

Changes to the Collective Bargaining Agreement for 2008-11
(compared to 2005-08 mod 4)

1. New material

Provide for annual review of duty assignments for unit members serving in special programs (e.g., Wings, Horizons) to ensure equity with respect to the rest of the membership

2. Items already approved by Rep Council

- a. changing club advisor co-curricular language to eliminate "2/3 of 20" hours confusion and standardize across sites (one or more clubs will fulfill 2 of 4 activities and 10 of 20 hours)
- b. temporary (one year) change to ensure that HHS modern language gets a D.C. release period even if enrollment fluctuates
- c. adjusting pay for hired retirees so that the net cost to FEA matches that for a column 1, step 1 teacher
- d. setting up comp time for New Teacher Advisors for service before the school year begins
- e. eliminating the incentive for reduced absence (putting the money on the salary schedule instead)
- f. establishing an \$8,000 stipend instead of a travel period
- g. establishing an \$8,000 stipend for those who are required to go without a duty-free lunch
- h. waiving pre-approval of units for new hires for courses taken before coming to this district, but retaining all other requirements
- i. raising the reserve limit to 5% of general fund expenditures
- j. setting a new bell schedule for FHS
- k. setting new calendars with December finals for all sites
- l. updating evaluation forms for FEA members in teaching and non-teaching positions
- m. adding language to encourage, but not require, on-line assignment posting

- n. adding language to implement the terms for a non-standard duty assignment (formerly referred to by the District as a “teacher on special assignment”, or TOSA), already in practice this year by prior agreement

3. Clarifications and corrections

- a. ensuring that retiree health benefits extend to dependent children (if any) as they do for active members
- b. fixing an editing error regarding which contract sections to use for return from childcare leave
- c. deleting a reference to a section of Ed Code that has been repealed
- d. allowing co-curricular assignments to be managed by a designee of the principal (such as a Dean or A.P.)
- e. removing all expired temporary provisions
- f. clarifying existing practice that teachers with a 6th section may lose the extra section if sections are closed to maintain staffing ratios
- g. correcting the title of the Article dealing with transfers (it previously erroneously mentioned reassignments)
- h. updating salary schedule, footer, effective dates, signature page, table of contents, and revenue share computation documents.
- i. Updating “LEP liaison” to EL Coordinator, and the new title “New Teacher Advisor”