

<i>Until the NEW AGREEMENT is printed, the TA changes must be read in tandem with the Current 2010-2012 Contract for complete understanding</i>		
Article	Name	Highpoints Only*
<i>Article 4</i>	Early Childhood Professionals	Clarity on Work Day and Duty Year
		Increase of \$1.00 per hour for PACE Lead Teachers
		Increase of \$4.00 per hour for CDC Supervisors
<i>Article 5</i>	Class Size	K-3 class size of 24, effective 2014-15, as provided for in the new LCFF state funds
		Guideline Class Size Targets; review at the end of the first grading period
		No 5-6 Combination Classes
		K-12 Class size Report to FTA twice a year
<i>Article 16</i>	Evaluation	Clear alignment of Evaluation & Support to the CSTP's
		Guarantee of observation by a mutually-selected, different evaluator, when requested
<i>Article 18</i>	Fringe Benefits	Increase District's per-Active contribution to the Health Fund by \$1,025 each, effective July 1, 2014
		Guaranteed Annual Increase to District's contribution, based on the state increase to the LCFF Base Grant
		District contribution to the Health Fund <i>shall not decrease</i> in any future year, even if the Base Grant declines
<i>Article 20</i>	Hours	Retain Current Agreement: 7-hour Duty Day
		Retain Teacher-directed Prep with some teacher-availability to students or parents as needed

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<i>Article 49</i>	Special Ed	Improved working conditions and access to site-provided Resources
		Establish SPED Committee to address program & communication needs
		Per Diem Rate when providing services for extended-year IEP students
<i>Article 50</i>	Salary	2.7% fully-retroactive to July 1, 2013
		3.5% July 1, 2014
		For 2015-16, reopen negotiations on Salary, plus each Party may reopen one other non-monetary Article
		3% Additional Salary Adjustment applied to Column IV for teachers who complete 9 units of Professional Development by July 1, 2015
		Double all Extra Pay Schedules, except triple Extra-Pay for elementary sports, retro to July 1, 2013
<i>Article 54</i>	Shared Decision-Making	Specific provisions regarding AC meetings and Lead Teacher selection
		All shared decision-making procedures in the Current Agreement now combined into one Article (54)
<i>Article 61</i>	Transfers	Retain Current Agreement: preserve Seniority provisions
<i>Article 63</i>	Working Conditions	Improved safety provisions regarding student misconduct and guaranteed District-reporting to Law Enforcement
		Guaranteed advance-notification at the time of enrollment of students with known history of misconduct

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<i>New Article</i>	Designated Schools	Schools Designated for Innovation confined to 10 schools in 2014-15; 20 additional Designated sites in 2015-16
		30 extra Instructional Minutes daily and up to 10 additional Work Days, paid at per diem rate
		Teacher-voice guaranteed prior to implementing 10 additional Work Days: up to 3 of the 10 days may be <i>converted</i> to site-selected Resources, such as more aides, more FTE, materials, etc.
		Additional 1.0 FTE for every designated school.
		Advance notification of Designated sites, with Transfer provisions for teachers who do not want the extra minutes/days; available also to teachers who wish to transfer-in
		For 2014-15, Designated Schools shall be identified within 5 days of ratification of this Tentative Agreement by both Parties: by June 23, 2014
		For 2014-15, an additional Transfer Fair shall be conducted by August 1, 2014 for teachers seeking a transfer out of a Designated school.