

**TENTATIVE AGREEMENT BETWEEN
MT. PLEASANT ELEMENTARY SCHOOL DISTRICT AND
MT. PLEASANT EDUCATION ASSOCIATION**

FOR THE 2023-2024 THROUGH 2025-2026 SCHOOL YEARS

The District and the Association agree the provisions of the 2020-2023 Collective Bargaining Agreement shall remain in full force and effect except as modified by the Tentative Agreement. All attached proposals and tentative agreements are incorporated into this overall Tentative Agreement. Included here are the following articles:


- Article III Duration
- Article IV Negotiations
- Article IX Hours
- Articles XI Class Size
- Articles XVIII Compensation and Benefits

Mt. Pleasant Elementary School District


Mt. Pleasant Elementary Association



Elida MacArthur 10/18/2023
Date



Cindy Parico 10/18/23
Date




Sandra Jewett 10/18/23
Date



Lisa Bul 10/18/23
Date



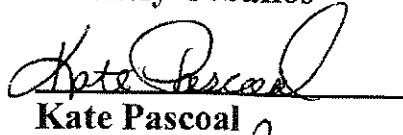
Laurie Breton 10/18/2023
Date



Anallely Ceballos 10/18/23
Date



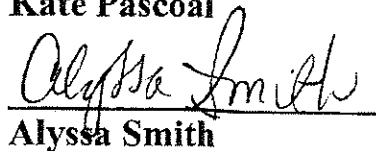
Tracy Huynh 10/18/23
Date




Kate Pascoal 10/18/23
Date



Gilbert Rodriguez 10/18/2023
Date



Alyssa Smith 10/18/23
Date



Dina Chung 10/18/2023
Date

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ARTICLE III

DURATION

- 3.1 This Agreement is entered into pursuant to Chapter 10.7, Sections 3540-3549 of the Government Code. This Agreement shall remain in full force and effect from July 1st, 2023 ~~September 1, 2020~~ up to and including ~~August 31, 2023~~. June 30, 2026.

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ARTICLE IV

NEGOTIATIONS

- 4.1 Not later than one hundred fifty (150) days prior to the expiration of this Agreement, both parties shall meet and negotiate in good faith on a successor agreement. Any agreement reached between the parties shall be reduced to writing and signed by them.
- 4.2 Either party may utilize the services of outside consultants.
- 4.3 The District and the Association may discharge their respective duties as required by this Agreement by means of authorized officers, individual representatives, or committees.
- 4.4 Negotiations shall take place at mutually agreeable times and places with a majority of a formal negotiating team present.
- 4.5 Notwithstanding Section 4.6 below, the Association shall have unlimited release time for actual negotiations only for five (5) negotiating team members, one (1) from each school site if possible, but no less than four (4) if every school site cannot be represented.
- 4.6 The parties involved shall have no control over whom the other parties select as their bargaining representatives.
- 4.7 Either party may reopen negotiations on Article XVIII (Compensation and Benefits) and one additional article for the **second (2024-2025) and third year (2025-2026)** of this Agreement. Initial proposals for reopener negotiations shall be submitted in sufficient time to complete the statutory public notice (“sunshine”) process in order to commence negotiations no later than **February 1**. ~~April 1.~~

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ARTICLE IX

HOURS

9.1 Unit members shall be considered on duty for one hundred eighty-five (185) days. The length of the school year shall be one hundred eighty (180) instructional days, two (2) **teacher directed workdays, one (1) which shall take place before the start of the school year and one (1) which shall take place the day immediately following the last day of student instruction, in-service days** and three (3) staff development days **during which up to one-half day may be used for mandatory meetings (beginning of the school year staff meeting/welcome back event)**. The Superintendent/designee and the Association President/designee shall consult on the content and scheduling of the staff development days.

9.1.1 If the District elects to schedule early release days throughout the school year, one-half of the days shall be teacher directed.

9.2 All unit members, **including Speech Language Pathologist**, shall report for duty one-half (1/2) hour before school begins and shall remain on site for the instructional day. The contractual obligated workday is defined as 7.5 hours.

9.2.1 The contract day for the positions of School Psychologist shall be lengthened by one (1) hour (sixty (60) minutes) daily, thereby extending the contract day as defined in section 9.2 for the above-mentioned positions to a total of eight and one-half (8 1/2) hours. (moved from 9.10)

9.2.42 Unit members shall have a minimum of one-half (1/2) hour duty-free lunch.

9.3 The unit member's supervisor may designate an additional ~~sixteen (16)~~ **thirteen (13)** hours per school year beyond the contractual obligated workday for other duties and responsibilities as defined below. Site-level supervisors shall, whenever possible, avoid scheduling site-level

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meetings at the same time as District-level meetings. The Site Administrator shall seek staff input regarding minimum days and establish a process for seeking such input. All designated duties and responsibilities, which extend beyond the contractual obligated workday, shall count towards the ~~16~~ **thirteen (13)** hours pursuant to the following:

9.3.1 The following activities count towards the ~~sixteen (16)~~ **thirteen (13)** hours:

9.3.1.1 Meetings after the contractual obligated workday, including Back-to-School Nights, Open House, G.A.T.E., one (1) evening performance, one (1) family night, Fall and Spring parent conferences, and all site-based committees, such as curriculum, SSC, budget, leadership, PTA/Home and School Club, and discipline.

9.3.1.2 All District-sponsored meetings, including but not limited to, curriculum and textbook selection.

9.3.1.3 All Superintendent-initiated committees, groups, and task forces.

9.3.1.4 Supervision of all student activities, which fall outside the contractual obligated workday, including but not limited to, athletic and dance activities.

9.3.1.5 Administrator requested meeting/conference, IEP and SST meetings, limited to that portion of time, which falls outside the contractual obligated workday.

9.3.1.6 Promotion, limited to unit members assigned to August Boeger and Ida Jew Academy.

9.3.1.7 Any joint committee formed by written agreement of the parties, which includes a provision addressing whether and to what degree such activity counts towards the ~~sixteen (16)~~ **thirteen (13)** hours.

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9.3.1.8 Any additional meetings and/or activities pre-approved by site or district administrators.

9.3.2 The following activities shall not count toward the ~~sixteen (16)~~ **thirteen (13)** hours:

9.3.2.1 Regularly scheduled staff ~~faculty~~ meetings.

Staff meetings shall begin within twenty (20) minutes after students are dismissed and shall normally not last more than one hour. Agendas shall be emailed and/or published by the end of the work day before the day of the meeting except in cases of emergency. Meetings shall not conflict with local, state and/or national election days. The administration shall make every effort to have the staff meetings take place on Tuesdays.

9.3.2.2 Department, and grade-level meetings, which are in lieu of regularly scheduled faculty meetings.

9.3.3 The meetings provided for in Section 9.3.2 above shall not exceed in the aggregate thirty-five (35) hours per year nor five (5) hours per month. The meetings shall be called by the principal. Association meetings or supplying of information shall take place at another time, not within the time frame of these meetings.

9.3.4 Any unit member, who is required by his/~~her~~ **their** supervisor to attend night functions, shall be entitled to leave at the end of the regular instructional day.

9.3.5 Unit members shall be given five (5) days notice of meetings listed in Sections, 9.3.1 through 9.3.2.

9.3.5.1 The parties acknowledge that ~~unanticipated situations~~ emergencies can arise from time to time, which shall prevent compliance with the notice periods provided above.

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9.3.6 The assignment of additional duties and responsibilities shall be on an equitable and uniform basis.

9.3.6.1 The principal of each site shall maintain a log of assignments.

9.3.6.1.1 This log shall be available for inspection by unit members and representatives of the Association.

9.3.7 Unit members may, on a voluntary basis and with prior approval of their site administrator/supervisor, engage in activities defined in this section 9.3.1 beyond ~~sixteen (16)~~ **thirteen (13)** hours. Unit members electing to be compensated for such time at the negotiated hourly rate shall enter such time on the **thirteen (13)** ~~16~~ Hour Log in the appropriate column.

9.3.8 Special projects, which occur outside the 185-duty days and beyond the contractual obligated workday are excluded from the additional ~~sixteen (16)~~ **thirteen (13)** hour duty assignments as provided in this Section 9.3 and Section ~~18.5~~ **18.4**. Special projects are defined as projects of limited duration, not done on an annual or cyclical basis. Compensation shall be based on the number of projected hours for the project and shall be paid at the district hourly rate.

9.3.9 The ~~sixteen (16)~~ **thirteen (13)** hour log form, located in Addendum D, shall be prepared jointly by the Superintendent/designee and the Association.

9.4 On days when unit members are scheduled to work and pupils are not to be present or on rescheduled days, the unit members shall be expected to be present the same hours as on a regularly scheduled day. On days of emergency release of pupils, the unit members shall be released at the same time as the pupils.

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9.5 Unit members at the middle school shall be granted one daily period out of six periods exclusive for preparation, planning, conferencing and counseling.

9.6 Substitution by Middle School Unit Members

9.6.1 The following procedure shall be used for the assignment of substitute unit members at August Boeger Middle School in the event of an emergency:

9.6.1.1 The District shall follow the practice of calling for substitute unit members up to the third instructional period of the day (up to approximately 9:45 a.m.).

9.6.1.2 In the event of an emergency, i.e., where needed substitutes have not been secured, the District shall attempt to obtain substitutes throughout the instructional day.

9.6.1.3 In the event of a genuine emergency where no substitutes are available, volunteers shall be asked to substitute teach during their preparation time.

9.6.1.3.1 The site administrator shall obtain a list of those who wish to volunteer to substitute teach during their preparation periods. This list shall be updated every grading period. This list shall be posted and remain posted at all times on the bulletin board next to the faculty mailboxes.

9.6.1.3.2 Unit members may at any time add their name to the list of volunteers by notifying the site administrators.

9.6.1.4 In the event of a genuine emergency where no volunteers come forth, an administrator shall substitute teach unless:

9.6.1.4.1 ~~He or she is~~ **They are** absent from District premises;

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9.6.1.4.2 ~~He or she has~~ **They have** a pressing prior commitment (i.e., parent conference, student disciplinary conference, unit member evaluation conference, significant District business, etc.).

9.6.1.5 Only in the event of a genuine emergency situation where no volunteers come forth and a site administrator is already substitute teaching (or unable to do so for the reasons specified in Sections 9.6.1.4 and 9.6.1.5 above) shall classroom unit members as a last alternative be directed in writing by the site administrator to substitute teach during their preparation time, provided that:

9.6.1.5.1 A unit member so directed may decline based on good cause. In such case, the site administrator shall attempt to secure a substitute from among those unit members who have the same preparation period and are thus available.

9.6.1.5.1.1 If no other unit member is available, the unit member first directed to substitute shall substitute teach during **their** ~~his or her~~ preparation period.

9.6.1.5.1.2 If the site administrator secures a unit member to substitute teach other than the unit member first directed, the first directed unit member shall be the first unit member directed to substitute in the event of a succeeding emergency situation.

9.6.1.5.1.3 Should a unit member decline to substitute teach when first directed and the site administrator secures another substitute, it is presumed that the declining unit member

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shall substitute teach in the event of a succeeding emergency situation unless the judgment of the site administrator dictates otherwise.

9.6.1.6 Emergency substitute teaching assignments shall be made on an equitable basis.

9.6.1.7 Unit members shall have access to a monthly updated report of emergency substitute services performed by all unit members.

9.6.1.8 Missed Preparation Period

9.6.1.8.1 Any bargaining unit member at the Middle School, who substitutes for one regular period during their prep, shall be paid for one hour at the regular hourly rate.

9.6.1.8.2 Any bargaining unit member in grades 7 or 8 at Ida Jew Academy who must remain with students and miss their regularly scheduled prep, shall be paid for one hour at the regular hourly rate.

9.6.1.9 If a grievance is sustained alleging a violation of this Section 9.6.1, an arbitrator's remedial powers shall not be limited to ordering a restoration of the status quo or a cease and desist order.

9.7 Substitution by Elementary School Unit Member:

9.7.1 The following procedure shall be used for the assignment of substitute unit members at elementary schools in the event of an emergency:

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- 9.7.1.1 The District shall follow the practice of calling for substitute unit members up to approximately 9:45 a.m.
- 9.7.1.2 In the event of an emergency, i.e., where needed substitutes have not been secured, the District shall attempt to obtain substitutes throughout the instructional day.
- 9.7.1.3 In the event of a genuine emergency where no substitutes are available, ~~an~~ **a district or site administrator**, shall substitute teach unless:
- 9.7.1.3.1 ~~He or she~~ **They are** is absent from District premises;
- 9.7.1.3.2 ~~He or she has~~ **They have** a pressing prior commitment (i.e., parent conference, student disciplinary conference, unit member evaluation conference, significant District business, etc.).
- 9.7.1.4 **When no substitute can be found and/or an administrator is not available to substitute teach, unit members may be given extra students during the day (split classes), and shall be paid thirteen dollars (\$13) per day per student.**
- 9.7.1.~~56~~ **Unit members shall create split class lists which shall be used to determine how to split classes, subject to modification by the principal.**
- 9.7.1.~~67~~ **TK and Kindergarten unit members shall not substitute during their regular non-instructional time. (moved from 9.7.2.2)**
- ~~9.7.2 At each elementary site prior to September 15 of each year the Certificated Staff and the Administrator(s) shall work out an equitable procedure for substituting. A copy of the school's plan for substituting shall be sent to the Superintendent and the President of MPEA no later than September 30 of each year. This procedure~~

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~~will be set in motion only in the event of a genuine emergency where an administrator is substituting. The following procedure shall be used for the assignment of regular unit members to act as substitutes (by taking additional students) at elementary schools of the District.~~

~~9.7.2.1 Elementary unit members who have been given extra students during the day, when no other substitute can be found (split classes), shall be paid \$13 per day per student.~~

~~9.7.2.2 Kindergarten unit members shall not substitute during their regular non-instructional time.~~

~~9.7.2.2.1 The District shall exhaust all substitute services and lists prior to dividing a class and assigning those students to other bargaining unit members for the day a substitute cannot be procured. Uncovered classes for which a substitute cannot be found shall only be "split" after the conditions listed in 9.7.1 have been met.~~

9.8 The maximum regular daily instructional time for unit members on Monday, Tuesday, Thursday and Friday shall be:

TK/Kindergarten	295 minutes
1-3	310 minutes
4-6	320 minutes
7-8	325 minutes (minus one period prep time)

9.8.1 Effective with the 2018-19 school year the District standard for TK/Kindergarten will be a full day (295 minutes of student contact) program as detailed below. Exceptions to this instructional time shall occur on early release days and the last

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day of school, which shall be a "state minimum day" (which is currently 240 minutes).

9.8.1.1 There will be a transitional period such that the full day TK/Kindergarten program will begin the seventh week of each school year. The first six (6) weeks of instruction shall be 240 minutes of student instruction per day.

9.8.1.2 Each TK/Kindergarten class will receive 110 minutes of paraprofessional time per day M-F to support differentiated instruction. This time shall commence at the beginning of the 2018-19 school year (i.e. during the 6-week transitional period). TK/Kindergarten will have early release days on Wednesdays.

9.8.1.3 Wednesday shall be an early release day pursuant to section 9.11. The maximum Instructional day for Wednesdays shall be as in practice on 1/31/13.

9.9 Long-term substitutes, as defined in ARTICLE II, Section 2.2, shall be paid at the daily rate of fifteen percent (15%) above the District-established day-to-day substitute rate. After working thirty (30) continuous calendar days, the long-term substitute shall be paid the above rate retroactive to ~~their~~ ~~his/her~~ starting date. In addition, long-term substitutes shall accumulate on a pro-rated basis (one [1] day per school month) paid personal illness leave.

~~9.10 The contract day for the positions of School Psychologist shall be lengthened by one (1) hour (sixty (60) minutes) daily, thereby extending the contract day as defined in section 9.2 for the above-mentioned positions to a total of eight and one-half (8 1/2) hours. (moved to 9.2.1)~~

9.104 All unit members teaching grades TK-6 and Ida Jew Academy 7/8 shall have a minimum of one (1) hour per week for preparation, planning, conferencing and counseling.

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Such time shall be scheduled to occur on an early release day after the student instructional day. This hour shall be followed by unit member directed time for collaboration, preparation and planning for the rest of the unit member workday as defined in Section 9.2.

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ARTICLE XI

CLASS SIZE

11.1 Class size is the number of students assigned to a teacher. Issues relating to staffing, and class size maximums, will continue to be addressed by a joint District – Association committee.

Any recommendations of this committee will be subject to negotiations as required by law.

11.1.1 Class size shall not exceed the maximum

TK	maximum class assigned	= 20
TK/K Combination	maximum class assigned	= 18 16
Kindergarten	maximum class assigned	= 25 24
Grades 1 – 3	maximum class assigned	= 27 25
Grades 4 – 8	maximum class assigned	= 30
K/1 Combination	maximum class assigned	= 22
Grades 1-3 Combination	maximum class assigned	= 23
4-8 Combination	maximum class assigned	= 28

*There shall be no TK/K Combination Classes unless the TK enrollment at a school is fewer than 14 students as of fifteen (15) days from the beginning of the school year per section 11.2.1, in which case there may be a TK/K combination class at that site. In the event there is a TK/K Combination Class, an instructional aide shall be provided for the entire instructional day.

The exceptions apply to:

Science	28
Physical Education	37
Instrumental Music	Based on enrollment
Vocal Music	Based on enrollment
Mild/Moderate Special Education Class	44 13
Moderate/Severe Special Education Class	10

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Resource Specialist Program shall have a caseload not to exceed 28 or as provided in Education Code Section 56362 if revised.

~~Itinerant and non-itinerant~~ Speech and Language Specialists shall have a District-wide average caseload not to exceed 55 or as provided in Education Code 56363.3 if revised.

- 11.1.2 These class sizes do not prohibit teachers in an individual school from using flexible schedules such as leveling of students for instructional purposes. This education change must be initiated and agreed upon by the affected unit members and the staff within the school.
- 11.1.3 Specially classified students mainstreamed for more than fifty (50%) percent of the day in K-6 and by period in 7-8 shall be counted as one (1) student in determining actual class enrollment assigned.
- 11.1.4 Only a teacher may ask for an increase in the maximum class enrollment assigned for ~~his/her~~ their class for a specific programmatic purpose upon written application to and approval by the District.
- 11.1.5 The District shall make every effort to assign one instructional aide to all Self-Contained special education classes.
- 11.2 Excessive Class Loads
- 11.2.1 The District shall have fifteen (15) days from the beginning of the school year, to correct or balance any excess enrollment as noted in 11.1.1. On the sixteenth (16) day when any class enrollment exceeds these limits, as provided in Section 11.1.1 of this Article, the teacher will be compensated ~~eighteen dollars (\$18.00) ten dollars (\$10.00)~~ per day for the first student and ~~twenty-three dollars (\$23) fifteen dollars (\$15.00)~~ per day for each additional student.
- 11.2.2 Effective beginning with the 2022-2023 school year, the compensation provided in this section shall apply to grades TK-8 classes which exceed the limits set forth in section 11.1.1.

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- 11.2.3 Teachers whose overages are for less than one full day will be compensated at the prorated amount of 1/5 of ~~eighteen dollars (\$18.00) or twenty-three dollars (\$23)~~ ~~\$10.00 or \$15.00~~ per day per student as applicable.
- 11.2.4 With the exception of the fifteen (15) days from the beginning of the school year, anytime class enrollment exceeds the limits as provided for in 11.1.1 for more than five (5) consecutive school days, the principal at the school shall notify the Superintendent of the overage.
- 11.3 Equal Class Size
- 11.3.1 Numbers of students scheduled into classes shall be equitably planned and balanced so that teachers have equitable class loads.
- 11.3.2 The District shall make every effort to equitably distribute Special Education students among all grade level classes in all schools.
- 11.4 Students will not be transferred into another class, nor shall new students to the district be placed into a class, unless the receiving teacher has received one full school day's notification. ~~The school site will~~ MPEA and the District shall develop a plan for the equitable transfer of students, and the equitable placement of new students to the district, and review the plan by the end of the second full week in September and submit the plan to the Superintendent by October 15th of each year.

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ARTICLE XVIII

COMPENSATION AND BENEFITS

18.1 ~~2020-2021 Salary Schedule Addendum B (Teachers) and Addendum B1 (Psychologists):~~
~~Effective July 1, 2020, the 2020-2021 salary schedules shall remain the same as the 2019-2020 salary~~
~~schedules.~~

~~2020-2021 School Year: For the 2020-2021 school year, each unit member will receive~~
~~a one-time, off the schedule off-the-schedule payment equal to four percent (4%) of their salary~~
~~on the 2020-2021 salary schedule.~~

~~2021-2022 School Year: Effective July 1, 2021, the 2021-2022 salary schedules shall~~
~~be increased by three percent (3%).~~

~~2022-2023 2023-2024 School Year: Effective July 1, 2023 2022, the 2023-2024 2022-2023~~
~~salary schedules, longevity increments, and the hourly rate shall be increased by five percent~~
~~(5%) seven (7%). In addition, one thousand five hundred dollars (\$1,500) shall be added~~
~~to each cell of the salary schedules (Certificated and Psychologist Salary Schedules). This~~
~~is equal to a six percent and one-half (6.5%) salary increase for the bargaining unit.~~

~~Effective July 1, 2023, unit members who are assigned to a Speech and Language~~
~~Pathologist (SLP) position shall be added to and compensated according to the current~~
~~Psychologists salary schedule, including working a 190-day work year and 7.5 hour work~~
~~day.~~

~~The parties agree to reopen Article 18: Compensation and Benefits for the 2024-2025 and~~
~~2025-2026 school years.~~

~~Following this seven percent (7%) increase, the dollar amount in each cell of these salary~~
~~schedules shall be increased by three thousand dollars (\$3,000).~~

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~~The longevity increments and hourly rate shall be increased by a total of 9.6%. The longevity increase shall be retroactive to July 1, 2022, and the hourly rate increase shall be prospective according to section 18.5.~~

18.2 Mileage Allowance

Members of the bargaining unit whose position and scope of duties require the use of their personal automobiles, and who have been specifically authorized in advance by the Superintendent to use their automobile, shall be reimbursed at the rate approved by the Board. The member shall be required to file for such reimbursement on the District Mileage Claim Form. The Mileage Reimbursement Rate will be the current IRS allowable rate.

Total compensation: See Section 18.6

18.3 Stipends

Master's Degree:	\$2,000.00 annual stipend
Doctoral Degree:	\$2,300.00 annual stipend
National Board Certification	\$1,800.00 annual stipend

18.3.1 Teachers who have a valid BCLAD Teaching Credential shall receive an annual stipend of two thousand (\$2,000.00).

18.3.2 Teachers who teach in a Special Education position shall receive an annual stipend of five thousand (\$5,000.00).

18.3.3 Teachers who are assigned to teach in a single subject math or science position shall receive an annual stipend of two thousand (\$2,000.00).

~~18.3.4 Unit members who are assigned to a Speech and Language Pathologist (SLP) position shall receive an annual stipend of five thousand (\$5,000.00).~~

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18.3.45 Members who accompany students on any district-approved overnight event or activity shall be paid a stipend of three hundred and fifty dollars (\$350.00) per night.

18.4 Salary Schedule: The salary schedule shall be configured as follows:

AB + 30

AB + 45

AB + 60

AB + 75

18.4.1 Longevity (Total number of years of service in MPESD Non-Cumulative):

See chart below for amounts per year

	2023-2024 (6.5%)
With 10 years	\$2,405
With 15 years	\$3,607
With 20 years	\$4,810

~~With 10 years \$2258~~

~~With 15 years \$3387~~

~~With 20 years \$4516~~

	incorrect	2020-2021 (0%)	2021-2022 (3%)	2022-2023 (9.6%)
With 10 years	\$1000	\$2000	\$2060	\$2258
With 15 years	\$2000	\$3000	\$3090	\$3387
With 20 years	\$3000	\$4000	\$4120	\$4516

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Longevity- with twenty-five (25) years of service longevity will be 5% of the salary rate at Step 20 Range 60 for teachers at Range 60 or Range 75, Step 20 for teachers who are at Range 75.

Longevity-with thirty (30) years of service longevity will be 5% of the salary rate at Step 25 Range 60 for teachers at Range 60 or Range 75, Step 25 for teachers who are at Range 75.

18.4.2 For purposes of initial placement on the schedule, new unit members initially employed on or after July 1, 2015, shall be allowed up to fifteen (15) years of creditable service (Step 16). Initial placement on the Salary Schedules shall be confirmed by official transcripts verifying degrees earned and all subsequent units completed, consistent with applicable District policy.

18.5 Hours worked beyond the ~~contractual~~ **contractually** obligated workday of seven and one-half (7.5) hours, excluding duties for which a stipend is paid, shall be compensated at the regular hourly rate. All additional hours must be designated and pre-approved by the immediate supervisor. This rate shall be **\$55.46 for the 2023-2024 school year.** ~~\$52.07 for the 2022-2023 school year.~~ Beginning with the 2020-2021 school year, the hourly rate shall increase automatically by the same percentage as the negotiated salary schedule increase provided in section 8.1. The new rate will not apply to any hourly work completed before the approval of this agreement.

18.6 Salary Advancement/Professional Growth

18.6.1 All units which were submitted to the District for column advancement for credit prior to September 1, 1992 have been and will continue to be accepted as verified

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and valid.

18.6.2 For all units completed and/or submitted for salary credit on or after September 1, 1992, the unit member shall submit appropriate verification of units successfully completed (i.e., a letter grade of "C" or above, or a "pass" rating) as indicated below:

- (a) Official transcripts, or
- (b) Official certificate of attendance/grade, or
- (c) Document identified as sent from the registrar's office after completion of the course, including course number, course name, units awarded, grade, and name of student.

18.6.3 All units are acceptable for salary schedule credit within the following framework:

18.6.3.1 Courses successfully completed from an accredited college or university or institution approved by the California State Department of Education/California State Board of Education for the purpose of providing specific staff development training in the implementation of appropriate instructional materials.

18.6.3.2 Courses taken in order to:

- a) Upgrade professional competency;
- b) Achieve an advanced education degree;
- c) Meet the requirements for additional credential(s) /certification(s) in the education field.

18.6.3.3 Unit members may not repeat for Salary Schedule credit courses for which credit already has been granted. A duplicated course is construed as one essentially concerned with the same content or substance and having

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generally the same title or catalog description.

18.6.3.4 Continuing Education Units (CEUs): Credit shall be granted for CEUs as follows:

18.6.3.4.1 One (1) credit shall be earned for ten (10) hours of continuing education coursework for courses completed on or before August 31, 1991.

18.6.3.4.2 For courses completed after August 31, 1991, CEUs will count as two-thirds (2/3) of a semester unit.

18.6.3.4.3 Training approved by the Superintendent and offered by the Mt. Pleasant School District, after the instructional day, shall be used by CEUs for placement on the Salary Schedule. Every hour of training will be combined with other training hours and when the unit member has accrued 10 hours of training, it will count the same as one (1) CEU taken at any college or university for placement on the Salary Schedule.

18.6.3.5 Exceptions to the above shall be cleared through the Professional Growth Committee (18.7).

18.6.3.6 The Professional Growth Committee shall justify exceptions in writing and submit them to the Superintendent/designee for approval.

18.6.4 Unit applications may be challenged or denied for the following reasons:

18.6.4.1 Educational objective or course unrelated to school teaching, guidance, administration, or counseling.

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- 18.6.4.2 Failure to comply with any part of Section 18.7.
- 18.6.5 Credit shall be granted for all units approved and taken up to the total specified by the approved Salary Schedule. Such units shall be honored only if they fall within the "block" set forth by the Salary Schedule, such as AB+30, etc.
- 18.6.6 Appropriate verification must be submitted by September 1 of the year in which salary credit is expected to be received. In cases where, due to lateness of instructional period, official verification cannot be obtained by September 1, a signed letter from the instructor stating that the applicant has successfully completed the course will be accepted. This shall be followed by receipt of the official verification by November 1 in order for unit credit to be continued. If this verification is not received by November 1, the District may, after prior notice to the unit member, recover through automatic payroll deduction any compensation already paid based on the unverified units.
- 18.7 Unit members may appeal denial of credit to the Professional Growth Committee.
 - 18.7.1 The Committee shall consist of equal numbers of unit members, selected by the Association, and administrators, appointed by the District.
 - 18.7.2 The Committee decision shall be advisory to the District.
- 18.8 Fringe Benefits

The Association and the District shall continue to work jointly on cost containment activities. During the term of this Agreement, the parties will continue to explore options regarding health and welfare coverage; however, the status quo will continue until and unless the parties mutually agree to change carriers and/or plans. Effective July 1, 2023 the maximum total contribution for fringe benefits will be increased from its present level of ~~\$13,000~~ to \$15,500 to **\$17,500** per fiscal year. The parties agree the foregoing change supersedes any previous MOUs regarding

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the expenditure of funds from a particular District reserve. Any amount exceeding the District's maximum contribution shall be paid by the unit member through payroll deductions

18.8.1 Unit Members who work less than full-time receive the option of pro-rated health and dental insurance coverage consistent with their work time. They shall pay the difference in premium through payroll deduction.

18.8.1.1 Retired unit members who were under Plan 100 or the Kaiser Plan, and/or the Delta Dental Plan, and/or the California Vision Service Plan immediately prior to retirement, and who are not participating in the retirement incentive program, shall be subject to the rules, regulations, procedures, and policies of the respective insurance plans/companies relative to their option of remaining in the group(s) and paying group(s) rates. Those who exercise an option to remain in a group shall pay their own premium through the Business Office pursuant to the procedures in Section 13.12.3.

18.8.2 Health Insurance

18.8.2.1 The District shall provide unit member-only Health Insurance through CalPERS Health Benefits: The health plan options include Anthem, Blue Shield, and Kaiser.

18.8.2.2 The CalPERS Health Benefits shall include paid prescriptions coverage provided under the Plan.

18.8.2.3 Before there are changes to medical benefits, a retiree covered by the medical plan being changed will be asked to serve on the health/benefits committee.

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- 18.8.3 Dental Insurance
 - 18.8.3.1 The District shall provide unit member only (employee-only) coverage for each bargaining unit member through the Delta Dental Plan.
 - 18.8.3.2 The District shall provide full dependent coverage for each bargaining unit member in the Delta Dental Plan "I," including orthodontia 50/50 maximum.
- 18.8.4 Vision Insurance
 - 18.8.4.1 The District shall provide members of the bargaining unit, and full dependent, Vision Insurance for each member of the bargaining unit through the California Vision Service Plan (\$5) deductible.
- 18.8.5 Income Protection
 - 18.8.5.1 The District shall provide members of the bargaining unit Income Protection Insurance for each member of the bargaining unit through Occidental Income Protection Plan "A" (based on individual salary).
- 18.8.6 Life Insurance
 - 18.8.6.1 The District shall provide members of the bargaining unit \$50,000 in Basic Life Benefits Life Insurance, as specified with CTA, for each member of the bargaining unit. (\$12.00 tenthly).
 - 18.8.6.2 Members of the bargaining unit wishing to add dependent coverage for existing health insurance plans (18.7.2) may do so at their option through payroll deductions. Any amount exceeding the District benefit cap per year in total Fringe Benefits premiums per member of the bargaining unit shall be paid by the member of the bargaining unit through payroll deductions.

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18.9 Post-Retirement Health and Welfare Incentive Program

Except as otherwise agreed, if an eligible member of the bargaining unit chooses to retire early, the District will contribute to payment of premiums for all health and welfare benefits as provided herein until the retired unit member secures employment elsewhere where insurance is paid, or upon death of the retired unit member, subject to the rules, regulations, procedures and policies of the respective insurance plans/companies, including but not limited to open enrollment periods prescribed by such insurance plans/companies. If the District sponsors more than one group hospital and medical component plan, the retired unit member may choose the plan under which he/she wishes coverage, provided the retired unit member was enrolled in a plan for the year prior to retirement.

18.9.1 To qualify for this early Retirement Incentive Plan, the following criteria must be met:

18.9.1.1 The unit member must have reached the age of fifty-five (55);

18.9.1.2 Depending on the year in which the unit member retires, the unit member must have at least the following number of years of certificated service in the District:

1994-95 - 11 years

1995-96 - 12 years

1996-97 - 13 years

1997-98 - 14 years

1998-99 (and after) - 15 years

18.9.1.3 The unit member must have retired from the Mt. Pleasant School District.

18.9.1.4 The unit member must have been enrolled in the District group health and medical plan for the year prior to retirement. The premium that the District

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will pay is based upon a full-time assignment. Eligible unit members working less than a full-time assignment will receive the appropriate pro-rated percent of the premium paid by the District. The pro-rated percentage of the premium paid by the District at the time of retirement shall remain constant thereafter until the unit member secures employment elsewhere where the insurance is paid or upon the death of the unit member.

18.9.1.4.1.1 All unit members hired for the 1997/98 school year and thereafter shall receive District contribution up to the amount of the contribution paid to the unit member during the year in which the unit member retires, up to the age of sixty-five (65).

18.9.1.4.1 Eligible unit members hired on or after July 1, 2004, will receive District health and welfare benefits, at the appropriate District contribution level, until retirement from the District. Upon the retirement of any unit member hired on or after July 1, 2004, said unit member may elect to continue to participate in the District group benefit plans and programs, if any, at their own cost and expense from the date of their District retirement to the age of sixty-five (65), subject to the rules, regulations, procedures and policies of the respective insurance plans/companies, including but not limited to open enrollment periods prescribed by such insurance plans/companies.

18.9.2 The maximum District contribution for payment of premiums for all health and welfare benefits for members participating under this program shall be as

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follows:

18.9.2.1 Unit members who retire on or before June 30, 1989 shall receive District contribution on the same basis as for regular full-time unit members.

18.9.2.2 Unit members who retire after June 30, 1989 shall receive District contribution up to the amount of contribution paid to unit members during the year in which the unit member retires.

18.10 Golden Handshake Program

Retirement Incentive Programs, such as AB 1207, enacted as Chapter 313, Statutes of 2003, effective January 5, 2004, shall be negotiated.

18.11 Shared Contracts

Bargaining unit members may propose shared contract agreements to the Superintendent, whose decision on the proposal shall be final (i.e., not subject to Article VII - Grievances).

18.12 Reduced Workload

Upon the request of the unit member, the Board may approve a reduced workload agreement in conformance with the provisions of Education Code Section 22724 and in conjunction with the following additional provisions:

18.12.1 The agreement shall commence at the beginning of a school year or at the beginning of the second semester.

18.12.2 For purposes of calculating the minimum part-time employment required under this Section, each instructional period taught during the final year of full-time employment shall be counted as 0.20 full-time equivalency (FTE).

18.12.3 The decision of the Board to approve or reject a proposed workload

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agreement within the meaning of this Section shall not be grievable under ARTICLE VII of this Agreement.

18.13 IRC Section 125

The parties agree to implement an IRC Section 125 plan, the terms and conditions of which shall be subject to the mutual agreement of the parties.

**MOUNT PLEASANT SCHOOL DISTRICT
2023-24 CERTIFICATED SALARY SCHEDULE (185 days)**

Rate Increase

5% + \$1500 = Total 6.5%

Date

10/10/2023

Annual Salary	Range	AB-30	AB-45	AB-60	AB-75
Step					
1		73,812	76,844	79,877	82,911
2		76,084	79,119	82,153	85,186
3		78,361	81,392	84,428	87,462
4		80,636	83,670	86,702	89,735
5		82,911	85,944	88,978	92,011
6		85,186	88,220	91,254	94,285
7		87,462	90,495	93,529	96,561
8		89,735	92,770	95,804	98,837
9		92,011	95,044	98,079	101,112
10		94,285	97,320	100,352	103,388
11			99,595	102,628	105,662
12			101,870	104,903	107,938
13			104,147	107,179	110,211
14			106,422	109,454	112,487
15			108,698	111,729	114,762
16				114,004	117,040
17				116,278	119,313
18				118,555	121,588
19				120,829	123,864
20				123,105	126,138
25 years Longevity				129,261	132,445
30 years Longevity				135,724	139,067

Master	\$2,000
Doctorate	\$2,300
National Board Cert	\$1,800
BCLAD Credential	\$2,000
Special Ed. Cred	\$5,000
Science & Math	\$2,000

Health Benefits Cap per FTE \$17,500

Longevity (Total number of years of service in MPSD- Non Cumulative)

Longevity increased at a same percentage as salary

10 years	\$ 2,405
15 years	\$ 3,607
20 years	\$ 4,810

25 years-built in longevity:	Add 5% of the salary rate at: Step 20 Range 60 for teachers at Range 60; or Step 20 Range 75 for teachers at Range 75.
30 years built-in longevity:	Add 5% of the salary rate at: Step 25 Range 60 for teachers at Range 60; or Step 25 Range 75 for teachers at Range 75.

Certified By:

Board Approved:

MOUNT PLEASANT SCHOOL DISTRICT
2023-24 Psychologist & Speech and Language Pathologist SALARY SCHEDULE (190 days)

Rate Increase 5% + \$1,500 = Total 6.5%

10/10/2023

Annual Salary Step	Range	AB-60	AB-75
1		98,144	101,673
2		100,792	104,322
3		103,439	106,971
4		106,087	109,618
5		108,736	112,267
6		111,385	114,913
7		114,035	117,562
8		116,680	120,212
9		119,327	122,859
10		121,975	125,508
11		124,624	128,154
12		127,272	130,804
13		129,921	133,451
14		132,569	136,100
15		135,217	138,748
16		137,865	141,397
17		140,512	144,044
18		143,162	146,691
19		145,808	149,341
20		148,457	151,989
25 years Longevity		155,879	159,588
30 years Longevity		163,673	167,567
Health Benefits Cap per FTE \$17,500			

Master \$2,000
 Doctorate \$2,300
 BCLAD Credential \$2,000

Longevity (Total number of years of service in MPSD- Non Cumulative)

Longevity increased at a same percentage as salary

10 years \$ 2,405
 15 years \$ 3,607
 20 years \$ 4,810

25 years-built in longevity:	Add 5% of the salary rate at: Step 20 Range 60 for teachers at Range 60; or Step 20 Range 75 for teachers at Range 75.
30 years built-in longevity:	Add 5% of the salary rate at: Step 25 Range 60 for teachers at Range 60; or Step 25 Range 75 for teachers at Range 75.

Certified By:

Board Approved: