

**El Segundo Unified School District  
ESTA/ESUSD Negotiations  
Tentative Agreement  
Thursday, June 5, 2014**

The El Segundo Unified School District and the El Segundo Teachers Association have completed negotiations for the 2014-2015 school year and have agreed to maintain the provisions of the current certificated Collective Bargaining Agreement, except as modified below.

Article 8 – Compensation and Benefits

8.2.3 – **Increase the current certificated salary schedule by 5% effective July 1, 2014.**

8.5 Period Substitution

1. Bargaining unit members may elect to substitute on a period basis during their preparation period, zero period or seventh period if that period is not scheduled.
2. At their discretion, bargaining unit members may elect to be compensated with \$20 per period or 1/6<sup>th</sup> day in compensatory time for each period of substitution. **Effective July 1, 2014, the period substitution rate for bargaining unit members teaching in secondary assignments shall be increased from \$20.00/hour to \$30.00/hour.**
3. Compensatory time may be banked not to exceed five (5) days per year and no more than ten (10) days carryover into the following year. Any excess over the ten (10) days will be paid in cash at the ~~rate of \$20 per period at year end.~~ **rate established in 8.5.2 at year end.**
4. Compensatory time may be used at the bargaining unit member's discretion, except that no more than five bargaining unit members shall use compensatory time on a single day. These days may not be used to extend a holiday weekend; all contract language regarding leave provisions apply to these days. Days must be used in full day increments, pro-rated for part-time bargaining unit members.


8.14 - Summer School Rate of Pay – Effective June 21, 2003 the summer school rate of pay shall be increased from \$27.00/hour to \$30.00/hour. **Effective July 1, 2014, the summer school rate of pay shall be increased from \$30.00/hour to \$40.00/hour.**

8.15 Miscellaneous increases

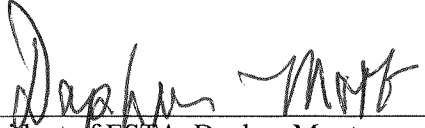
- Increase Master's Stipend from \$750 to \$850 effective July 1, 2003.
- Increase Doctorate Stipend from \$1,000 to \$1,100 effective July 1, 2003.
- Add Stipend for National Board Certification of \$1,100 effective July 1, 2003.
- Increase Hourly Rate of Pay for all Extra Duty Hourly Assignments from \$25.00/hour for miscellaneous assignments to \$30.00/hour effective June 23, 2003.
- **Effective July 1, 2014, the hourly rate of pay for certificated bargaining unit Extra Duty assignments shall be increased from \$30.00/hour to \$40.00/hour.**
- Re-bench Column 7, Step 16 to be 4.5% above Column 7, Step 12.
- Re-bench coaching stipend table to 6.5% of corresponding column and step on main Certificated Schedule.
- **Effective July 1, 2014, the Saturday School rate of pay for bargaining unit members shall be \$30.00/hour.**

Article 10 - Hours of Service

10.4 Other such additional duties include supervising students within and outside of scheduled classroom or school session hours; supervising and providing leadership of student organizations and activities as assigned; participating in parent, community and open house activities, serving on committees, and providing advice and service to the district. In assigning duties set forth in this paragraph, site administrators shall make a reasonable effort to assure that the hours or work involved are equitably distributed among the staff with volunteers considered prior to mandating an assignment, and that reasonable notice of scheduling is provided. ~~Procedures established and followed during the 1976-77 school year in the application of this provision will be used as the standard for application during the term of this Agreement~~

  
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Interim Superintendent, Dr. Alan Rasmussen

4/5/14  
Date

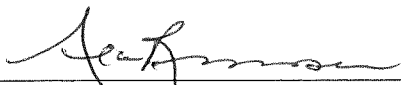
  
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President of ESTA, Daphne Moote

6/5/14  
Date

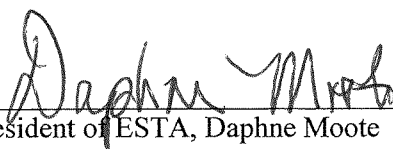
Memorandum of Understanding  
between  
The El Segundo Teachers' Association  
and the  
El Segundo Unified School District

The parties agree to the following for the 2014-2015 school year:

- The District shall provide certificated bargaining unit members with the option of utilizing up to three (3) voluntary planning and collaboration days for the 2014-2015 school year to support implementation of the Common Core State Standards.
- The three (3) days are in addition to the 183 day contractual work year for unit members, shall be utilized between June 13, 2014 and August 22, 2014, and shall be used exclusively for unit member planning and/or collaboration as it relates to the implementation of the Common Core State Standards.
- Prior to the commencement of work, unit members must obtain a site administrator's (or the Director of Educational Services) approval on the Common Core Professional Development Form. The administrator's approval will also confirm his/her agreement with the date(s) on which the service will be performed.
- Unit members utilizing the three (3) days (or any portion thereof) shall work at an ESUSD property.
- In order to receive compensation, unit members shall be required to submit a fully completed form (with the additional requirement of reporting the work that was accomplished) to the site administrator. Unit members are responsible for submitting the Certificated Extra Duty time card by August 31, 2014.
- Unit members utilizing any of the three (3) days (or any portion thereof) from June 13 through June 30, 2014 shall be compensated at the \$30 Certificated Extra Duty hourly rate. Unit members utilizing any of the three (3) days (or any portion thereof) from July 1 through August 22, 2014 shall be compensated at the \$40 Certificated Extra Duty hourly rate.
- Unit members shall have the option of utilizing the three days in increments of three (3) hours and/or six (6) hours. Three (3) hours shall be considered a half day and six (6) hours shall be considered a full day. Members utilizing one or more of the three days in a six (6) hour increment shall be entitled to a one (1) hour duty-free lunch, exclusive of the six (6) hours.

  
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Interim Superintendent, Dr. Alan Rasmussen

6/5/14  
Date

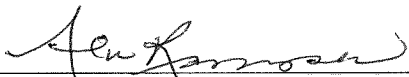
  
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President of ESTA, Daphne Moote

6/5/14  
Date

Memorandum of Understanding  
between  
The El Segundo Teachers' Association  
and the  
El Segundo Unified School District

The parties agree to the following for the 2014-2015 school year:

- The District shall create a pilot committee, entitled ESUSD/ESTA Instruction & Professional Development (IPD) Committee.
- The ESUSD Director of Educational Services and the ESTA President shall serve on the IPD Committee.
- The IPD Committee shall also include one (1) administrator and one (1) bargaining unit member from each school site. Bargaining unit members serving on the Committee shall be appointed by ESTA.
- The purpose of the IPD Committee shall be to share, discuss, and reflect on all professional development opportunities provided by the District, including those provided at individual school sites.
- The IPD Committee will meet from 3:00-4:00 pm at the District Office on the 3<sup>rd</sup> Thursday of the following months: September, October, November, January, February, March, and May.

  
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Interim Superintendent, Dr. Alan Rasmussen

6/5/14  
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Date

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President of ESTA, Daphne Moote

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Date