated to complete payments by the end of the school year.
- 5.3 The District shall provide orientation for all newly hired bargaining unit members to take place within seven (7) calendar day prior to the first day of classes, except when no new bargaining unit members are commencing employment at the start of the school year shall be provided an in-person orientation/onboarding meeting within twenty-one (21) calendar days from the date of hire. New bargaining unit members shall be paid their hourly per-diem rate, based on their annual salary, for the duration of these required orientation/onboarding meetings when orientations occur outside the contract year and/or day.
- 5.4 The District shall provide written notice of the date, time and location of all bargaining unit member orientation/onboarding meetings, by text and electronic mail, to the Association president and vice president no later than ten (10) days in advance of orientation/onboarding meetings. If, however, the District provides proof that there was an urgent need critical to the employer's operations that was not reasonable foreseeable, the Association shall be provided as much notice as possible.
- 5.5 The Association shall be provided no less than sixty (60) minutes of uninterrupted time to communicate with bargaining unit members at the beginning of a staff work day before the start of the school year. District administration will excuse themselves during Association time.
- 5.6 The Association is entitled to invite CTA endorsed vendors and CTA staff to the Association portion of new bargaining unit member orientations/onboarding meetings and will have access to District audio visual equipment for Association presentations.

5.7 The Association shall have District-paid release time to attend and participate in new bargaining unit member orientations/onboarding meetings for up to two (2) bargaining unit members, selected by the Association, if any orientation/onboarding meeting is held during contractual work hours.

5.8 The following new bargaining unit member information shall be delivered to the Association president in digital Excel format and a hard copy, sorted by seniority date, no later than 30 days after the date of hire:

1. Name
2. Home Address
3. Phone Numbers = work, home and cellular
4. Personal (non-District) Email Addresses
5. School Site
6. Grade Level/Assignment
7. Date of Hire
8. Seniority Date
9. Full time Equivalent (FTE) status
10. Employment Status (i.e. Probationary, Permanent, Temporary, etc.)
11. Type of Credential (i.e. Clear, Preliminary, Short-Term Staff Permit, Provisional Internship Permit "PIP" or college Internship, etc.)

5.9 At least every 120 days during every school year, the District shall deliver to the Association president the following information in digital Excel format for all bargaining unit members:

1. Name
2. Home Address
3. Phone Numbers = work, home and cellular
4. Personal (non-District) Email Addresses
5. School Site
6. Grade Level/Assignment
7. Date of Hire
8. Seniority Date
9. Full time Equivalent (FTE) status
10. Employment Status (i.e. Probationary, Permanent, Temporary, etc.)
11. Type of Credential (i.e. Clear, Preliminary, Short-Term Staff Permit, Provisional Internship Permit "PIP" or college Internship, etc.)
12. Indication of any Unit Member on Leave of Absence
13. An indication of whether the District is deducting dues for membership

5.10 Violations of Article 5 shall be subject to the grievance procedure as outlined in Article 12

ARTICLE 6

HOURS OF EMPLOYMENT

- 6.1 Classroom teachers shall be on the school site for seven and one-half (7-1/2) hours each work day. Included within the seven and one-half (7-1/2) hour work day is a minimum one-half (1/2) hour duty-free lunch period.

Unit members shall not be required to remain at faculty meetings and/or in-service meetings beyond 3:30 p.m., but may be required to stay for one such meeting once a month until 4:00 p.m., as designated by the Principal or the Superintendent. Notification shall be provided at least 24 hours in advance if the meeting will last until 4:00 p.m.

- 6.1.1 For each full-time TK-2 Teacher, the District will strive to provide a minimum of 150 minutes of preparation time per week within the workday. For each full-time 3-8 teacher, the District will strive to provide a minimum of 150 minutes of preparation time per week within the student day. For each part-time teacher, the District will strive to provide preparation time, during the workday, in an amount pro-rated for the teacher's FTE. Preparation time will be provided in a manner that is to be mutually agreed upon between the Association and the District.
- 6.2 Classroom teachers shall provide instruction for at least the total number of minutes as set forth in Education Code Section 46201. Any increase in instructional minutes above the 2013/14 school year shall be mutually agreed upon by the District and Association.
- 6.3 With the agreement of both the teacher and the Association, the District may compensate a teacher for teaching services rendered during his/her preparation period. The compensation for such services shall be one seventh (1/7) of the employee's regular salary provided the teacher is primarily responsible for the planning and organization of the class. (This article does not apply to period substitutions during a preparation period).
- 6.3.1 During the school year, any teacher who is assigned by the Principal or designee to cover another teacher's regular class during his/her preparation period, for not less than ten (10) minutes and not more than 60 minutes during times when the assigned teacher has no instructional duties, shall be granted one (1) half day of paid leave for each three (3) full assignments (i.e., more than ten (10) minutes and less than 60 minutes) subject to the following provisions:
- 6.3.1.1 The employee may select to be paid one half day of the short-term substitute teacher pay in lieu of such half day of leave.

6.3.1.2 Each employee who earns such leave which is not taken by the end of the school year shall be paid one half day of the short-term substitute teacher pay for each half day of such unused leave.

6.3.1.3 An employee, who, at the end of the school year, has covered classes during less than three (3) preparation periods shall be paid one sixth (1/6) of the daily short-term substitute teacher pay for each period of such class coverage.

- 6.4 Unless assigned other duties, teachers shall be at their teaching stations and open the classroom for the admission of pupils not less than fifteen (15) minutes before the time prescribed for the commencement of school and shall remain on campus until the professional obligations of the day are met. "Professional obligations" includes but is not limited to after school IEP meetings, parent meetings, and other afterschool duties. IEP meetings shall not be held on Fridays after dismissal. During times of inclement weather, teachers are required to provide supervision in classrooms for pupils twenty-five (25) minutes prior to the time prescribed for the commencement of school, or 8:00 a.m., whichever is later.
- 6.5 Teachers shall be notified in writing of any scheduled staff meetings at least one day in advance of such meetings.
- 6.6 Teachers are permitted to leave the school grounds during the day when permission is given by the Superintendent or her/his designated representative. Teachers are required to notify the school office when leaving the school grounds during their duty-free lunch.
- 6.7 During the time pupils are in attendance, certificated employees may be assigned duties in the supervision of children at the direction of the Superintendent or his/her designee. These assigned duties shall, to the extent possible, be equitably distributed within a grade level strand as follows: T K - K, 1-2, 3-5, 6-8. Any teacher not regularly assigned to a strand will be assigned to a strand for purpose of allocating supervision duties.
- 6.8 Full time unit members will sign up for four (4) after school activities each school year. Assigned unit members will supervise activities per district guidelines. Unit members who sign up for more than four (4) after school activities shall be compensated at the rate of \$30.00 per activity. A unit member may not sign up for an after school activity for which he or she receives a stipend. By September 15th of each school year, the District and JTA shall work together to establish a list of these activities.

- 6.9 Teachers and instructional specialists, except as noted, shall work one hundred eighty (180) instructional days each school year, two (2) teacher workdays before the beginning of the school year, and three (3) staff development days, for a total of one hundred eighty-five (185) workdays.
- 6.10 All staff development required by the district shall be during the contracted workday/calendared school year. All staff development requested by the District outside of the contracted workday/calendared school year must be District approved. Compensation will be worked and paid in half-day or full-day increments at the hourly rate (Article 8.7) or as compensation time.

ARTICLE 7
PART-TIME EMPLOYMENT/JOB SHARE

It is the intent of this provision to allow part-time certificated employment in instances where it is mutually beneficial to the employee and the District. District initiated part-time employment as well as employee initiated part-time employment are addressed by this Article.

Part-Time

An employee's request for leave of absence for the portion of job share requested shall be submitted annually in writing by January 15th. An employee who requested and was granted a part-time assignment who wishes to return to a full-time assignment for the following school year shall notify the District in writing by January 15th. The District shall approve or deny the requests in writing by March 10th of the current school year.

7.1 It shall be by mutual consent of the District and the Association to determine:

- (a) Which employees will participate.
- (b) How many employees will participate.
- (c) The form of the part-time employment.
- (d) Prior to any Board action on the leave of an individual pursuant to these provisions, the District shall provide a copy of these provisions to the individual, and shall notify the Association of the intended action within sufficient time to counsel the employee of the rights hereunder.

7.2 The District's commitment to individual employees for part-time employment extends for the current school year only and must be renewed annually at the District's discretion. However, once the pro-rata time has been established, such percentage will be guaranteed for the current school year. If the part-time employment is not renewed by the District, the teacher shall be given opportunity for return to full-time employment.

7.3 The work load, work hours and days of employment shall be mutually established prior to the part-time employment commencement.

7.4 The District will determine on an annual basis whether the employee is to continue at the part-time employment level subject to the approval of the teacher.

- 7.5 The employee shall be paid a salary which is a pro-rata share of the salary which would have been earned on a full-time basis.
- 7.6 For purposes of part-time certificated employment only, a full-time teaching day will be considered 7-1/2 hours per day, for one hundred eighty-five (185) days.
- 7.7 On campus, before and after duty time, preparation time, and non-compensated extra duties are determined by the ratio of the teaching hours to the assignments of full-time teachers. Part-time certificated employees (.5 FTE or greater) must be in attendance at all faculty/in-service meetings in accordance with Article 6.5 of the current contract. Compensation will be determined by the number of hours about their FTE. Exceptions may be made by mutual agreement of employee and the Superintendent or designee.
- 7.8 In order to be eligible for a District contribution for health insurance benefits, an employee must be employed as at least .5 FTE in his/her regular position (exclusive of stipend or extra duty work). Eligible part-time employees are entitled to receive District paid insurance benefits on a pro-rata basis. Employees assigned less than .5 FTE may elect coverage through the District's health, vision, dental, and/or life insurance plan but shall be responsible for the full cost of the premium.
- 7.9 The employee and the District will participate in the State Teachers Retirement System in accordance with the rules established by the State Teachers Retirement Fund.
- 7.10 The certificated employee will maintain seniority in accordance with Education Code provisions, with the date of hire being established as the first date of actual service. The employee shall be eligible for a salary increment step if he/she is in active employment in his/her position for fifty percent (50%) of the normal work year.
- 7.11 The option of part-time employment must be initially exercised at the written request of the employee. Thereafter, continued part-time certificated employment will be determined by the conditions outlined in this agreement.
- 7.12 The amount of sick leave earned varies directly to the percent of full-time employment. An employee who must use sick leave will reduce earned sick leave on the same pro-rata Basis as his/her employment.
- 7.13 All applicable Education Code sections and State Teachers Retirement System provisions will apply to this agreement.

Job Sharing

7.14 A sharing of a job may be proposed by any regular teaching District certificated employee. Job sharing shall refer to two (2) unit members on District contracts sharing one (1) teaching assignment. If a certificated District employee has interest in job sharing, a written application and proposal must be made to the District by January 15th. Two unit members may share an assignment for a minimum of one (1) year. The District has no obligation whatsoever under these provisions to search for, locate, or assign a District certificated employee to share an assignment.

7.14.1 An application and proposal for a job sharing assignment for the following school year shall be filed with the District no later than January 15th. It shall be by mutual consent of the District and the Association to determine:

- (a) Which employees may participate
- (b) How many employees will participate
- (c) The form of job share program
- (d) Prior to any Board action on the leave of an individual pursuant to these provisions, the District shall provide a copy of these provisions to the individual, and shall notify the Association of the intended action within sufficient time to counsel the employee(s) of the rights hereunder.

The District shall approve or deny requests and notify, in writing, the applicant of its decision by the first regularly scheduled board meeting in May. If a request is denied, the applicant shall be notified, in writing, of the specific reasons for the denial. The decision to approve or disapprove a job sharing application is discretionary and shall not be subject to the grievance procedure.

7.14.2 If no other certificated District employee wants to job share, the applicant and District, working together, may generate a job share position. A new certificated employee hired by the District solely as a job share partner shall be a temporary employee based on leave of absence.

7.15 Both participating teachers will reduce their teaching load or assignment to the approved job-share contract portion of the work day and be placed on leave for the balance.

7.16 Length of job share contract

7.16.1 The period of the job sharing and the leave shall not exceed one year.

7.17 The leave and the job sharing arrangements shall be established by written agreement. The joint application shall specify the number and placement of hours per day, days per week, weeks per month, and months per year which each teacher applicant agrees to work. The application shall also specify the respective duties which will be performed by each teacher applicant. Such designated duties shall include, but not be limited to: attendance at faculty meetings, parent conferences, "Back to School" night, "Open House", and other events at which attendance by District certificated employees is required in accordance with this Agreement; responsibility for student grades, report cards, daily student attendance reporting and co-curricular activities, special events or other assignments which are included within the responsibilities of the full-time teaching position for which the joint application is being made.

7.18 Compensation

7.18.1 There shall be no increase in cost to the District for salary and/or benefits beyond the cost that would be incurred for a single employee.

7.18.2 Salaries/benefits/salary schedule increment shall be pro-rated for part-time (job share) contracts in proportion to the amount that the approved portion of the employment bears to full-time employment.

7.18.3 Job-share partners will be given first opportunity to substitute for partner with a straight across exchange of a day for a day. Any additional compensation for work assignment shall be agreed upon between District and job share partners when the contract is written. If both partners are required by the District to work a day other than contractually agreed upon times (Article 7.14.4 Parent Conferences), the non-assigned partner will be paid at their salaried daily rate for that day. On days when a partner does substitute and a straight-across exchange of days is not possible, the pay rate shall be the salaried daily rate for the substituting partner.

7.19 A job sharer who has been a full-time certificated employee and who wishes to return to a full-time assignment in the subsequent year must so inform the Superintendent

or designee by January 15th. The certificated employee shall return to full-time status provided there is an appropriate vacancy for which the certificated employee is qualified by specific training, credential, or experience.

- 7.20 Unit members on leave shall be governed by Article 11 (Leaves). Such employment shall be subject to all pertinent rules and regulations of the Education Code.
- 7.21 In the event a job sharing is discontinued, the unit member who immediately held the position prior to the job-share shall have the first opportunity for assignment to the full time position. If neither job share partner held the position prior to the job-share, then the permanent bargaining member with the most seniority shall have first opportunity to the assignment in the full-time position.

ARTICLE 8
COMPENSATION (WAGES & BENEFITS)

8.1 General

The district shall pay a 4% increase on the salary schedule for the 2021-2022 school year plus a \$400 increase to the insurance cap.

The district shall pay a 3% increase on the salary schedule for the 2022/2023 school year and a \$400 increase to the insurance cap.

If the COLA comes in more than 3%, the JTA reserves the right to reopen negotiations for the 2022/2023 contract. Retro will not apply to any duty or stipends paid prior to December 1, 2021.

8.1.1 Wages subject to this Agreement will be in accordance with the salary schedule set forth in Appendix A.

8.2 Salary Schedule Provisions

8.2.1 Units are valued on a continuum ranging from columns BA +Credential, BA + 45, BA+ 60 and BA + 75 units. The Professional Growth Committee, which shall consist of up to three teachers and the Superintendent and/or his/her designee, will meet to verify and evaluate these units. Units must be completed prior to September 1st. Verification of such units must be submitted by October 1st.

8.2.2 Post BA units in excess of 60 should lead toward a Masters Degree goal for which a \$1,100.00 annual bonus is paid. A Doctoral stipend of \$1,300.00 will be paid.

8.2.3 Teachers shall be given credit on a year-for-year basis at the time of initial Salary schedule placement for previous teaching experience, subject to the following criteria:

1. The previous teaching was full-time for at least one hundred thirty (130) days.
2. The previous teaching occurred at a public or private school within the United States or an American school outside of the United States.
3. The previous teaching occurred after receipt of a California credential or a credential from another state with reciprocity with California

4. The previous teaching was within the authority of the credential and was service customarily and ordinarily expected of a teacher with a credential.
5. The experience shall be verified to the satisfaction of the District.

8.2.4 Salary is determined by finding years of experience and appropriate number of units approved for salary increase.

8.2.5 In order for the annual vertical step to be granted, a teacher must have served in his/her capacity as a teacher for a minimum of 50 percent (50%) of the school year.

8.2.6 Teachers may accrue "professional staff development hours" which will be converted to "units" based upon a conversion factor of 15 "hours" per "unit" granted. As with "units", teachers must submit verification of completion by October 1st of each year to have them be credited for the ensuing year. Said "hours" must meet standards of being supplied by a university or college and not otherwise compensating a teacher. All professional development hours must be beyond the employees regularly scheduled work day at no cost to the district. Prior approval must be granted by the Superintendent or designee.

8.2.6.1 If fewer than 15 "hours", carryover shall not exceed one year.

8.2.6.2 Professional growth hours do not follow the employee if they move. Units from a University will follow the employee.

8.3 Extra Duty Assignment

8.3.1 All teachers will have an equal opportunity to apply for each extra pay position. The administration will retain the right to make final selections of extra pay personnel from among the applicants, based upon experience, training, expertise and the desire to provide the best educational experience for the student.

8.3.2 Teachers opting for compensatory time off in lieu of cash compensation for extra pay positions shall take the compensatory time off by June 30th or be paid out. Teachers shall be allowed to carry over up to 5 days of Comp Time that will need to be used by June 30th of the following school year the

compensatory time was earned. If the Teacher is not permitted to take their earned time, the teacher shall be paid out by the District, the balance of compensatory time remaining at the hourly rate of the school year in which the extra pay was earned.

8.4 Salary Placement Information to Association

The Board shall furnish the Association with a list stating placement of unit members on the salary schedule by October 15th.

8.5 Extra Pay Activities

8.5.1 Effective 2020-2021, all Extra Duty Stipends shall be paid pursuant to Appendix I.

8.5.2 Other approved activities during the school year will be compensated at \$600.00 per club, up to 5 clubs in one year. The association and the district will meet at the beginning of the school year to discuss the clubs that will be offered that year.

8.5.3 Will move to Appendix I and be renamed Extra Duty Stipends

8.5.4 Extra pay activities will be subject to the following conditions:

8.5.4.1 All teachers will have an equal opportunity to apply for each extra pay position.

8.5.4.2 Additional extra pay positions which are to be implemented during the life of this Agreement will be presented by the Board to the Association along with a description of duties, fifteen (15) days prior to personnel selection for the purpose of agreement upon pay schedule and its inclusion within this contract.

8.5.4.3 The administration will retain the right to make final selections of extra pay personnel from among the applicants, based upon experience, training, expertise and the desire to provide the best educational experience for the student.

8.5.5 Overnight assignments for environmental camp, as approved by the District, will be compensated at 5 hours for each overnight assignment at the agreed upon hourly rate for teachers. The responsibility for supervision/teaching at

environmental camp rests primarily with teachers assigned .50 of their teaching load to sixth grade. It is expected these sixth grade teachers will accept this responsibility to be at camp. Additional staff will be selected from volunteers in the following priority order:

- (a) Teachers with some sixth grade teaching responsibility but less than .5 responsibilities.
- (b) Teachers from the seventh/eighth grade faculty.
- (c) Teachers from the K-5 faculty.

8.5.6 A 5% increase in extra pay rate shall begin on the 5th year of continuous extra pay service in the same specific position or sport, beginning with the 1992-'93 school year.

8.6 Right to Change Activities

The District retains the right to discontinue any activity or approve new activities based on student interest, numbers involved, league changes, and funds available.

8.7 Hourly Wage Rate

Instructional services to students may be provided by a certificated staff member on an hourly basis. Hourly rates shall be determined using the figure under Step 1, Column BA + 60 of the Certificated Salary Schedule set forth in Appendix A. There will be a 5% augmentation per hour for position of "Summer School Lead Teacher". Assignment is discretionary on the part of the district. An acceptance on the part of the employee is voluntary.

8.8 Insurance Benefits

Effective July 1, 2016, the District will provide a maximum contribution of \$9,800 per full time employee to provide bargaining members with benefits that include medical, dental, vision, life insurance, and income protection. Employees may choose the coverage they desire during the open enrollment period. Any amount over the District maximum contribution must be paid for by the employee. Any amount spent less than the district maximum contribution shall be directed into a categorical fund for the purpose of funding retiree benefits, as outlined in Article 8.10.

8.9 Employee on Leave

Employees on unpaid leave of absence from the District service may elect to continue any or all District insurance/benefit plans at their own cost and by payment to the District in advance of any monthly premiums due. Bargaining unit members who work a complete school year shall have insurance benefits under the District's fringe benefit program effective through the last day of September of the succeeding school year. Bargaining unit members who are employed subsequent to the first day of the school year shall have insurance benefits commence on the first day of the month following date of employment.

8.10 Retirement Benefits

The District shall provide each member of the bargaining unit who was employed prior to July 1, 1995, has attained the age of 50, and has been employed by the District in a certificated position continuously for the preceding 10 years with full medical insurance upon retirement (and receipt of benefits from STRS) until the unit member is 65 or for 10 years, whichever occurs first. Employees hired after July 1, 1995, shall attain the age of 55 and have been employed by the District in a certificated position continuously for the preceding 15 years with full medical insurance upon retirement (and receipt of benefits from STRS) until the unit member is 65 or for 10 years, whichever occurs first. Employees hired after July 1, 2003, shall attain the age of 58 and have been employed by the District in a certificated position continuously for the preceding 15 years with the maximum contribution to benefits upon retirement (and receipt of benefits from STRS) until the unit member is 65. Retirees from District service may elect to continue any or all of the remaining District insurance with benefit plans at their own cost, by payment to the district in advance of any monthly premiums due, until the unit member is eligible for Medicare or for 10 years, or whichever occurs first. Effective July 1, 2006, maximum contribution for medical benefits will be \$6500 for retirees. Eligible retirees can choose Plan C which will be covered by the District.

8.11 Supplemental Employee Retirement Option

The District may identify and secure an option to provide for the early retirement of interested individuals. Any such option shall be negotiable.

By November 1 of the current year the parties may re-establish a Benefits Study Committee. The committee shall investigate health benefit options for the following school year and thereafter. Any benefit changes shall be negotiated.

ARTICLE 9
PARENT COMPLAINTS OF DISTRICT EMPLOYEES

- 9.1 Pursuant to Section 35160.5 (c) of the Education Code, the District will provide the Following procedures for resolution of complaints regarding employees of the District.
- 9.2 Every effort will be made to resolve a concern at the earliest possible stage. Concerns not resolved through a discussion, first between parent and District employee, the one or more of the following: District employee and Administration; District employee, Administration and parent; parent and Administration; must be submitted in writing before further processing as complaint.
- 9.3 Any parent or guardian of a pupil enrolled in the District may make a written complaint regarding any District employee. The appropriate channel for a written complaint is to employee's immediate supervisor with a copy given to the employee by the supervisor, to the Superintendent, and lastly to the School Board.
- 9.4 Written complaints must be submitted within thirty (30) days of an incident or the reasonable knowledge thereof, but in no case to exceed ninety (90) days or the end of that fiscal school year, in the school year the event giving rise to the complaint takes place unless an extended period is required by law.
- 9.5 All such complaints shall be on complaint forms available at the school sites (see Appendix B, Step 1) signed by the complainant, and submitted to the employee's immediate supervisor.
- 9.6 Upon receipt of the complaint form by the immediate supervisor, the employee shall be given a copy of such complaint and shall have the right to respond in writing. Any written response by the employee shall be attached to the complaint. If no meeting has taken place between the employee and complainant, the employee shall have the right to request to meet in order to question the complainant regarding the accuracy and validity of the complaint.
- 9.7 If a response is requested by the complainant, the employee's immediate supervisor shall reply in writing within thirty (30) workdays of such request.
- 9.8 The complainant may contest the response of the employee's immediate supervisor by written appeal to the Superintendent (see Appendix B, Step II) within fifteen (15) workdays of such response. The Superintendent, upon receipt of such appeal, shall respond within fifteen (15) workdays.

- 9.9 The employee may ask to address the School Board in open session or closed session regarding the complaint.
- 9.10 No negative and/or unsatisfactory evaluation shall be predicated upon information or material of a derogatory or critical nature which has been received by the evaluator from parents or guardians of a pupil enrolled in the district unless the above procedures have been followed.
- 9.11 Complaints which are withdrawn or are not sustained shall neither be placed in the employee's personnel file nor utilized in any evaluation or disciplinary action against the employee.
- 9.12 Any complaint filed by a parent or guardian will not be used in the evaluation of an employee or placed in that employee's personnel file if the procedural steps described above have not been followed.

ARTICLE 10
DISCIPLINE OF PROBATIONARY EMPLOYEES

10.1 This Article shall apply to the dismissal or release of probationary employees for cause or unsatisfactory performance during the school year pursuant to Education Code section 44948.3. This Article does not apply to the decision of the District to grant permanent status at the end of the second probationary year or to reemploy at the end of the first or second probationary year.

10.2 A probationary employee may be dismissed or suspended without pay for just cause.

10.3 Notice of Suspension or Dismissal

The Superintendent or designee shall give 30 days' prior written notice of dismissal or suspension, not later than March 15 in the case of second year probationary employees. The notice shall include a statement of the reasons for the dismissal and notice of the opportunity to appeal. In the event of a dismissal for unsatisfactory performance, a copy of the evaluation conducted pursuant to Section 44664 shall accompany the written notice.

The notice shall be hand delivered or sent by regular U.S. Mail to the employee's last known address and shall be accompanied by a proof of service.

10.4 Notice of Appeal

The probationary employee shall have fifteen (15) calendar days from the date of receipt of the notice of dismissal or suspension to submit to the Governing Board a written request for a hearing. Failure of the employee to respond within the time specified shall constitute a waiver of the employee's right to a hearing.

10.5 Pay Pending Hearing

The employee will continue to receive pay and other entitled benefits while the Hearing is pending. However, nothing in this section shall preclude the placement of the employee on administrative leave from duty with pay during this period.

10.6 Hearing Procedures

(a) Hearing Before the Board

The Governing Board may conduct the hearing or may establish procedures

for the appointment of an administrative law judge (ALJ) to conduct the hearing and submit a recommended decision to the board.

(b) Notice of Hearing

The Governing Board or ALJ shall set the matter for hearing and shall notify the parties in writing of the date and place of such hearing at least ten (10) days before the hearing.

(c) Procedure

The Superintendent or designee shall review for the Arbitrator the reasons for the dismissal of suspension and present exhibits and other evidence to support the District's action. The employee then shall have the right to respond based upon issues and facts.

(d) Rights of Employee

The employee shall attend any hearing and shall be entitled to:

1. Be represented by the exclusive representative, counsel or any other designated representative with the consent of the Association at such hearing;
2. Testify under oath;
3. Cross-examine all witnesses appearing against the employee or to question any individual who has investigated any of the matters involved in the hearing and whose reports are offered in evidence;
4. Present evidence regarding disputed facts;
5. Argue the case.

(e) Evidence

Any relevant evidence shall be admitted if it is the sort of evidence on which responsible persons are accustomed to rely in the conduct of serious affairs. Irrelevant and repetitious evidence shall be excluded. Oral evidence shall be taken only under oath or affirmation.

(f) Exclusion of Witnesses

The Governing Board or ALJ may, in its discretion, exclude witnesses not under examination, except the employee and the party attempting to substantiate the charges against the employee, and their respective counsel. When hearing testimony on scandalous and indecent conduct, all persons not having a direct interest in the hearing may be excluded.

(g) Transcript of Hearing

A stenographic record of the hearing shall be kept if requested by either party. The party requesting the stenographic record shall, unless jointly requested, pay the cost. Transcripts of the hearing shall be furnished to either party on payment of the cost of preparing such transcripts.

(h) Decision

The Governing Board shall issue a written decision and serve its decision on the parties by regular U.S. mail. If an ALJ is used, the ALJ's decision shall be advisory to the Governing Board.

The ALJ's proposed decision shall be submitted in writing to the Governing Board and the employee. If the Governing Board accepts the proposed decision, it need not read the record of the hearing. If the Governing Board declines to accept such decision, it must read the record after which it may adopt the Arbitrator's decision or render its own decision. The rendering by the Board of its own decision shall require a majority of affirmative votes.

Unless the decision provides otherwise, it shall be effective immediately. Except for the correction of clerical error, the decision shall be final and conclusive.

(i) Costs

All costs of an ALJ, if used, shall be borne by the District. All other expenses shall be borne by the party incurring them.

(j) Continuances

The Governing Board or ALJ may grant a continuance of any hearing upon such terms and conditions as may be deemed proper. Any request for continuance made less than forty-eight (48) hours prior to the time set for the hearing will be denied unless good cause is shown for the

continuance.

ARTICLE 11

LEAVES

11.1 Sick Leave

- 11.1.1 Employees shall be entitled to ten (10) workday's leave of absence for illness or injury with full pay for a school year of service. Such leave may be taken for the employee's own illness or injury or to attend to the illness or injury of the employee's spouse, child, parent, or other family member as set forth in our contract 11.6.2.
- 11.1.2 Sick leave shall be granted in no less than half-day increments.
- 11.1.3 Employees may accumulate unused Sick Leave without limitation.
- 11.1.4 Upon request by the District, employee provide written verification from the employee's physician or practitioner of those who follow a recognized faith which depends upon prayer for healing following any absence due to illness or injury as a condition of payment of Sick Leave benefits.
- 11.1.5 Employees shall, whenever possible, notify their immediate supervisor or his/her designees in advance of taking or returning from any Sick Leave.
- 11.1.6 Prior to returning to work from Sick Leave from surgery or a serious illness, upon the request of the District, an employee must provide a doctor's release certifying medical permission to return to work.
- 11.1.7 In the event of illness or injury, the employee shall utilize Sick Leave in the following order:
- (a) Use balance of current year's Sick Leave;
 - (b) Use other accumulated Sick Leave;
 - (c) Use any awarded Catastrophic Leave;
 - (d) Use the balance of time, not to exceed a total of five (5) school months, during which the employee receives the difference between the employee's per diem pay and that of any substitute employee who is actually employed to fill the employee's position during the period of illness or injury.

11.2 Sick Leave Bank/Catastrophic Leave

11.2.1 Establishment

The Association and the District agree to establish the Junction Teachers Association Catastrophic Leave Bank effective October 1, 1996.

11.2.2 Eligibility

Employees who have exhausted all paid leave may apply for and use Catastrophic Leave as provided in this Article and Education Code 44043.5.

11.2.2.1 To qualify for Catastrophic Leave, the employee must have suffered 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 take care of 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 and other paid time off.

11.2.3 Catastrophic Leave shall begin no sooner than the 11th work day of absence, and only after all other personal accumulated sick leave and other paid time off have been exhausted.

11.2.4 Catastrophic Leave is not to exceed a cumulative maximum of the total number of working days in the school year or the maximum number of days donated pursuant to this section. Catastrophic Leave shall be taken in hour increments based upon the individual's hourly length of day.

11.2.5 Voluntary donations to the Catastrophic Leave Bank may be received from District administrators. Voluntary contributions from individual employees may also be made to any other individuals employed by Junction School.

11.2.6 Participation in the Catastrophic Leave Bank is voluntary. District employees desiring participation must donate 15 sick leave hours.

Only those who donate may receive contributions from the bank. Effective August 2021, all new permanent employees will have until September 30th of each school year to elect to participate.

11.2.7 Members in the Bank may require solicitation of additional hour/hours, dependent upon need, when the bank of days drops to or below 400 hours. Failure to make such donation shall result in automatic cancellation of membership. Previous donations shall not be returned upon cancellation. Eligibility may only be re-established in accordance with Sections 11.2.6 and 11.2.7.

11.2.8 Catastrophic Leave Bank Committee

11.2.8.1 A Catastrophic Leave Bank Committee shall be established consisting of a representative from JTA and the District.

11.2.8.2 It shall be the responsibility of the Committee to administer the Catastrophic Leave Bank in accordance with this Agreement and applicable State law. The duties of the Committee are to:

- (a) Receive leave requests;
- (b) Verify the validity of requests;
- (c) Approve or deny requests;
- (d) Communicate its decisions to effected employees and the Superintendent;
- (e) Solicit donations of sick leave from eligible employees as needed.

11.2.8.3 The Committee shall designate one of its members as Chairperson.

11.2.8.4 The District shall cooperate with the Committee in establishing appropriate record-keeping procedures including the total number of accumulated hours in the Bank and the names of participating members.

- 11.2.8.5 The Committee shall keep all records confidential and shall not disclose the nature of any illness except as is necessary to process the request for leave and appeals of denials.
- 11.2.8.6 A quorum of the Committee shall consist of three (3) members. Approval of a request shall require a majority vote of the members present at a properly convened meeting of the Committee consisting of at least a quorum.

11.2.9 Application Procedure

- 11.2.9.1 An employee desiring Catastrophic Leave shall submit a request in writing to the Catastrophic Leave Bank Committee stating the facts which support a need for Catastrophic Leave, including verification from Representatives from JTA district.
- 11.2.9.2 The Committee shall review the application and make its decision within a reasonable period of time.
- 11.2.9.3 If the Committee determines that the employee is eligible for Catastrophic Leave, it shall designate the number of hours of eligibility. The Committee may approve eligibility in renewable increments not to exceed 240 hours. If donated hours of sick leave are available from the Leave Bank, they may be used by the employee. If sufficient hours are not available, the Committee shall solicit donations of hours from eligible employees in accordance with this Agreement on a form approved by the Association and the District. (Appendix G)
- 11.2.9.4 The applicant shall comply with any requests for additional information from STRS/PERS or Social Security within fifteen (15) calendar days, or his/her eligibility to participate in the Catastrophic Leave Bank shall cease. If denied benefits by STRS, PERS, or Social Security, the applicant must appeal, or his/her eligibility to participate in the Catastrophic Leave Bank shall

cease.

11.2.10 Donations to Catastrophic Leave Bank

- 11.2.10.1 Employees may donate up to eighty (80) hours of accrued, full time sick leave or vacation to the Catastrophic Leave Bank each school year in five hour increments.
- 11.2.10.2 Once made, a donation becomes irrevocable. All contributions shall be voluntary and no employee shall be pressured to contribute to the Bank.
- 11.2.10.3 Donations to the Bank may be made in response to either a general solicitation by the Catastrophic Leave Bank Committee or a solicitation on behalf of a specific employee.
- 11.2.10.4 All solicitations for donations to the Catastrophic Leave Bank shall be made by the Catastrophic Leave Bank Committee on forms approved by the Committee and the District. (Appendix G)
- 11.2.10.5 An employee who has announced his/her resignation or retirement may donate up to forty (40) hours to the Catastrophic Leave Bank, provided the total number donated in that school year does not exceed eighty (80) hours.

11.2.11 Miscellaneous Provisions

- 11.2.11.1 Unused hours remaining in the Catastrophic Leave Bank shall carry over from year to year.
- 11.2.11.2 Unit Members using hours granted to them from the Catastrophic Leave Bank shall not accrue any other leave provided for by this Agreement, or by law.
- 11.2.11.3 If the Catastrophic Leave Bank is terminated for any reason, any hours remaining in the Bank shall be returned to the then current employees in proportion to the number of hours donated.
- 11.2.11.4 The denial of a request for hours from the Catastrophic

Leave Bank is subject to appeal to the Junction Employees' Appeal Board only, and is not subject to review or appeal under any other procedure. This Board shall consist of one (1) member from each of the following groups: District Superintendent or designee, classified management, and two (2) Association representatives chosen by the Association. Any tie shall be broken by an additional vote from the classified management member.

11.3 Leave for Pregnancy Disability

11.3.1 Employees who are working are entitled to use personal illness and injury leave for disabilities caused or contributed to by pregnancy, miscarriage, childbirth, and recovery there from on the same terms and conditions governing leaves of absence for other illness or medical disability. Such leave shall not be used for child care, child rearing, or preparation for childbearing, but shall be limited to those disabilities as set forth above. The length of such disability leave, including the date on which the leave shall commence and the date on which the duties are to be resumed, shall be determined by the employee and the employee's physician.

11.3.2 The employee on leave for pregnancy disability shall be entitled to return to a position comparable to that held at the time the leave commenced.

11.4 Parental Rearing Leave

Unit members may choose to take up to 12 weeks of child rearing leave. Sick leave will be applied towards these 12 weeks of child rearing leave until all sick leave is exhausted. Thereafter, the unit member may use differential leave for the balance of the 12 week child rearing period in accordance with Education Code section 44977.5.

11.5 Family Care Leave

In addition to any and all other forms of leave, family care and medical leave shall be for 12 weeks during any 12 month period with paid District health insurance but without wages. During the period of family care and medical leave, the District shall require the employee to use his/her accrued vacation leave, other accrued time off

and any other paid or unpaid time off negotiated with the District.

11.6 Bereavement Leave

11.6.1 An employee shall be entitled to a maximum of five (5) days leave of absence without loss of salary for the death of any member of his immediate family.

11.6.2 Member of "immediate" family is defined as the father, mother, child, or child's spouse, brother, sister, grandfather, grandmother, or grandchild of the employee or his/her spouse, or any relative who is living in the employee's immediate household. See Labor Code 233; 245.5.

11.7 Jury Duty and Court Appearance

11.7.1 An employee is entitled to a leave to appear for jury duty or to serve as a witness under subpoena other than as a litigant and not brought through the connivance or misconduct of the employee. An employee is also entitled to a leave when required to appear in court in a matter directly related to his/her employment and not brought through the connivance or misconduct of the employee.

11.7.2 An employee shall receive his/her regular pay less any amount received for jury or witness fees, exclusive of allowed travel expense.

11.8 Personal Necessity/Professional-Personally Compelling Leave

11.8.1 Any employee may elect to use up to seven (7) days of his/her accumulated sick leave in any school year for purposes of personal necessity/professional-personally compelling or appearance in court as a litigant, or as a witness under official order. Personal Necessity/Professional-Personally Compelling Leave shall be limited to serious circumstances that the employee cannot reasonably be expected to disregard and that necessitate his/her immediate personal attention during hours of service. However, four (4) of the seven (7) days may be taken each school year without specifying one of the aforementioned reasons. If such day is adjacent to a holiday break, the following must occur:

- Written requests must be submitted at least 10 days prior to said days of leave

- Maximum of two employees may utilize this day

Specific exceptions may be made for unforeseen emergencies with appropriate documentation: i.e. doctor's/hospitalization form, transportation bills/schedules

11.8.2 Employees shall not be required to give advance notice for leave taken for any of the following: death or serious illness of a member of the immediate family; accident involving the employee's person or property, or the person or property of his/her immediate family. An employee must file Appendix E with Superintendent or designee at least 48 hours before taking all other Personal Necessity/Professional-Personally Compelling Leave.

11.8.3 A mutually agreed upon form has been developed and placed in the appendix of this contract. (Appendix E)

11.9 Industrial Accident and Illness Leave

11.9.1 Employees shall be eligible for leave of absence because of industrial accident or illness which Schools Insurance Authority considers a valid claim. Pursuant to Education Code section 44984, allowable leave shall be for not more than sixty (60) service days in any one fiscal year for the same accident and shall commence the first day of absence.

11.9.2 Leaves of absence under this provision shall not be accumulated from year to year. When the Industrial Accident or Illness Leave overlaps into the next fiscal year, the employee shall be entitled to only the amount of unused leave due him/her for the same illness or injury.

11.9.3 Employees shall be paid such portion of the salary due them for any month in which absence occurs as, when added to the temporary disability indemnity under the California Labor Code, will result in payment to them of not more than their full salaries.

11.9.4 Leave of absence applied for under this provision shall be reduced by one day for each day of authorized absence regardless of a temporary disability indemnity award to the employee.

11.9.5 Upon termination of Industrial Accident Leave, the employee shall be entitled to accumulated sick leave benefits under the sick leave

provision of this Agreement with the provision that if the employee continues to receive a temporary disability indemnity, he/she may elect to receive as much of his/her accumulated sick leave which, when added to his temporary disability indemnity, will result in a payment to him/her of not more than his/her full salary. During any paid leave of absence, the employee shall endorse to the District the temporary disability indemnity checks received on account of his/her Industrial Accident or Illness. The District, in turn, shall issue the appropriate salary warrants for payment of salary and shall deduct normal retirement and other authorized contributions.

11.10 Military Leave

Employees are entitled to appropriate military leave of absence provided by applicable law.

11.11 Unpaid Leave - Long Term

- 11.11.1 Upon recommendation of the Superintendent and approval by the Board of Education, employees may be granted leave without compensation, benefits, increment, seniority or tenure credit for a period of up to one (1) school year.
- 11.11.2 The employee shall apply for such leaves of absence in writing prior to May 1 of the year preceding the leave or November 15 preceding a second semester leave. The request shall state the reason for the leave and the proposed beginning and ending dates of the leave.
- 11.11.3 The request may be approved or denied by the Board of Education.
- 11.11.4 By February 1, the District shall remind the employee on leave that the employee must notify the District of intent to return prior to March 1. An employee on such leave shall notify the District Personnel Office prior to March 1 of the school year as to an intent to return to employment in the District in the next school year. Failure to so notify will be considered an abandonment of position.

11.12 Association Leave

Up to a total of eight (8) days leave for Association business shall be provided for

the use of the Association's Co-Presidents or their designees each school year. No individual shall utilize more than four (4) days leave. Leave shall be requested in advance in writing. The Association shall reimburse the District for each day of Association Business leave used as specified in Ed. Code Section 44987.

ARTICLE 12

GRIEVANCES

12.1 Definitions

- 12.1.1 A "grievance" is a claim by one or more unit members or the Association that there has been a violation, misinterpretation or misapplication of a provision of this Agreement.
- 12.1.2 The "aggrieved party" is the person, persons, or the Association making the claim.
- 12.1.3 A "party in interest" is any person who might be required to take action or against whom action might be taken in order to resolve the claim.
- 12.1.4 A "day" is any day in which a unit member is required to render service to the District under this Agreement.

12.2 Purpose

The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems which may from time to time arise affecting the welfare or working conditions of unit members. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

12.3 Procedure

12.3.1 Informal Level

- (a) Before filing a formal grievance, the grievant will attempt to resolve it by an informal conference with his/her immediate supervisor directly, with a representative, or through a representative of his/her choice.

12.3.2 Formal Level 1

- (a) A grievance shall be presented in writing to the immediate supervisor using the grievance form (see Appendix C) within thirty (30) days of the act or event, or reasonable knowledge thereof, of the events giving rise to the grievance. The immediate supervisor shall meet with the aggrieved party and/or designated Association representative within seven (7) days of receipt of the grievance. The immediate supervisor shall provide a written disposition of the grievance, including the reasons therefore, to all parties of interest within seven (7)

days of such meeting.

- (b) If the aggrieved party and/or the Association is not satisfied with the disposition of the grievance or if no disposition has occurred within seven (7) days of such meeting or eight (8) days from the date of presentation of the grievance, the grievance may be appealed to Level Two, with a copy simultaneously provided to the Association President.

12.3.3

Formal Level 2

- (a) The Superintendent or his/her designee shall meet with the aggrieved party and/or designated Association representative within seven (7) days of receipt of the grievance appeal and shall provide a written disposition of the grievance, including the reasons therefore, to all parties of interest within seven (7) days of such meeting.
- (b) If the aggrieved party and/or the Association is not satisfied with the disposition of the grievance or if no disposition has occurred within seven (7) days of such meeting or eight (8) days from the date of the receipt of the grievance at Level Two, the aggrieved party may request the Association to submit the grievance to advisory arbitration.

12.3.4

Level 3 Mediation

- (a) If the grievant and/or the Association is not satisfied with the disposition of the grievance, or if no disposition has occurred pursuant to the provisions of Level Two, the grievance shall be referred to the grievance mediation.
- (b) The Association shall request that a conciliator/mediator from the California State Mediation and Conciliation Service, or from any other mutually agreeable recognized dispute resolution center, be assigned to assist the parties in the resolution of the grievance.
- (c) The mediator, within ten (10) days of the request shall meet with the grievant, the Association and the District for the purpose of resolving the grievance.
- (d) If an agreement is reached, the agreement shall be reduced to writing and shall be signed by the grievant, the Association and the District. This agreement shall be non-precedential and shall constitute a settlement of the grievance.

- (e) In the event that the grievant, the Association and the Superintendent or his/her designee have not resolved the grievance with the assistance of the conciliator/mediator, the Association may terminate Level Three and the grievance may proceed to Level Four.

12.3.5

Formal Level 4

- (a) If the Association proceeds to advisory arbitration, it shall notify the District in writing. The District and the Association shall then jointly request a list of five arbitrators from the California Conciliation Service. The District and the Association shall then alternately strike names from that list and the person remaining shall be selected as the arbitrator.
- (b) The arbitrator's decision will be in writing and will set forth the findings of fact, reasoning and conclusions of the issues submitted. The arbitrator will be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. However, it is agreed that the arbitrator is empowered to include in any award such financial reimbursement or other remedies as he/she judges to be proper. The decision of the arbitrator will be submitted to the Association and the Superintendent and will be advisory upon the parties. If any question arises as to the arbitrability of the grievance, such question will be ruled upon by the arbitrator only after he/she has had an opportunity to hear the merits of the grievance.
- (c) All costs for the services of the arbitrator, including, but not limited to, per diem expenses, his/her travel and subsistence expenses and the cost of any hearing room, will be borne equally by the Board and the Association, except if Board overturns recommendation it shall bear all costs. All other costs, except for released time for the grievant(s), Association representative(s) and witnesses will be borne by the party incurring them.
- (d) If any question arises as to the arbitrability of the grievance, the answer shall be determined by the arbitrator.

12.4 Time Limits

- 12.4.1 Time limits provided for at each level shall begin the day following receipt of the grievance, grievance appeal or written decision.
- 12.4.2 Since it is important that grievances be processed as rapidly as possible, the time limits specified at each level should be considered to be maximums and every effort should be made to expedite the process. The time limits may, however, be extended by mutual agreement.
- 12.4.3 In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year and, if left unresolved until the beginning of the following school year, could result in harm to an aggrieved person, the time limits set forth herein will be reduced so that the procedure may be exhausted prior to the end of the school year or as soon as is practicable.
- 12.4.4 If the Board does not act within fourteen (14) calendar days from the receipt of the arbitrator's recommendation, it will become final.

12.5 Rights of Representation

A unit member alleging a grievance may be represented at all stages of the grievance procedure by an Association designated representative, or a representative of his/her choosing at Levels One and Two.

12.6 Miscellaneous

- 12.6.1 The Association, either in its own behalf or in behalf of the affected teachers, may initiate a grievance which affects more than one teacher in a single building or teachers in more than one building at Level Two.
- 12.6.2 If a grievance arises from action or inaction on the part of a member of the administration at a level above the principal or immediate supervisor, the aggrieved party shall submit such grievance in writing directly to the Superintendent and the Association with the processing of such grievance to commence at Level Two.

- 12.6.3 When it is necessary for a representative designated by the Association to attend a grievance or attend a grievance meeting or hearing during the day, he/she will, upon notice to the Principal or immediate supervisor by the President of the Association, be released without loss of pay in order to permit participation. Any unit member who is requested to appear in such meetings or hearings as a witness will be accorded the same right.
- 12.6.4 All documents, communications and records dealing with the processing of a grievance will be filed in a separate grievance file and will not be kept in the personnel file of any of the participants.
- 12.6.5 Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared by the Association and given appropriate distribution so as to facilitate operation of the grievance procedure. The costs of preparing such forms shall be borne by the Board.
- 12.6.6 Upon mutual agreement of the Association and the Superintendent, a grievance may be taken directly to advisory arbitration.
- 12.6.7 A unit member may at any time present grievances to the employer, and have such grievances adjusted, without the intervention of the Association, as long as the adjustment is reached prior to arbitration and such adjustment is not inconsistent with terms of the written Agreement. If an employee presents a grievance on his/her own behalf, the Association shall have the right to be present and state its views at all grievance meetings. The District shall not agree to a resolution of the grievance until the Association has received a copy of the grievance and the proposed resolution and has been given the opportunity to file a response.

ARTICLE 13
ASSIGNMENTS AND RE-ASSIGNMENTS

13.1 Assignments

- 13.1.1 When vacancies occur in the District, notice of such vacancies including the duties, credentials, and requirements shall be posted for 10 calendar days so that employees may apply for the vacancy.
- 13.1.2 In the event of vacancies which occur during the summer, staff which have indicated an interest in writing shall receive notice of such vacancies by registered mail. Employees shall respond within five (5) days of receipt of mailing.
- 13.1.3 In making assignments for the following school year, the administration shall submit in writing to the teachers a tentative staffing pattern indicating proposed teaching assignments by the last working day of May of each school year.
- 13.1.4 When enrollment fluctuates, the administration will consult with the Association, through its President, to review necessary personnel adjustments to facilitate the best possible learning program. Qualified volunteers will be sought before naming involuntary personnel adjustments due to enrollment fluctuation.

13.2 Re-Assignments

- 13.2.1 Re-assignment is defined as a District action which results in the movement of a unit member from one position within the representation unit to another.
- 13.2.2 A notice of re-assignment shall be given to affected teachers and the Association prior to the end of the school year, if possible.
- 13.2.3 Re-assignments shall be initiated by the Superintendent for any of the following reasons:
 - (a) To reduce/increase staff because of changes in enrollment.
 - (b) To mitigate documented and verified community and/or staff problems.
 - (c) To obtain more effective utilization for instructional purposes.

- 13.2.4 The criteria for determining which employees are to be re-assigned shall include the following:
- (a) The program and instructional needs of the District.
 - (b) Seniority of the employee.
 - (c) Credentials, degrees, and special competencies.
- 13.2.5 Re-assignment will only take place after there has been a meeting for the purpose of explanation between the teacher and the Principal.
- 13.2.6 In the event that re-assignment is necessary to a different subject area or grade level which a teacher has not taught during the past two years, the Board will provide the teacher a reasonable amount of release time to prepare a quality learning program. For reassignment after May 10th, the District will provide two (2) days of non-teaching responsibilities in the succeeding year.
- 13.2.7 For reassignment after August 1st, the teacher will be provided five (5) days of non-teaching responsibilities for this preparation.
- 13.2.8 When requested, the teacher will be provided in writing a rationale stating the reasons for the re-assignment.
- 13.2.9 Any teacher who is subject to re-assignment will be given first consideration when an opening reoccurs from which that person has been previously employed up to one full year from the time of the re-assignment.
- 13.2.10 Every effort shall be made to minimize the number of re-assignments and should be made only after all other alternative solutions have been thoroughly investigated.
- 13.2.11 A re-assignment shall not result in the loss of compensation, seniority, or any fringe benefit to a unit member. There shall be no arbitrary or discriminatory application of this Agreement.

ARTICLE 14
PROCEDURES FOR EMPLOYEE EVALUATION

14.1 Evaluations of Certificated Personnel

14.1.1 Standards for Evaluation

The purpose of teacher evaluation is to improve the educational program in the District and to advance toward attainment of the District's stated educational goals. The criteria to be used for evaluation shall relate specifically to the California Standards for the Teaching Profession and are set forth in Appendix D. The evaluation will consist of the first three standards to be evaluated during the observation. In addition, the teacher will provide a summary of how he/she has worked towards improving in one of the last three standards (4, 5, or 6). This summary shall be provided to the evaluator no later than the last post observation meeting of the school year.

14.1.2 Responsibility for Evaluation

The Superintendent and/or Principal shall conduct the evaluation of all certificated employees. For the purposes of this Article, the Superintendent and/or Principal may be considered the evaluator.

14.1.3 Timeline for Certificated Employee Evaluation

Each certificated employee shall be evaluated on a schedule and through a process consistent with the timeline and utilizing the forms set forth in Appendix D, which shall be generally consistent with the following:

By October 15th, the evaluator shall provide notification to all employees that will be evaluated during the school year.

By November 1st, the employee shall attend a goal setting conference.

At least three (3) working days prior to the observation, unless otherwise agreed upon by the employee and evaluator, the employee and evaluator shall schedule the observation, and the employee shall complete the Pre-Observation Form, attach a complete lesson plan and meet with the evaluator to preview the lesson.

The evaluator shall conduct an observation of the employee for a minimum of thirty (30) minutes and collect evidence based on the California Standards for the Teaching Profession using the Classroom Observation Form.

Within seven (7) working days after the Observation, unless agreed upon by the employee and evaluator, the evaluator will review evidence and discuss the Observation at the Post-observation Conference.

Within five (5) working days after the Post-observation Conference, the evaluator will complete the Classroom Observation Form and Summary Observation Report and provide a copy to the employee. If the employee is in disagreement with the conclusions recorded by the evaluator, the employee may provide a written response, which shall be included as an attachment to the Summary Observation Report.

For probationary and temporary employees, the evaluator shall conduct two formal Observations and the process shall be completed by March 15th. For permanent employees, the evaluator shall conduct one formal Observation and the process shall be completed by May 1st.

14.1.4 Alternative Evaluation Plan for Permanent Unit Members

The parties recognize that an alternative evaluation plan is intended to be a collaborative undertaking between the permanent unit member and the supervisor. It is not the intention of the parties to restrict innovation and creativity; therefore, the following options are only examples (details of evaluation options will be provided to unit members):

- (a) Visitation/Co-Visitation: Visitation may include observation of other teachers' classroom approaches, techniques, training, and/or in-service activity in or out of the District. The intended purpose is to provide meaningful feedback to unit members.
- (b) Peer Observation/Coaching of the Unit Member: All communication regarding the actual observation/coaching, including the results thereof, shall be exclusively between the peers.
- (c) Feedback/Survey: The design of any instrument or survey shall be agreed to by the unit member and supervisor. The result shall be available exclusively to the permanent unit

member.

- (d) Analyze Student Work Over Specified Time: The purpose of the analysis shall be discussed by the unit members and the supervisor.
- (e) The results of the analysis shall be available exclusively to the permanent unit member.
- (f) Video Training: All tapes shall remain in the exclusive custody of the permanent unit member.
- (g) Other

14.2 Frequency of Evaluation

Probationary and temporary employees shall be evaluated each school year. Permanent (tenured) employees shall be evaluated every other year.

Employees with permanent status who have been employed at least ten (10) years with the District and whose previous evaluations rated the employee as meeting or exceeding standards in all categories, may be evaluated every five (5) years if the employee and evaluator consent to this schedule. Consent may be withdrawn by either party for any reason, in which case the employee shall return to the every other year schedule.

14.3 Improvement Plan

The District shall provide an Improvement Plan for any employee whose Overall Rating on the employee evaluation is Needs Improvement or Unsatisfactory. The Improvement Plan will provide detail to the employee on standards needing improvement, activities to be implemented to improve identified teaching standards and a timeline for improvement. When an Improvement Plan is required, the evaluator shall meet with the employee within ten (10) working days of the Post-observation Conference to present and review the Improvement Plan.

14.4 Personnel Files

- 14.4.1 Except as authorized by law, the District shall not base any adverse action against a unit member upon materials which are not contained in such teacher's personnel file. The District shall base

any adverse actions against a unit member only upon material placed in the personnel file after the employee has been notified of the material being filed relative to that incident.

14.4.2

An employee may inspect material in his/her personnel file which may serve as a basis for affecting the status of his/her employment, except materials which:

- (a) Are obtained prior to his/her employment,
- (b) Were prepared by identifiable examination committee members, or
- (c) Were obtained in connection with a promotional exam.

ARTICLE 15
LAYOFF AND RE-EMPLOYMENT

- 15.1 The District may lay off employees pursuant to the provisions of Education Code section 44955 and 44955.5 for declining enrollment or reduction in programs based upon the District's projected ADA and program needs for the coming school year or for lack of funds.
- 15.2 Upon determining that 2 or more probationary unit members have the same 1st date of paid service, the Governing Board shall within 60 calendar days determine the order of Seniority for those probationary unit members for purposes of potential layoff by the method of drawing straws.
- 15.3 An employee who is laid off shall be entitled, along with his/her dependents if previously covered, to continue enrollment in any health and welfare plan offered by the District to employees. The employee will pay the necessary premiums on a monthly basis in advance to a maximum of 39 calendar months. The District will in any event, subject to carrier acceptance, maintain medical insurance through October 31.
- 15.4 Recall Rights
- 15.4.1 Employees on layoff status shall have recall rights for a period of 39 calendar months for permanent status teachers, 24 calendar months for probationary status teachers, following the effective date of his/her layoff. The right to reappointment may be waived by the employee, without prejudice, for not more than one school year per Ed. Code 44956(a)(2)
- 15.4.2 The District shall notify the most senior laid off employee who is credentialed and competent to teach the grade or subjects when a vacancy occurs.
- 15.4.3 The notice of an opening shall be by registered letter to the laid off employee's current mailing address that is on file with the District. The letter should include details of the vacancy offered and a mechanism for acceptance or refusal of the offer of re-employment within the prescribed time limit and a place for the unit member's signature. It is the responsibility of each unit member with re-employment rights to file with the District Office a current mailing address. The laid off employee shall notify in a written form the District of his/her acceptance or decline of the position within ten (10)

working days. The laid off employee shall have the right to decline vacancy offers as permitted by Education Code section 44956, and subject to the limitations set forth therein.

ARTICLE 16
CLASS SIZE

- 16.1 The Board agrees that class size should not be unreasonably large for the grade level(s) and subject matter taught. If any teacher feels his/her teaching load is excessive, he/she may request a meeting with the Principal and Superintendent to discuss the matter. Class size shall be determined by the Superintendent and Principal using the following guidelines: subject matter, type of instruction, ability of pupils, help of aides, resource teachers, and use of special facilities and equipment.
- 16.2 Students being served by Special Education services will be as equitably distributed throughout the classrooms, considering the scheduling of special education teachers and aides to serve such students.

16.3 **Class Size Goals**

The District will strive to maintain the following class sizes after the first twenty (20) instructional days of the school year:

- (a) TK-3 24 Students
- (b) 4-8 30 Students

16.4 **Class Size Maximums**

After the first ten (10) instructional days of the school year, District class sizes shall not exceed the following levels:

- (a) TK-3 30 Students
- (b) 4-8 38 Students
- (c) Physical Education - 40 students, unless mutually agreed to.
- (d) Electives - To be determined based on the course to be offered. The administration will consult with the Association and affected teacher, through its president, concerning elective class sizes.

- 16.5 In the event the class size goals (as described in Article 16.3) are exceeded, the District shall provide each affected teacher additional compensation. The following factors will be considered in determining class size overage compensation:

- 1. The maximum class size for grades TK-3 shall be 24 students to one teacher.

Classroom teacher who have 25-28 students for 20 consecutive days, will receive \$10 per day for every day their class roster exceeds 25+ students

2. If grades TK-3 classroom roster exceeds 28 students for 10 consecutive days, the classroom teacher will receive \$15 per day for every day their class roster exceeds 29+ students.
3. The maximum class size for grades 4-5 shall be 30 students to one teacher. Classroom teachers who have 31-34 students for 20 consecutive days, will receive \$10 per day for every day their class roster exceeds 31+ students.
4. If grades 4-5 classroom roster exceeds 34 students for 10 consecutive days the classroom teacher will receive \$15 per day for every day their class roster exceeds 35+ students.
5. The maximum class size for grades 6-8 shall be 30 students to one teacher. Classroom teachers who have 31-34 students for a minimum of 3 periods and 20 consecutive days, will receive \$10 per day for every day their class roster exceeds 31+ students.
6. If grades 6-8 classroom roster exceeds 34 students for a minimum of 3 periods and 10 consecutive days the classroom teacher will receive \$15 per day for every day their class roster exceeds 35+ students.
7. In the event that TK-3 class size exceeds 28 students, the District will make every effort to remedy class size. If a remedy is not in place within 20 days the effected teacher(s) will receive \$20 per day until class size overage is resolved.
8. In the event that 4-8 class size exceeds 34 students, the District will make every effort to remedy class size. If a remedy is not in place within 20 days the effected teacher(s) will receive \$20 per day until class size overage is resolved.
9. Compensation for class size overage is to be paid out on a semi-annual basis (January & June of each year)

In the event the class size maximums (as described in Article 16.4) are exceeded, the Association president and the affected teacher will meet with administration to reach one of the following resolutions:

- Creation of a combination class
- Addition of another grade level teacher

- 16.6 Distribution of class size will be equitable with a grade level differential of plus or minus 5 students within the grade levels of TK-8.
- 16.7 Distribution of RSP, SDC, or other Special Needs students must be equitable between the classes at each grade level (TK-8), as determined by placement at the beginning of the school year. An attempt will be made to maintain equitability as status changes are made during the school year.
- 16.8 Max class sizes combo TK-3 shall be no more than 20 and 4th-8th no more than 25. Staff making class lists shall consider all aspects of student achievement, behavior, intervention services, and IEP status when making a balanced gender class. Known intensive IEP's should not be included in combo classes. Once class size is obtained, no new students shall be added until capacity is reduced. All efforts will be made to not assign first year teachers to combo classes.

ARTICLE 17
PEER SUPPORT

- 17.1 The Association and the District are continuously striving to provide the highest possible quality of education. In order for students to succeed in learning, teachers and others must succeed in teaching. Therefore, the parties agree to cooperate in the design and implementation of programs to improve the quality of instruction through expanded and improved professional development and peer assistance. Teachers who are interns; serving their first year in the District; and/or have received an overall unsatisfactory evaluation are viewed as valuable professionals. The District and the Association support the availability of resources to support teachers' success in the profession. Therefore, the Association and the Board agree to the following:
- 17.2 Each teacher who is hired as an intern, is serving his/her first year in the District; has received an unsatisfactory overall rating on his/her summary evaluation; or any teacher needing support due to a significant grade level change, may be provided a Supporting Teacher (ST). Those teachers who receive unsatisfactory ratings on any portion of their evaluation or who request the services of an ST will be assigned an ST at the District's discretion.
- 17.3 The duties of the ST position shall be as follows:
- (a) An ST will provide service for 10 consecutive months on an as needed basis.
 - (b) The ST shall be limited to working with one (1) teacher needing support per school year.
 - (c) An ST shall provide assistance to teachers in the following areas: A) Engaging and Supporting all Students in Learning; B) Planning Instruction and Designing Learning Experiences for all Students; C) Creating and Maintaining Effective Environments for Student Learning; and school site and District policies and procedures. For teachers who have an ST because they received an unsatisfactory evaluation, the ST shall provide assistance in the areas designated as unsatisfactory on the teacher's evaluation.
- 17.4 Listed below are the minimum qualifications to serve as an ST:
- (a) A full-time clear credentialed teacher with at least five years of teaching experience within the last eight (8) years. Three of the five full-time years must be in-District experience.

- (b) Demonstrated exemplary teaching ability, as indicated by, among other things, effective communication skills, subject matter knowledge, knowledge and commitment to District curricular goals and standards, and mastery of a range of teaching strategies necessary to meet students' needs in different contexts.
 - (c) Ability to work cooperatively and effectively with other teachers and administrators, demonstrated effective leadership skills and experience in working on school/District committees.
- 17.5 The District will post the ST position(s) when there are teachers needing support (see Article 17.1.1)
- (a) Each applicant will be required to submit a letter of interest to the District.
 - (b) All letters of interest will be treated with confidentiality and will not be disclosed except as required by law.
 - (c) The Superintendent/Principal and an Association representative shall work collaboratively to choose the individuals who will serve as Supporting Teachers.
- 17.6 Functions performed by unit members as STs under this Agreement shall not constitute either management or supervisory functions.
- 17.7 Unit members who perform functions as STs shall have the same protection from liability and access to appropriate defense as other public school employees.
- 17.8 Stipends:
- STs for Interns as stated in Article 8.5.3(c) - \$2,125/year
 - STs for Peer Support as stated in Article 8.5.3(g) - \$1,000/year

ARTICLE 18
COMPLETION OF MEET AND NEGOTIATE

- 18.1 Except as specifically provided in Article 1 Term, during the term of this Agreement, the Association expressly waives and relinquishes the right to meet and negotiate and agrees that the 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, even though such subject or matters may not have been within the knowledge or contemplation of either or both the District or the Association at the time they met and negotiated on and executed this Agreement, and even though such subjects or matters were proposed and later withdrawn.
- 18.2 Either party may reopen negotiations for the 2019-2020 school year on any single topic or article within the scope of negotiations by giving written notice to the other party no later than September 30th. Article 8 Compensation (Wages and Benefits) shall automatically reopen for negotiations. Negotiations shall begin by November 1st.
- 18.3 On May 15, 2020, the provisions of this Agreement shall be reopened for Negotiation for a successor Agreement. Each party shall submit in writing to the other party its proposal for a successor Agreement on or before May 15, 2020.

ARTICLE 19
SAVINGS CLAUSE

If any provision of the Agreement or any application thereof to any teacher is held by the highest court of the State or by a federal court to be contrary to law, then such provision or application will be deemed invalid, to the extent required by such court decision, but all other provisions or applications shall continue in full force and effect.

ARTICLE 20
AGREEMENT SIGNATURE PAGE

Original Signature agreement on file in the District Office

JUNCTION SCHOOL DISTRICT

DocuSigned by:
Clay Ross
AAB5867395244C8...

JUNCTION TEACHERS ASSOCIATION

DocuSigned by:
Pam Boesiger
8E073CEA00A0482...

DocuSigned by:
Melisa Wood
E7EFA1D811044D7...
DocuSigned by:
Ryan Cunning
8FD7C53BBEC4485...

DATE: 2/8/2022

ARTICLE 20
AGREEMENT SIGNATURE PAGE

Original Signature agreement on file in the District Office

JUNCTION SCHOOL DISTRICT

JUNCTION TEACHERS ASSOCIATION

—

DATE: _____

APPENDIX A

JUNCTION SCHOOL DISTRICT

CERTIFICATED SALARY SCHEDULE

SPECIAL DAY CLASS TEACHER

2021-2022

Effective July 1, 2021

185 Work Days

Step	1*	A BA + 30	B BA + 45	C BA + 60	D BA + 75
1	\$ 46,477	\$ 58,514	\$ 60,455	\$ 62,473	\$ 64,572
2		\$ 59,242	\$ 61,716	\$ 63,785	\$ 65,936
3		\$ 59,981	\$ 63,009	\$ 65,130	\$ 67,334
4		\$ 60,731	\$ 64,334	\$ 66,508	\$ 68,767
5		\$ 61,492	\$ 65,692	\$ 67,921	\$ 70,236
6		\$ 62,264	\$ 67,084	\$ 69,369	\$ 71,742
7		\$ 63,048	\$ 68,511	\$ 70,853	\$ 73,286
8		\$ 63,844	\$ 69,974	\$ 72,374	\$ 74,868
9		\$ 64,652	\$ 71,473	\$ 73,933	\$ 76,490
10		\$ 64,652	\$ 73,010	\$ 75,531	\$ 78,152
11		\$ 64,652	\$ 74,585	\$ 77,169	\$ 79,511
12		\$ 64,652	\$ 76,200	\$ 78,848	\$ 80,905
13		\$ 64,652	\$ 77,855	\$ 80,225	\$ 82,323
14		\$ 64,652	\$ 79,551	\$ 81,630	\$ 83,769
15		\$ 64,652	\$ 81,290	\$ 83,063	\$ 85,244
16		\$ 64,652	\$ 81,290	\$ 84,159	\$ 86,373
17		\$ 64,652	\$ 81,290	\$ 85,271	\$ 87,519
18		\$ 64,652	\$ 81,290	\$ 86,400	\$ 88,682
19		\$ 64,652	\$ 81,290	\$ 87,546	\$ 89,862
20		\$ 64,652	\$ 81,290	\$ 88,709	\$ 91,060
21		\$ 64,652	\$ 81,290	\$ 88,709	\$ 92,276
22		\$ 64,652	\$ 81,290	\$ 88,709	\$ 93,510
23		\$ 64,652	\$ 81,290	\$ 88,709	\$ 94,763
24		\$ 64,652	\$ 81,290	\$ 88,709	\$ 96,034
25		\$ 64,652	\$ 81,290	\$ 88,709	\$ 97,325

Hourly Wage Rate (8.7) \$ 37.82

Masters Degree Stipend: \$ 1,100

Doctorate Degree Stipend: \$ 1,300

*Column 1: Not Fully Credentialed / Intern

Board Approved: January 18, 2022

JUNCTION SCHOOL DISTRICT

CERTIFICATED SALARY SCHEDULE SPECIAL DAY CLASS TEACHER

2022-2023

Effective July 1, 2022

185 Work Days

Step	1*	A BA + 30	B BA + 45	C BA + 60	D BA + 75
1	\$ 47,571	\$ 59,969	\$ 61,969	\$ 64,047	\$ 66,209
2		\$ 60,719	\$ 63,268	\$ 65,398	\$ 67,614
3		\$ 61,480	\$ 64,600	\$ 66,783	\$ 69,054
4		\$ 62,252	\$ 65,965	\$ 68,203	\$ 70,530
5		\$ 63,036	\$ 67,364	\$ 69,658	\$ 72,043
6		\$ 63,832	\$ 68,798	\$ 71,149	\$ 73,594
7		\$ 64,639	\$ 70,268	\$ 72,678	\$ 75,184
8		\$ 65,459	\$ 71,775	\$ 74,245	\$ 76,814
9		\$ 66,291	\$ 73,319	\$ 75,851	\$ 78,484
10		\$ 66,291	\$ 74,902	\$ 77,497	\$ 80,196
11		\$ 66,291	\$ 76,525	\$ 79,184	\$ 81,600
12		\$ 66,291	\$ 78,188	\$ 80,914	\$ 83,032
13		\$ 66,291	\$ 79,893	\$ 82,332	\$ 84,493
14		\$ 66,291	\$ 81,640	\$ 83,779	\$ 85,983
15		\$ 66,291	\$ 83,431	\$ 85,255	\$ 87,503
16		\$ 66,291	\$ 83,431	\$ 86,384	\$ 88,666
17		\$ 66,291	\$ 83,431	\$ 87,530	\$ 89,846
18		\$ 66,291	\$ 83,431	\$ 88,693	\$ 91,044
19		\$ 66,291	\$ 83,431	\$ 89,873	\$ 92,260
20		\$ 66,291	\$ 83,431	\$ 91,071	\$ 93,494
21		\$ 66,291	\$ 83,431	\$ 91,071	\$ 94,746
22		\$ 66,291	\$ 83,431	\$ 91,071	\$ 96,017
23		\$ 66,291	\$ 83,431	\$ 91,071	\$ 97,307
24		\$ 66,291	\$ 83,431	\$ 91,071	\$ 98,617
25		\$ 66,291	\$ 83,431	\$ 91,071	\$ 99,946

Hourly Wage Rate (8.7) \$ 38.95

Masters Degree Stipend: \$ 1,100

Doctorate Degree Stipend: \$ 1,300

*Column 1: Not Fully Credentialed / Intern

Board Approved: January 18, 2022

APPENDIX A

JUNCTION SCHOOL DISTRICT

CERTIFICATED SALARY SCHEDULE

2021-2022

Effective July 1, 2021

185 Work Days

Step	1*	A BA + 30	B BA + 45	C BA + 60	D BA + 75
1	\$ 36,477	\$ 48,514	\$ 50,455	\$ 52,473	\$ 54,572
2		\$ 49,242	\$ 51,716	\$ 53,785	\$ 55,936
3		\$ 49,981	\$ 53,009	\$ 55,130	\$ 57,334
4		\$ 50,731	\$ 54,334	\$ 56,508	\$ 58,767
5		\$ 51,492	\$ 55,692	\$ 57,921	\$ 60,236
6		\$ 52,264	\$ 57,084	\$ 59,369	\$ 61,742
7		\$ 53,048	\$ 58,511	\$ 60,853	\$ 63,286
8		\$ 53,844	\$ 59,974	\$ 62,374	\$ 64,868
9		\$ 54,652	\$ 61,473	\$ 63,933	\$ 66,490
10		\$ 54,652	\$ 63,010	\$ 65,531	\$ 68,152
11		\$ 54,652	\$ 64,585	\$ 67,169	\$ 69,515
12		\$ 54,652	\$ 66,200	\$ 68,848	\$ 70,905
13		\$ 54,652	\$ 67,855	\$ 70,225	\$ 72,323
14		\$ 54,652	\$ 69,551	\$ 71,630	\$ 73,769
15		\$ 54,652	\$ 71,290	\$ 73,063	\$ 75,244
16		\$ 54,652	\$ 71,290	\$ 74,159	\$ 76,373
17		\$ 54,652	\$ 71,290	\$ 75,271	\$ 77,519
18		\$ 54,652	\$ 71,290	\$ 76,400	\$ 78,682
19		\$ 54,652	\$ 71,290	\$ 77,546	\$ 79,862
20		\$ 54,652	\$ 71,290	\$ 78,709	\$ 81,060
21		\$ 54,652	\$ 71,290	\$ 78,709	\$ 82,276
22		\$ 54,652	\$ 71,290	\$ 78,709	\$ 83,510
23		\$ 54,652	\$ 71,290	\$ 78,709	\$ 84,763
24		\$ 54,652	\$ 71,290	\$ 78,709	\$ 86,034
25		\$ 54,652	\$ 71,290	\$ 78,709	\$ 87,325

Hourly Wage Rate (8.7) \$ 37.82

Masters Degree Stipend: \$ 1,100

Doctorate Degree \$ 1,300

Stipend:

*Column 1: Not Fully Credentialed / Intern

APPENDIX A

JUNCTION SCHOOL DISTRICT

CERTIFICATED SALARY SCHEDULE

2022-2023

Effective July 1, 2022

185 Work Days

Step	1*	A BA + 30	B BA + 45	C BA + 60	D BA + 75
1	\$ 37,571	\$ 49,969	\$ 51,969	\$ 54,047	\$ 56,209
2		\$ 50,719	\$ 53,268	\$ 55,398	\$ 57,614
3		\$ 51,480	\$ 54,600	\$ 56,783	\$ 59,054
4		\$ 52,252	\$ 55,965	\$ 58,203	\$ 60,530
5		\$ 53,036	\$ 57,364	\$ 59,658	\$ 62,043
6		\$ 53,832	\$ 58,798	\$ 61,149	\$ 63,594
7		\$ 54,639	\$ 60,268	\$ 62,678	\$ 65,184
8		\$ 55,459	\$ 61,775	\$ 64,245	\$ 66,814
9		\$ 56,291	\$ 63,319	\$ 65,851	\$ 68,484
10		\$ 56,291	\$ 64,902	\$ 67,497	\$ 70,196
11		\$ 56,291	\$ 66,525	\$ 69,184	\$ 71,600
12		\$ 56,291	\$ 68,188	\$ 70,914	\$ 73,032
13		\$ 56,291	\$ 69,893	\$ 72,332	\$ 74,493
14		\$ 56,291	\$ 71,640	\$ 73,779	\$ 75,983
15		\$ 56,291	\$ 73,431	\$ 75,255	\$ 77,503
16		\$ 56,291	\$ 73,431	\$ 76,384	\$ 78,666
17		\$ 56,291	\$ 73,431	\$ 77,530	\$ 79,846
18		\$ 56,291	\$ 73,431	\$ 78,693	\$ 81,044
19		\$ 56,291	\$ 73,431	\$ 79,873	\$ 82,260
20		\$ 56,291	\$ 73,431	\$ 81,071	\$ 83,494
21		\$ 56,291	\$ 73,431	\$ 81,071	\$ 84,746
22		\$ 56,291	\$ 73,431	\$ 81,071	\$ 86,017
23		\$ 56,291	\$ 73,431	\$ 81,071	\$ 87,307
24		\$ 56,291	\$ 73,431	\$ 81,071	\$ 88,617
25		\$ 56,291	\$ 73,431	\$ 81,071	\$ 89,946

Hourly Wage Rate (8.7) \$ 38.95

Masters Degree Stipend: \$ 1,100

Doctorate Degree \$ 1,300

Stipend:

Column 1: Not Fully Credentialed / Intern

Board Approved: January 18, 2022

APPENDIX A

JUNCTION SCHOOL DISTRICT

CERTIFICATED SALARY SCHEDULE

RESOURCE SPECIALIST

2021-2022

Effective July 1, 2021

185 Work Days

Step	1*	A BA + 30	B BA + 45	C BA + 60	D BA + 75
1	\$ 41,477	\$ 53,514	\$ 55,455	\$ 57,473	\$ 59,572
2		\$ 54,242	\$ 56,716	\$ 58,785	\$ 60,936
3		\$ 54,981	\$ 58,009	\$ 60,130	\$ 62,334
4		\$ 55,731	\$ 59,334	\$ 61,508	\$ 63,767
5		\$ 56,492	\$ 60,692	\$ 62,921	\$ 65,236
6		\$ 57,264	\$ 62,084	\$ 64,369	\$ 66,742
7		\$ 58,048	\$ 63,511	\$ 65,853	\$ 68,286
8		\$ 58,844	\$ 64,974	\$ 67,374	\$ 69,868
9		\$ 59,652	\$ 66,473	\$ 68,933	\$ 71,490
10		\$ 59,652	\$ 68,010	\$ 70,531	\$ 73,222
11		\$ 59,652	\$ 69,585	\$ 72,169	\$ 74,515
12		\$ 59,652	\$ 71,200	\$ 73,848	\$ 75,905
13		\$ 59,652	\$ 72,855	\$ 75,225	\$ 77,323
14		\$ 59,652	\$ 74,551	\$ 76,630	\$ 78,769
15		\$ 59,652	\$ 76,290	\$ 78,063	\$ 80,244
16		\$ 59,652	\$ 76,290	\$ 79,159	\$ 81,373
17		\$ 59,652	\$ 76,290	\$ 80,271	\$ 82,519
18		\$ 59,652	\$ 76,290	\$ 81,400	\$ 83,682
19		\$ 59,652	\$ 76,290	\$ 82,546	\$ 84,862
20		\$ 59,652	\$ 76,290	\$ 83,709	\$ 86,060
21		\$ 59,652	\$ 76,290	\$ 83,709	\$ 87,276
22		\$ 59,652	\$ 76,290	\$ 83,709	\$ 88,510
23		\$ 59,652	\$ 76,290	\$ 83,709	\$ 89,763
24		\$ 59,652	\$ 76,290	\$ 83,709	\$ 91,034
25		\$ 59,652	\$ 79,290	\$ 83,709	\$ 92,325

Hourly Wage Rate (8.7) \$ 37.82

Masters Degree Stipend: \$ 1,100

Doctorate Degree Stipend: \$ 1,300

*Column 1: Not Fully Credentialed / Intern

Board Approved: January 18, 2022

APPENDIX A**JUNCTION SCHOOL DISTRICT****CERTIFICATED SALARY SCHEDULE
RESOURCE SPECIALIST****2022-2023****Effective July 1, 2022****185 Work Days**

Step	1*	A BA + 30	B BA + 45	C BA + 60	D BA + 75
1	\$ 42,571	\$ 54,969	\$ 56,969	\$ 59,047	\$ 61,209
2		\$ 55,719	\$ 58,268	\$ 60,398	\$ 62,614
3		\$ 56,480	\$ 59,600	\$ 61,783	\$ 64,054
4		\$ 57,252	\$ 60,965	\$ 63,203	\$ 65,530
5		\$ 58,036	\$ 62,364	\$ 64,658	\$ 67,043
6		\$ 58,832	\$ 63,798	\$ 66,149	\$ 68,594
7		\$ 59,639	\$ 65,268	\$ 67,678	\$ 70,184
8		\$ 60,459	\$ 66,775	\$ 69,245	\$ 71,814
9		\$ 61,291	\$ 68,319	\$ 70,851	\$ 73,484
10		\$ 61,291	\$ 69,902	\$ 72,497	\$ 75,196
11		\$ 61,291	\$ 71,525	\$ 74,184	\$ 76,600
12		\$ 61,291	\$ 73,188	\$ 75,914	\$ 78,032
13		\$ 61,291	\$ 74,893	\$ 77,332	\$ 79,493
14		\$ 61,291	\$ 76,640	\$ 78,779	\$ 80,983
15		\$ 61,291	\$ 78,431	\$ 80,255	\$ 82,503
16		\$ 61,291	\$ 78,431	\$ 81,384	\$ 83,666
17		\$ 61,291	\$ 78,431	\$ 82,530	\$ 84,846
18		\$ 61,291	\$ 78,431	\$ 83,693	\$ 86,044
19		\$ 61,291	\$ 78,431	\$ 84,873	\$ 87,260
20		\$ 61,291	\$ 78,431	\$ 86,071	\$ 88,494
21		\$ 61,291	\$ 78,431	\$ 86,071	\$ 89,746
22		\$ 61,291	\$ 78,431	\$ 86,071	\$ 91,017
23		\$ 61,291	\$ 78,431	\$ 86,071	\$ 92,307
24		\$ 61,291	\$ 78,431	\$ 86,071	\$ 93,617
25		\$ 61,291	\$ 78,431	\$ 86,071	\$ 94,946

Hourly Wage Rate (8.7) \$ 38.95

Masters Degree Stipend: \$ 1,100

Doctorate Degree Stipend: \$ 1,300

*Column 1: Not Fully Credentialed / Intern

Board Approved: January 18, 2022

APPENDIX B

JUNCTION SCHOOL DISTRICT

COMMUNITY COMPLAINT REFERRAL FORM

(Ref: Article 9) STEP I

- A. Date(s) Incident(s)
Occurred _____
- B. Name of District Employee Involved _____
- C. Has the incident been discussed with the District employee
Yes____ No____ Date of Discussion _____
- D. Statement of
Incident _____

- _____
_____ Complainant's Signature _____ Date _____
- E. Disposition by
Principal _____

- _____
_____ Principal's Signature _____ Date _____
- F. Person Making Complaint Accepts Disposition/Contests Disposition of Complaint
- _____
_____ Complainant's Signature _____ Date _____
- _____
_____ District Employee's Signature _____ Date _____

COMMUNITY CONCERN/COMPLAINT REFERRAL FORM (continued)

STEP II

A. Date Received by Superintendent or Designee

B. Disposition of Superintendent or Designee

Superintendent's Signature

Date

C. Person Making Complaint Accepts/Contests the Disposition of the Complaint

Complainant's Signature

Date

Step III

D. Date Submitted to the Board _____

APPENDIX C

JUNCTION SCHOOL DISTRICT

GRIEVANCE REPORT FORM

(Ref: Article 12)

Grievance # _____

Distribution of Form to the Following:

GRIEVANCE REPORT
Directions: Complete Level 1, sign, and
Submit to your immediate supervisor.

Superintendent
Principal
Association
Certified Employee

School Site

Assignment

Name of Grievant

Date Filed

FORMAL LEVEL 1

A. Date Cause of Grievance Occurred _____

B. 1. Statement of Grievance _____

2. Relief Sought _____

Signature of Certified Staff

Date

3. Received by immediate supervisor (initialed/dated) _____

C. Disposition by immediate supervisor _____

Immediate Supervisor's Signature

Date

D. Grievant and/or Association Accepts/Contests Disposition of Grievance

Grievant's Signature

Date

(If additional space is needed in reporting Sections B.1 and B.2 above, attach an additional sheet)

FORMAL LEVEL II

A. Date Received by Superintendent of Designee _____

B. Disposition of Superintendent or Designee

Superintendent's Signature

Date

C. Grievant and/or Association Accepts/Contests Disposition of Grievance

Grievant's Signature

Date

LEVEL III MEDIATION

A. Date submitted to Mediation _____

LEVEL IIII

A. Date submitted to Arbitration _____

APPENDIX D

JUNCTION SCHOOL DISTRICT CERTIFICATED EVALUATION PROCESS PURPOSE

The purpose of teacher evaluation is to improve the educational program in the Junction School District and to advance toward attainment of the District's stated educational goals.

The criteria to be used for evaluation relate specifically to the California Standards for the Teaching Profession:

Standard One: Engaging and Supporting All Students in Learning

- 1.1 Using knowledge of students to engage them in learning
- 1.2 Connecting learning to students' prior knowledge, backgrounds, life experiences, and interests
- 1.3 Connecting subject matter to meaningful, real-life contexts
- 1.4 Using a variety of instructional strategies, resources, and technologies to meet students' diverse learning needs
- 1.5 Promoting critical thinking through inquiry, problem solving, and reflection
- 1.6 Monitoring student learning and adjusting instruction while teaching

Standard Two: Creating and Maintaining Effective Environments for Student Learning

- 2.1 Promoting social development and responsibility within a caring community where each student is treated fairly and respectfully
- 2.2 Creating physical or virtual learning environments that promote student learning, reflect diversity, and encourage constructive and productive interactions among students
- 2.3 Establishing and maintaining learning environments that are physically, intellectually, and emotionally safe
- 2.4 Creating a rigorous learning environment with high expectations and appropriate support for all students
- 2.5 Developing, communicating, and maintaining high standards for individual and group behavior
- 2.6 Employing classroom routines, procedures, norms, and supports for positive behavior to ensure a climate in which all students can learn
- 2.7 Using instructional time to optimize learning

Standard Three: Understanding and Organizing Subject Matter for Student Learning

- 3.1 Demonstrating knowledge of subject matter, academic content standards, and curriculum frameworks
- 3.2 Applying knowledge of student development and proficiencies to ensure student understanding of subject matter
- 3.3 Organizing curriculum to facilitate student understanding of the subject matter
- 3.4 Utilizing instructional strategies that are appropriate to the subject matter
- 3.5 Using and adapting resources, technologies, and standards-aligned instructional materials to make subject matter accessible to all students
- 3.6 Addressing the needs of English learners and students with special needs to provide equitable access to the content

Standard Four: Planning Instruction and Designing Learning Experiences for All Students

- 4.1 Using knowledge of students' academic readiness, language proficiency, cultural background, and individual development to plan instruction
- 4.2 Establishing and articulating goals for student learning
- 4.3 Developing and sequencing long-term and short-term instructional plans to support student learning
- 4.4 Planning instruction that incorporates appropriate strategies to meet the learning needs of all students
- 4.5 Adapting instructional plans and curricular materials to meet the assessed learning needs of all students

Standard Five: Assessing Students for Learning

- 5.1 Applying knowledge of the purposes, characteristics, and uses of different types of assessments
- 5.2 Collecting and analyzing assessment data from a variety of sources to inform instruction
- 5.3 Reviewing data, both individually and with colleagues, to monitor student learning
- 5.4 Using assessment data to establish learning goals and to plan, differentiate, and modify instruction
- 5.5 Involving all students in self-assessment, goal setting, and monitoring progress
- 5.6 Using available technologies to assist in assessment, analysis, and communication of student learning
- 5.7 Using assessment information to share timely and comprehensible feedback with students and their families

Standard Six: Developing as a Professional Educator

- 6.1 Reflecting on teaching practice in support of student learning
- 6.2 Establishing professional goals and engaging in continuous and purposeful professional growth and development
- 6.3 Collaborating with colleagues and the broader professional community to support teacher and student learning
- 6.4 Working with families to support student learning
- 6.5 Engaging local communities in support of the instructional program
- 6.6 Managing professional responsibilities to maintain motivation and commitment to all students
- 6.7 Demonstrating professional responsibility, integrity, and ethical conduct

APPENDIX D
JUNCTION SCHOOL DISTRICT
Pre-Observation Conference Form

Please complete this form and bring it with you to the pre-observation conference for discussion.

Teacher:

Pre-Observation Conference Date/Time:

Evaluator:

Classroom Observation Date/Time:

Attach a copy of Lesson Plan and paragraph for Standard 4,5, or 6 to Pre-Observation Conference

1. What specific content standards and goals/objectives have you set for the lesson to be observed?

2. What information have students learned just prior to this lesson?

3. How will you engage and support all students in learning?

4. How will you create and maintain an effective environment for student learning?

5. How will you organize subject matter, plan instruction and design experiences for student learning?

6. How will you assess students for learning?

APPENDIX D
JUNCTION SCHOOL DISTRICT
Classroom Observation Form

Teacher: _____

Evaluator: _____

School Year: _____

Date: _____

Time of observation (Min. 30 minutes): _____

Employment Status: Permanent

Probationary

Temporary

Other _____

		Observed	Not Observed	Not Applicable
ENGAGING AND SUPPORTING ALL STUDENTS IN LEARNING				
1.1	Using knowledge of students to engage them in learning			
1.2	Connecting learning to students' prior knowledge, backgrounds, life experiences, and interests			
1.3	Connecting subject matter to meaningful, real-life contexts			
1.4	Using a variety of instructional strategies, resources, and technologies to meet students' diverse learning needs			
1.5	Promoting critical thinking through inquiry, problem solving, and reflection			
1.6	Monitoring student learning and adjusting instruction while teaching			
Comments:				
CREATING AND MAINTAINING EFFECTIVE ENVIRONMENTS FOR STUDENT LEARNING				
2.1	Promoting social development and responsibility within a caring community where each student is treated fairly and respectfully			
2.2	Creating physical or virtual learning environments that promote student learning, reflect diversity, and encourage constructive and productive Interactions among students			
2.3	Establishing and maintaining learning environments that are physically, intellectually, and emotionally safe			
2.4	Creating a rigorous learning environment with high expectations and appropriate support for all students			
2.5	Developing, communicating, and maintaining high standards for individual and group behavior			
2.6	Employing classroom routines, procedures, norms, and supports for positive behavior to ensure a climate in which all students can learn			
2.7	Using instructional time to optimize learning			
Comments:				
UNDERSTANDING AND ORGANIZING SUBJECT MATTER FOR STUDENT LEARNING				
3.1	Demonstrating knowledge of subject matter, academic content standards, and curriculum frameworks			
3.2	Applying knowledge of student development and proficiencies to ensure student understanding of subject matter			
3.3	Organizing curriculum to facilitate student understanding of the subject matter			
3.4	Utilizing instructional strategies that are appropriate to the subject matter			
3.5	Using and adapting resources, technologies, and standards-aligned instructional materials to make subject matter accessible to all students			
3.6	Addressing the needs of English learners and students with special needs to provide equitable access to the content			
Comments:				

PRACTICES/STRATEGIES YOU SHOULD CONTINUE TO USE:

AREAS FOR FUTURE GROWTH:

Evaluator

Date

Teacher

Date

APPENDIX D

CERTIFICATED EVALUATION RUBRIC

Junction School District

This rubric will be used as a basis for the Summary Evaluation

	Does Not Meet the California Standards for the Teaching Profession (1)	Infrequently Meets the California Standards for the Teaching Profession (2)	Meets the California Standards for the Teaching Profession (3)	Consistently Exceeds the California Standards for the Teaching Profession (4)
STANDARD ONE: Engaging and Supporting All Students in Learning	Teacher confines instruction to materials in text and uses a limited range of instructional strategies. Skills may be presented in isolation and with little opportunity to assess prior knowledge or apply new learning to problem solving situations. Other components of this standard are not evidenced.	Teacher occasionally builds on prior knowledge and life experiences in designing lessons. Multiple learning strategies may be used to engage students in thinking within and across subject areas. Students begin to apply few new skills to real life problems.	Teacher routinely assesses background knowledge and designs activities to build or correct inaccurate knowledge. Learning activities are selected from a wide range of experiences to meet the learning styles of groups within the class. Students are encouraged to ask critical questions and view problems from different perspectives when problem solving. Students take an active part in correcting and reviewing their work, with some opportunities for peer evaluation.	Teacher regularly designs motivational openings for lessons that engage, assess, and build background knowledge, and continues to assess throughout instruction. In addition to having well planned lessons, the teacher is able to take advantage of unexpected events or to modify the lesson effectively when students are not succeeding. Students pose relevant questions and consider other viewpoints when reflecting and evaluating content in meaningful contexts that encourage application of skills. A variety of activities are planned that help students make decisions about managing time, materials, and learning activities, leading toward autonomous learning.
STANDARD TWO: Creating and Maintaining Effective Environment for Student Learning	Teacher demonstrates limited skill in establishing and maintaining a safe learning environment in which all students are treated fairly. Other components of this standard are not evidenced.	Teacher maintains a safe learning environment. Teacher institutes some routines and procedures that promote interactions between teacher and students and among students.	Teacher creates a safe physical environment that engages all students and promotes the effective use of instructional time. Teacher institutes and models procedures and routines that are consistent and clearly understood by all. Classroom environment and climate promote social development and group responsibility as well as support student learning.	Teacher facilitates multiple learning opportunities in which students take responsibility for creating a safe environment that is conducive to learning. Teacher ensures constructive interaction, students working independently and collaboratively. Teacher maximizes effective use of time and resources.
STANDARD THREE: Understanding and Organizing Subject Matter for Student Learning	Teacher exhibits limited working knowledge of subject matter and student development. Other components of this standard are not evidenced.	Teacher uses some subject matter knowledge and student development knowledge to organize curriculum to facilitate students' understanding of the basic central themes, concepts, and skills.	Teacher uses a good understanding of subject matter and student development to interrelate ideas and information within and across subject areas to extend student's understanding.	Teacher uses a strong knowledge of subject matter, student development, instructional resources, and teaching strategies to make subject matter accessible to all students and to help students understand the central themes, concepts, and skills within the subject area and across subject areas.
STANDARD FOUR: Planning Instruction and Designing Learning Experiences for All Students	Teacher rarely sequences curriculum and designs long and short term plans. Other components of this standard are not evidenced.	Teacher generally plans instruction without drawing upon students' backgrounds. Occasionally establishes class goals with regard for student experience, language development, and home and school expectations.	Teacher's plans incorporate related subject matter knowledge, reflect grade-level curriculum expectations, and effectively use a variety of instructional strategies to promote learning goals and connect with student experiences and interests. Teacher routinely assesses student progress and modifies instructional plans to adjust for student needs.	Teacher creates long and short term plans and helps students take ownership of challenging goals that are enriched by student background and experiences, guided by state and local standards and grade level expectations. Teacher modifies and adjusts plans and goals according to student achievement, as measured by ongoing assessment and student interests.
STANDARD FIVE: Assessing Student Learning	Teacher collects information about student performance from a single or limited source. Other components of this standard are not evidenced.	Teacher collects information from a variety of sources, including formal and informal assessments without consistently utilizing the results to adjust instruction.	Teacher uses a variety of sources to assess students and involves students in assessing and setting goals based on an examination of their own work. Teacher uses available District tools to assist in assessment, analysis, and communication of student learning in a timely manner. Teacher adjusts instruction and learning activities based on assessment.	Using a variety of sources and available District tools (including students' assessment of own work) and based on clearly articulated goals, teacher assesses student achievement and communicates results with parents, support staff, and students. Teacher (sometimes teacher and students collaboratively) continually adjusts instruction and learning opportunities to more closely fit student needs. Teacher guides students in setting and adjusting independent learning goals based on collaborative examination of students' work.
STANDARD SIX: Developing as a Professional Educator	Teacher minimally collaborates with colleagues or the broader professional community to support student learning. Teacher does not work collaboratively with families to support student learning. Teacher manages professional responsibilities marginally. Other components of this standard not	Teacher occasionally collaborates with colleagues or the broader professional community to support student learning. At times, teacher works collaboratively with families to support student learning. Teacher manages professional responsibilities occasionally.	Teacher reflects on personal teaching practices and actively engages in planning personal goals for professional development. Teacher demonstrates effective interpersonal communication skills within the school and larger community. Teacher manages professional duties proficiently. Teacher works effectively with families to support student learning.	Teacher has leadership role in creating professional working relationships with staff and in the larger school community. Teacher seeks learning opportunities and professional contacts to enhance classroom practice and school goals and to expand and deepen personal repertoire of skills and strategies. Teacher positively manages challenging situations that may involve conflicts with families and colleagues.

	evidenced			
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APPENDIX D
JUNCTION SCHOOL DISTRICT
Summary Evaluation Report

Teacher:

Site:

Grade Level/Subject:

Date:

Status:

☐ Probationary 1

☐ Probationary 2

☐ Permanent

☐ Temporary

☐ Other

The following information is derived using the Certificated Evaluation Rubric

Definitions:

- 4 Consistently exceeds the California Standards for the Teaching Profession – Exceeds Standards
- 3 Consistently meets the California Standards for the Teaching Profession - Meets Standards / Showing Progress Standards
- 2 Infrequently meets the California Standards for the Teaching Profession - Needs Improvement
(See Recommendations Below)
- 1 Rarely meets the California Standards for the Teaching Profession - Unsatisfactory (See Requirements Below)

EVALUATION				
1	2	3	4	
				Standard 1: Engaging and Supporting All Students in Learning
				Standard 2: Creating and Maintaining Effective Environments for Student Learning
				Standard 3: Understanding and Organizing Subject Matter for Student Learning
				Standard 4: Planning Instruction and Designing Learning Experiences for All Students
				Standard 5: Assessing Students for Learning
				Standard 6: Developing as a Professional Educator

Commendations:

Recommendations:

Requirements:

Overall Rating		
<input type="checkbox"/> Meets/Exceeds District Standards <i>All 3's/4's with no more than a single 2</i>	<input type="checkbox"/> Needs Improvement <i>Two or more 2's or any 1's</i> <i>See Recommendations Above</i>	<input type="checkbox"/> Unsatisfactory <i>Two or more 1's</i> <i>See Requirements Above</i>

Evaluator's Signature

Date

Evaluatee's Signature*

Date

Attachment ☐ Yes ☐ No

APPENDIX E

JUNCTION SCHOOL DISTRICT

**PERSONAL NECESSITY / COMP TIME / PERSONALLY-
PROFESSIONALLY COMPELLING LEAVE FORM**
(Ref Article 11)

Name: _____ Date: _____

Date(s) Requested: _____

Date(s) Requested: _____

Please Check One:

☐ Personal Business (4 days per year) - No explanation required.

☐ Personal Necessity (3 days per year) - Please explain:

☐ District Approved Compensation Time

Date

Superintendent/Principal

APPENDIX F

JUNCTION ELEMENTARY SCHOOL DISTRICT
OUTSIDE OF CONTRACTED WORK DAY / CALENDAR SCHOOL YEAR
CONFERENCE ATTENDANCE REQUEST FORM

NAME _____ DATE _____

POSITION _____

GRADE LEVEL/SUBJECT AREA _____

CONFERENCE _____

DATES OF CONFERENCE: FROM _____ TO _____

HOURS OF CONFERENCE _____

LOCATION OF CONFERENCE _____

THEME, MAIN TOPICS, AND/OR KEYNOTE SPEAKER _____

EMPLOYEE COMPENSATED: ☐ Daily Rate ☐ Comp Time

Employee Signature

Superintendent's Signature

THE FOLLOWING EXPENSES TO BE PAID BY DISTRICT (Check all that apply)

<i>Estimated or Actual</i>	<i>Amount</i>
Registration Fee	_____
Meals	_____
Lodging	_____
Travel	_____
Other	_____

All approved conference fees must be submitted on a purchase order. All other expenses are to be submitted on a Travel Expense Reimbursement Claim Form.

APPENDIX I

EXTRA DUTY STIPENDS Effective July 1, 2021

	2020- 21	\$ 46,648.00
STIPEND	% A/1	Total to Pay
Athletic Director	6.43%	\$ 3,000.00
Jr. High Lead Teacher	3.21%	\$ 1,500.00
Elementary Campus Lead	3.21%	\$ 1,500.00
Support Teacher for Intern:	4.82%	\$ 2,125.00
Yearbook Advisor for District Staff	4.28%	\$2,000.00
Yearbook Advisor for Non-District Staff	3.21%	\$1,500.00
Middle School Student Council	3.21%	\$1,500.00
Elementary Student Council	2.14%	\$1,000.00
Peer Support Teacher	2.14%	\$1,000.00
Robotics Advisor	4.28%	\$2,000.00
Baseball	2.14%	\$1,000.00
Softball	2.14%	\$1,000.00
Basketball 6th - 8th Boys A	2.14%	\$ 1,000.00
Basketball 6th - 8th Boys B	2.14%	\$ 1,000.00
Basketball 4/5 Boys	1.72%	\$ 800.00
Basketball 6th - 8th Girls A	2.14%	\$ 1,000.00
Basketball 6th - 8th Girls B	2.14%	\$ 1,000.00
Basketball 4/5 Girls	1.72%	\$ 800.00
Cheerleading	2.14%	\$ 1,000.00
Cross Country K - 3rd	1.29%	\$ 600.00
Cross Country 4th - 8th	1.29%	\$ 600.00
Flag Football	2.14%	\$ 1,000.00
Softball	2.14%	\$ 1,000.00
Soccer	2.14%	\$ 1,000.00

Track - < 15 participants 1 Coach, > 15 participants 2 Coaches (Assistant Coach \$500)	2.14%	\$ 1,000.00
Tennis <15 participants 1 Coach, > 15 participants 2 Coaches (Assistant Coach \$500)	2.14%	\$1,000.00
Volleyball A	2.14%	\$ 1,000.00
Volleyball B	2.14%	\$ 1,000.00

Filling stipends is at the discretion of the District.

Extra duty stipend agreements need to be completed prior initiating position/duties.

APPENDIX J

JUNCTION ELEMENTARY SCHOOL DISTRICT PREP PERIOD SUBSTITUTE ASSIGNMENT

This form is to be filled out by the certificated Middle School staff member when he/she is assigned by the Principal or designee to cover another teacher's regular class during his/her preparation period when he/she has no instructional duties, for not less than ten (10) minutes and not more than sixty (60) minutes, shall be granted one-half (1/2) day of paid leave for each three (3) assignments (see Article 6, Section 6.3.1 of JTA Bargaining Agreement).

EMPLOYEE NAME: _____

Assignment #1

DATE ASSIGNED	
LENGTH OF TIME ASSIGNED	
TEACHER COVERED	

Assignment #2

DATE ASSIGNED	
LENGTH OF TIME ASSIGNED	
TEACHER COVERED	

Assignment #3

DATE ASSIGNED	
LENGTH OF TIME ASSIGNED	
TEACHER COVERED	

Employee Signature _____

Date _____

Administrator Signature _____

Date _____

Please turn this form into the District Office once three (3) assignments have been completed.

Please pay out as selected below

☐

Compensatory Time Earned

(If not used by June 30th of the following school year, employee will be paid out in June at the short-term substitute pay rate)

☐

Compensation at short-term substitute pay rate.

