

**Tentative Agreement
Between El Segundo Unified School District and
El Segundo Teachers Association
July 21, 2015**

The El Segundo Unified School District and the El Segundo Teachers Association have completed negotiations for the 2015-2016 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):

8.2.1 **Four percent (4%) salary increase to the current certificated salary schedule by effective July 1, 2015.** Salary increased by five percent (5%) effective February 1, 2007. Salary increased by two percent (2%), effective September 1, 2007. Salary increased by two percent (2%) effective July 1, 2013. Salary increased the certificated salary schedule by 5% effective July 1, 2014.

One-sixth assignments shall be paid at the rate of \$4,100 **\$5000** per semester effective July 1, 2015.

Article 8, Section 19: Modification to Schedule T

*All certificated personnel having completed 13 years of teaching will be eligible to move into Column VII, Step 14 at the beginning of the 14th year, EFFECTIVE FEBRUARY 1, 2005. EMPLOYEES MUST HAVE A B.A. PLUS 75 UNITS INCLUDING A M.A., OR A M.A. PLUS 30 SEMESTER UNITS TO MOVE TO STEP 14, COLUMN VII.

Upon submitting evidence of conferral of the master's degree, the employee will advance prospectively to the appropriate step based on years of service and receive the increased salary effective the following pay period. Examples of evidence may include official transcript, letter confirming conferral from the university registrar's office, or diploma.

*All certificated personnel having completed 15 years of teaching will be eligible to move into Column VII, Step 16 at the beginning of the 16th. CURRENT UNIT REQUIREMENTS FOR THIS APPLY THROUGH JUNE 30, 1996. EFFECTIVE JULY 1, 1996, EMPLOYEES MUST HAVE A B.A. PLUS 75 UNITS INCLUDING A M.A., OR A M.A. PLUS 30 SEMESTER UNITS TO MOVE TO STEP 16, COLUMN VII.

Article 8, Appendix A – Salary Schedule: To be included in Appendix A

A maximum of 10 years of teaching service will be honored for initial placement on the salary schedule. Teachers must have taught more than 75% of each school year with a full credential.

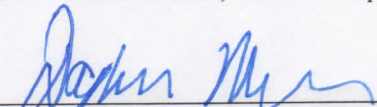
Article 10 (Hours of Service):

10.1 **Effective July 1, 2016,** the contractual year for the duration of this Agreement shall be 180 teaching days for bargaining unit members plus no more than ~~three (3)~~ **four (4)** in-service days. New bargaining unit members shall have no more than ~~four (4)~~ **five (5)** in-service days.



Dr. Melissa Moore, ESUSD Superintendent

7/21/15
Date



Daphne Moote, President of ESTA

7/21/15
Date