

AGREEMENT BETWEEN
CURTIS CREEK SCHOOL DISTRICT
AND
CURTIS CREEK FACULTY ASSOCIATION
A CHAPTER OF THE CALIFORNIA TEACHERS'
ASSOCIATION

July 1, 2020 – June 30, 2023

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CURTIS CREEK CERTIFICATED CONTRACT

ARTICLE I: INTRODUCTION

This Agreement is made by and between the CURTIS CREEK SCHOOL DISTRICT (hereinafter referred to as "District" or "Governing Board"), and the CURTIS CREEK FACULTY ASSOCIATION, a Chapter of the California Teachers Association/National Education Association (CTA/NEA), (hereinafter referred to as the "Association").

ARTICLE II: RECOGNITION

The District hereby recognizes the Association as the exclusive bargaining representative of all the certificated employees in the bargaining unit agreed upon by the District for the purpose of meeting and negotiating, for the purpose of processing grievances, and, further, pursuant to Chapter 10.7, Sections 3540-3549, of the Government Code (hereinafter referred to as the "Act").

ARTICLE III: MEMBERSHIP AND PAYROLL DEDUCTIONS

- 3.1 Employees in the bargaining unit shall have the right to join or refrain from joining the Association for their professional or economic improvement and the advancement of public education, but membership in the Association upon payment of initiation fees or monthly dues or other financial sums thereto shall not be a condition of employment. In accordance with the established agency fee, all unit members hired after July 1, 2012 are required to belong to the Association or pay a fee equal to dues for the costs of representation.
- 3.2 Beginning with the first payroll period after the effective date of this Article, the District shall honor written payroll deduction authorization signed by the individual employees of the bargaining unit. Pursuant to such authorization, the amount to be deducted shall be one tenth (1/10) of such dues from the employee's monthly salary check for ten (10) months. Deductions for employees who sign such authorizations after the commencement of the school year shall be prorated to complete payments to the Association by the end of the school year.
- 3.3 All sums withheld by the District shall be transmitted to the Association no later than five (5) school days after the monthly checks from which the withholdings are made are issued to the employee.
- 3.4 Such authorized deductions shall continue in effect from year to year, unless revoked in writing by the employee between June 1st and September 1st of each contract year.

- 3.5 The Association shall indemnify and hold the District harmless from any claims or liability arising from the District relying upon payroll deduction authorizations submitted by the Association or their employee members and which have not been revoked in writing.

ARTICLE IV: NON-DISCRIMINATION

The District shall not unlawfully discriminate against any employee of the bargaining unit on the basis of race, color, creed, age, sex, national origin, political affiliation, domicile, marital status, sexual orientation, physical handicap, membership or non-membership in the Association, or participation by any employee of the bargaining unit in the activities of the Association.

ARTICLE V: NEGOTIATION PROCEDURES

- 5.1 No later than the month of April of the year in which this Agreement expires, the Association and District shall submit their initial proposals to each other for a successor Agreement. The District shall give proper public notice of such proposals at the first school board meeting following the submission of the proposals.
- 5.2 No later than the month of April of the non-expiration year of this Agreement, the parties shall submit their initial proposals to each other. Salary and Health Benefits will be automatic reopeners, and the parties may open two (2) additional Articles each year for the purposes of reopeners. The District shall give proper public notice of such proposals at the first school board meeting following the submission of the proposals.
- 5.3 Within thirty (30) days of ratification of the Agreement by both parties herein, the District shall have enough copies prepared and delivered to the Association for distribution to each unit member in the District. The District shall give a copy of the Agreement within 5 days to any new bargaining unit members it hires during the term of the Agreement.

ARTICLE VI: MAINTENANCE OF BENEFITS

- 6.1 The Association shall have the right to use school facilities to the extent feasible. The Association may call meetings of its members or transact official Association business on school property, provided that said activities will not interfere with the instructional day. Arrangements shall be made for the time and place of the meeting and any use of school facilities through the Superintendent or his/her designee. Any cost incurred by the District shall be paid for by the Association.
- 6.2 Space on the bulletin board shall be provided for in a school building frequented by teachers and will be reserved for the exclusive use of the

Association for the purpose of posting material dealing with Association business. The Association will be solely responsible for such material and for the removal thereof when such material becomes out of date.

- 6.3 The Association shall have use of teachers' mailboxes including electronic mailboxes for the purpose of distributing Association material; provided, of course, that such material is not against the best interests of the District.
- 6.4 Teachers shall report within one (1) working day, in writing, to the Superintendent's office all incidents of intentional damage, malicious destruction, or theft of teachers' personal property, excluding cash, providing that such teacher at the time of said intentional damage, malicious destruction, or theft of the teacher's personal property was acting in the discharge of his/her duties, under the direction of the Board and/or the Superintendent or his/her designee.
- 6.5 Such report shall be forwarded, through the office of the Superintendent, to the Board, which will consider said teacher's request for reimbursement for intentional damage, malicious destruction, or theft and award reasonable compensation, providing such teacher, at the time of the incident, was acting in the discharge of his/her duties.
- 6.6 As used in this Article, "was acting in the discharge of his/her duties" shall include any activities approved by the Superintendent or his/ her designee, such as a field trip which involves student contact.
- 6.7 Teachers will have access to their classroom and teacher's rooms during all off-duty hours.
- 6.8 Curtis Creek summer school positions will first be offered to existing qualified staff. Salaries will be paid from the Appendix A schedule prorated on an hourly student contact basis.
- 6.9 The District shall consider input from the staff during the planning of any summer school session.

ARTICLE VII: SALARIES

- 7.1 Certificated employees shall receive the rate of pay, whether hourly, monthly, annual, or otherwise as set forth in the salary schedule agreed upon by the Association and the District. The salary schedule as set forth in Appendices A and B, as attached.
- 7.2 A certificated employee serving in a certificated position with an annual salary who serves less than a complete school year, as that term is defined by the Education Code, shall receive as salary only an amount that bears the same

ratio to the established annual salary for the position as the number of working days in the school year. If such employee serves a complete semester, he/she shall receive one-half of the established annual salary.

7.2.1 Computation for salary shall be the same for such employed in a part-time basis for the school year at an annual salary.

7.2.2 This does not affect the payment of compensation to such employee while on leave of absence, where such payment is required by law.

7.2.3 If such employee dies during the school year, his/her estate shall receive the salary due him/her.

7.3 Certificated employees shall be paid on the last working day for the Tuolumne County Superintendent of Schools Office of each month, beginning with the month of August and ending with the month of July, unless otherwise agreed upon or required by law.

7.4 All certificated employees required by law to be members of the California State Teachers Retirement System shall have deductions made from their salaries in accordance with the rate schedule established by the System.

7.5 When required by law or by the provisions of a written bargaining agreement, and upon written authorization of the certificated employee, other deductions shall be made from such employee's salary.

7.6 Shared contracts and benefits may not exceed the total cost of one (1) full contract.

7.7 SALARY CREDITS – UNITS, EXPERIENCE, EDUCATION

7.7.1 Out-of-district experience may be granted up to 10 years.

7.7.1.1 A teacher entering the District for the First time must present a transcript of record and have prior service verified and evaluated by the District to be properly placed on the schedule.

7.7.2 Credit for professional growth will be given only for work completed which is related to education or is required to maintain a unit member's credential. The Preapproval Request Form must be submitted to the District Superintendent by June 1st to initiate the application process by the Units Committee in order for the unit member to qualify for credit for the following school year. (See Appendix E). The Units Committee will consist of the Superintendent and two certificated representatives.

Official transcripts, grade cards, or other approved verification of professional growth credit must be received by the district not later than October 1st of the current school year in order that credit may be given for the current school year. Only units from accredited colleges or universities will be accepted. A course grade of at least a "C" or "P" (in a pass/ fail grading system) shall be achieved in all classes taken for salary credit.

- 7.7.3 Upon advance approval by the Units Committee, credit may be granted for workshops and conferences related to education, or is required to maintain a unit member's credential with fifteen hours equaling 1 semester unit. Hours of credit from workshops or conferences may be cumulative and applicable as whole units. A certification of attendance will be required from each workshop or conference attended. No hours of credit will be given on the salary schedule for workshops or conference attended during school hours or those that are paid for by the district.
- 7.7.4 \$1,100 added to the salary for a Master's Degree.
- 7.7.5 Teachers will be paid a signing bonus of \$2,000 at the beginning of their third year as a permanent employee. Teachers hired in the 2019-2020 school year will also receive a bonus of \$2,000 at the beginning of their second probationary year.
- 7.7.6 The District will pay the sub cost for the inductee to participate in the induction program.
- 7.7.7 Employees who take on the role of Induction Support Provider will be offered a \$1,500 stipend, and will be reimbursed mileage at the District's mileage rate.
- 7.8 Individual fractional contracts should not exceed the total cost of one (1) full contract.
- 7.9 Professional stipend: Stipends shall be paid in two equal installments – one in December and the second in June unless otherwise indicated.

All stipends will require prior approval. A stipend request form must be submitted and approved by the Superintendent before activity or event occurs.

PERCENTAGE OF STEP I SALARY

Combination Classes	\$4,000
Dept. Heads	\$1,200
Student Body/Leadership	\$1,500

Yearbook	\$1,500
Newspaper	\$200 per trimester
Noon Sports	2.0%
Science Camp Coordinator	\$500
Tutoring/Home Hospital	\$45 per hour
Outdoor Education (per night)	\$100 paid after attending
GATE Coordinator	\$1,500
Event Chaperone (dance, spelling bee, field trip outside of work hours)	\$50 per event paid after each event
Induction Support Provider	\$1500 per year
Special Education Lead	\$1,500
Data Assessment Lead	\$1,500
Event Coordinator	\$250 (Science/History Fair/Spelling Bee)
Enrichment Classes (STEAM, Nature Bowl, Robotics, Intramurals/Noon Sports)	\$500 requires 8 1-hour classes or more
Mentor Teacher	\$1,000 (\$333 paid per trimester)
Saturday School	\$180 per Saturday paid after each session

7.9.1 Unit members whose normal schedule includes a preparation period may, for the convenience of the District, voluntarily agree to relinquish the preparation period and teach an additional daily class. Such teachers will be paid 1/7 of their base salary, or a proration thereof for service less than a full school year.

7.9.2 Teachers who are asked to take on additional students when a sub cannot be provided, shall be compensated after the first hour at the half (½) day substitute rate. If more than (3) three hours, the teacher shall be compensated at the full day substitute rate.

If the class is divided among multiple teachers, compensation will be shared equally between the teachers.

7.10 COACHING STIPENDS

See Appendix C

7.11 All certificated staff whose first date of paid service as either a temporary or probationary employee is on or after July 1, 2008 will not be eligible for the CLAD ELL certificated stipend of \$650.00 per year.

ARTICLE VIII: EMPLOYEE BENEFITS

8.1 To be effective beginning the 2021-2022 school year, the District shall implement a \$9400 cap on the amount the District contributes for a full-time certificated employee's health, dental and vision health benefits. Part-time certificated employees shall receive a pro rata share of health, dental, and vision health benefits.

- 8.1.1 District employees whose medical plans place them under the Health and Welfare benefit cap may elect to receive their cap differential in either a 403b contribution program or a 529 program. The 529 program will need to be set up by the employee and worked through with the District.
- 8.1.2 Part time employees who would like to receive their prorated share of the cap differential in 403b contribution program or a 529 program must enroll in all medical, dental and vision plans. The 403b program and 529 program must be set up by the employee and worked through with the District.
- 8.2 Any improvements in teacher's fringe benefits mandated by statutory guarantees in California or by Federal law shall be incorporated into this Agreement.
- 8.3 Any teachers' fringe benefits which may be reduced or eliminated by amendment or statute In California or by Federal law shall be incorporated into this Agreement.
- 8.4 RETIREE HEALTH BENEFIT

The District will provide a medical insurance health benefit to a retiree in the amount of the cap that he/she was receiving at the time of his/her resignation from the District. The District shall provide this amount until the month in which the retiree reaches age 65.

For employees after July 1, 2018, The District shall provide this amount until the month in which the retiree reaches age 65, or for a period of five years, whichever occurs first.

- 8.4.1 The employee shall be between 55 and 65 years of age and be retired under the State Teachers' Retirement System/Public Employee Retirement System.
- 8.4.2 Employee must have served at least fifteen (15) years of full-time service with the district. Employees with less than fifteen years of full-time service are eligible if they have served at least ten (10) years full-time and the sum of this and any part-time service is at least fifteen years. Employees with only part-time service will receive a pro-rated share of the district benefit.
- 8.4.3 Leaves will not count as part of the fifteen years.
- 8.4.4 Employees must have reached at least Step 15, Column 6 (75 units) in the certificated employee salary schedule.

8.4.5 The amount applied toward the health benefit in any given year will not exceed the annual district contribution.

8.4.6 A retiree may purchase his/her own health insurance and receive reimbursement for the premiums not to exceed the amount of the district contribution. Reimbursement will be paid on a monthly basis. Proof of insurance must be provided to the district by September 1, annually, in order to continue to receive the benefit. If the employee becomes uninsured, the district benefit will immediately end.

8.4.7 If a retiree is covered by another health insurance, he/she may elect to receive 50% of the district annual benefit. Proof of insurance must be provided to the district as described above. If the employee becomes uninsured, the district benefit will immediately end.

8.4.8 In the event of the retiree's death prior to age 65 the retiree benefit will be provided to his/her spouse until the retiree would have reached age 65 or until the spouse reaches age 65, whichever occurs first.

For employees hired after July 1, 2018, the retiree benefit will be provided to his/her spouse until the retiree would have reached age 65, or for the remaining period of the five (5) years, whichever occurs first.

8.4.9 Dependents may not be added, at district expense, after retirement has begun.

8.4.10 Beginning the 2007-08 school year, employees shall serve notice of retirement by February 1 of the final year of employment in order to receive the retiree health benefit.

8.5 STRS EMPLOYER PICKUP

At the direction of the Certificated Unit, and by majority vote of STRS, members have elected to participate in the STRS Employer Pick-Up Program effective with the beginning of the fiscal year July 1, 1992.

ARTICLE IX: PAYROLL DEDUCTIONS

Upon appropriate written authorization from the teachers, the District agrees to cause to be deducted from the monthly paycheck of any eligible employee of the bargaining unit, and make appropriate remittance for annuities, credit union, savings bonds, charitable donations, insurance or any other plan or programs approved by the District during the period of this Agreement.

ARTICLE X: LEAVES

10.1 Sick Leave

- 10.1.1 Each Certificated employee employed for five (5) days a week shall receive eleven (11) days leave for accident or illness, including pregnancy and the recovery there from, with pay. Each certificated employee employed for less than five (5) days a week shall receive that proportion of eleven (11) days leave as the number of days he/she is employed per week bears to five (5), with pay.
- 10.1.2 Unused portions of such leave are cumulative and transferable to another district should an employee move.
- 10.1.3 Each such employee shall sign a verification upon returning, as to the number of days and the reason for the absence.
 - 10.1.3.1 Following any absence of fifteen (15) consecutive school days or more, an employee, before he or she can return to work, must submit a statement from the employee's physician indicating whether the employee, in the physician's opinion can safely perform the essential functions of his or her position.
- 10.1.4 Up to eleven (11) days of accumulated sick leave may be used for the following cases of personal and/or family necessity.
 - 10.1.4.1 No advance permission required:
 - 10.1.4.1.1 Personal or family emergency.
 - 10.1.4.2 Personal Necessity Leave may be taken for the following reasons. And when possible, such employee shall file a written request at least one (1) week in advance with the Superintendent or his/her designee, who shall notify whether or not such request is approved:
 - 10.1.4.2.1 Appearance in court as a litigant, or as a witness under official order;
 - 10.1.4.2.2 Professional conventions, meetings, workshops;
 - 10.1.4.2.3 College Registration;
 - 10.1.4.2.4 Educational Political Activities;
 - 10.1.4.2.5 Circumstances that are serious in nature, which cannot be expected to be disregarded, which necessitate immediate attention and which cannot be dealt with during off duty hours.

10.1.4.3 Discretionary Days – Five (5) of the eleven (11) Personal Necessity leave days may be taken as leave at the discretion of the employee for personal or family reasons to include family gatherings and events. (e.g. weddings, graduations) Seventy-two (72) hours' notice will be required.

10.1.4.3.1 Discretionary Leave may not be taken on days scheduled for staff development.

10.2 Bereavement Leave

Each certificated employee is entitled to three (3) days bereavement leave, or five (5) days if out-of-state travel is required, with pay, upon the death of any member of his/her immediate family or relative living in his/her household.

10.3 Maternity Leave

10.3.1 Maternity leave shall be granted to any certificated employee who is an expectant mother.

10.3.2 The date of the beginning of the leave shall be determined as follows: By the employee and her physician, who may determine that the employee is not capable of fully performing her duties and that continued employment would result in possible detriment to the welfare of the students or the health of the employee.

10.3.3 The date of the resumption of duties by the employee shall be determined upon the presentation by the employee of written evidence from her physician that she is fully capable of performing her duties.

10.3.4 Such employee may use all of her sick leave, including accumulated sick leave, for such absence.

10.3.5 After the female employee has exhausted all of her current and accumulated sick leave, the employee is entitled to five (5) months of differential leave pursuant to Education Code section 44977, for maternity leave. During the period of the employee's five (5) months of differential leave, the employee shall receive her daily compensation minus the amount that was paid to a substitute had a substitute been employed.

10.3.6 A female employee, who is absent from work due to complications caused by her pregnancy, is also entitled to unpaid leave as

provided for by the California Pregnancy Disabilities Act and the Family Medical Leave Act. These two unpaid leave entitlements shall run concurrently with an employee's paid leave entitlements as set forth in Section 10.3.

10.4 Paternity Leave

- 10.4.1 Paternity leave shall be granted to any certificated employee who is an expectant father.
- 10.4.2 Such employee may receive pay for such leave to the extent such employee has sick leave, including accumulated sick leave.
- 10.4.3 If the expectant father exhausts all of his current and accrued sick leave, the employee may request to have additional paid or unpaid leave to care for his immediate family. The male employee has the right to use his FMLA/CFRA leave to care for his immediate family. However, such leave is without pay. The Governing Board, upon the recommendation of the Superintendent, shall have the right to determine, based upon the individual circumstances involved, whether to authorize the employee to have additional paid or unpaid leave to care for his family. The Board's decision as to the employee's right to use his additional paid or unpaid leave shall not affect the employee's right to use his FMLA/CFRA leave.

10.5 Child Rearing Leave

- 10.5.1 After the birth of the child, the female certificated employee shall be entitled to use any of her remaining current and accrued sick leave, as well as differential leave until such time as the doctor releases the employee to return to work.
- 10.5.2 After the birth of the child, the male certificated employee may use the remainder of his current or accrued sick leave to care for the needs of the immediate family.
- 10.5.3 Once the doctor releases the female certificated employee to return to work, the employee may:
 - 10.5.3.1 Use sick leave authorized by Labor Code Section 233 and the remainder of her personal necessity leave to care for the needs of her immediate family.
 - 10.5.3.2 The female employee has the right to use her CFRA leave to care for her immediate family after the birth of the child. However, such leave is without pay.

- 10.5.4 After the male certificated employee has exhausted all of his current and accrued sick leave, the male certificated employee may request to take an additional paid or unpaid leave of absence to care for his immediate family. The male employee has the right to use his FMLA/CFRA leave to care for his immediate family. However, such leave is without pay. The Governing Board, upon the recommendation of the Superintendent, shall have the right to determine, based upon the individual circumstances involved, whether to authorize the male certificated employee to take additional paid or unpaid leave of absence for this purpose. The Board's decision as to the employee's right to take additional paid or unpaid leave shall not affect the employee's right to use his FMLA/CFRA leave.

10.6 Industrial Accident Leaves

The rules and regulations governing industrial accident and illness leave of absence for certificated employees shall be as set forth in 44984 of the Education Code.

10.7 Differential Leave

- 10.7.1 During each school year, when a person employed in a position requiring certification qualifications has exhausted all available sick leave, including all accumulated sick leave, and continues to be absent from his or her duties on account of illness or accident for an additional period of five school months, whether or not the absence arises out of or in the course of the employment of the employee, the amount deducted from the salary due him or her for any of the additional five months in which the absence occurs shall not exceed the sum that is actually paid a substitute employee employed to fill his or her position during his or her absence or, if no substitute employee was employed, the amount that would have been paid to the substitute had he or she been employed. The school district shall make reasonable effort to secure the services of a substitute employee.

10.7.1.1 The sick leave, including accumulated sick leave, and the five-month period shall run consecutively.

10.7.1.2 An employee shall not be provided more than one five-month period per illness or accident. However, if a school year terminates before the five-month period is exhausted, the employee may take the balance of the five-month period in a subsequent school year.

10.8 Other Leaves

- 10.8.1 Other requests for leaves shall be considered on an individual basis by the Superintendent, who shall make his/her recommendations for or against such leaves to the Board, who shall have the final decision thereon.
- 10.8.2 All such requests shall be submitted in writing to the Superintendent at least one (1) week in advance of the next board meeting where it will be considered, and such employee shall be informed by the Superintendent, in writing, whether the request is approved or disapproved.
- 10.8.3 Professional days shall be allowed at the rate of two (2) days per year, to observe other certificated staff on or off campus for professional development. All professional days are approved by the administration. Additional professional days must be pre-approved by the administration.
- 10.8.4 Jury Duty: The employee must submit a copy of summons with the absence request form. In order to receive his/her regular pay, the employee must provide the District with the Certificate of Jury Duty Service once jury duty is complete and the employee shall submit any juror compensation to the District. The employee is not required to submit mileage compensation.
- 10.8.5 If a certificated employee employed on a school year basis is absent on account of illness or accident for a period of five months or less, such employee shall be paid:
 - 10.8.5.1 His/her full salary for such absence, if such period does not exceed the unused portion of his/her current and accumulated sick/leave benefits.
 - 10.8.5.2 The difference between his/her pay and that paid a substitute, or which would have been paid a substitute had such been employed, for five (5) months after his/her accumulative sick leave is used up.
- 10.8.6 If any absence, excluding sick leave, results in such employee's failure to be employed for a complete school year, as that term is defined by the Education Code, that employee shall not be entitled to any benefits which are based upon such employee performing his/her duties for a complete school year. The Superintendent shall require certification from a regularly

licensed physician verifying illness, accident, or pregnancy or recovery therefrom for such extended period of time.

10.9 Catastrophic Leave

Certificated bargaining unit agrees to the development of a district-wide Board Policy regarding Catastrophic Leave for Board review and adoption.

- 10.10 Each unit member may use the amount of paid sick leave (not differential leave) authorized in Labor Code Section 233 and Personal Necessity Leave (Education Code 44981) to care for those defined by these two sections (each section defines a different group of individuals for which the employee may use paid sick leave.)

ARTICLE XI: EVALUATION PROCEDURES

11.1 Evaluation Procedure

- 11.1.1 All official evaluations shall be in writing, on a form approved by the Superintendent and certificated employees. The evaluation shall include, but not be limited to, the following:
- 11.1.1.1 Standards of student progress according to District goals.
 - 11.1.1.2 Duties as delineated in appropriate job descriptions, in the District policies set forth for certificated employees, and in any further written policies pertaining to the duties and responsibilities of teachers which have been, or may in the future be, adopted by the Board.
 - 11.1.1.3 Standard of student control.
 - 11.1.1.4 Standard of suitable learning environment.
 - 11.1.1.5 The requirements of any Federal, State, or local law pertaining to the duties and responsibilities of teachers.
- 11.1.2 If weaknesses are noted, specific recommendations for improvement shall be made in writing on the evaluation form. When performance is outstanding, commendations shall be included in the written evaluation.
- 11.1.2.1 A teacher shall have the right to initiate a written objection to the official evaluation, which shall become a permanent part of his/her personnel file.
 - 11.1.2.2 The evaluation will not be filed until fifteen (15) days after the employee is given notice and the opportunity to review and comment thereon.
- 11.1.3 Basis of Evaluation

The evaluation is to be based on classroom or work-area visits, formal conferences, personal observations, other data when applicable, and other information the Superintendent may consider of value in making an objective evaluation. Factors over which the teacher has no control that affect the achievement of objectives or the failure thereof may be taken into consideration and noted on the evaluation form.

11.1.4 Conferences

A conference shall be held between the teacher and Superintendent or his/her designee regarding an official evaluation, at which time the evaluation shall be discussed. Any changes, which the Superintendent feels may be necessary, may be made during such conference with him/her or if held with his/her designee, may be made upon his/her approval thereof. The teacher's strengths and weaknesses shall be discussed, and specific recommendations as to areas of improvement shall be made and noted on the evaluation form.

11.1.5 Evaluation Form

11.1.5.1 The evaluation form shall be completed in triplicate.

11.1.5.2 Dates and times of observations, the date the evaluation was given, and the date the conference was held must be entered on the form.

11.1.5.3 References to written observation reports and suggestions and assistance shall be noted on the form.

11.1.5.4 The form shall be signed by the Superintendent or his/her designee, and the teacher, the latter's signature indicating only that the evaluation has been discussed with the teacher and does not necessarily signify agreement with the evaluation.

11.1.5.5 The original shall be sent to the personnel office and become a part of the teacher's personnel file. One copy shall be given to the teacher, and one copy shall be retained by the Superintendent.

11.1.6 Time Between Evaluations

11.1.6.1 At least twenty-two (22) teaching days must elapse between all official evaluations. If during this time serious weaknesses are observed in a teaching situation, these shall be brought to the evaluatee's attention by the Superintendent or his/her designee in a written report of the observation, a copy of which shall be given to the

evaluatee within five (5) school days of the date of the observation.

11.1.6.2 The Superintendent, or his/her designee, shall make specific suggestions for improvement of weak areas and allow sufficient time prior to an official evaluation for improvement by the teacher. In the event a situation arises during this period that is serious enough in the opinion of the Superintendent to warrant immediate attention, he/she shall make a written report of the incident to be filed in the personnel record of the teacher. No report will be filed until fifteen (15) calendar days after the teacher is given notice and an opportunity to review and comment thereon. Any such written comments shall be attached to the report and become a permanent part of the teacher's personnel file.

11.1.6.3 This shall not preclude a teacher from adding written reaction or response to his/her personnel file at any time.

11.1.7 Teachers Assigned After Beginning of School Year
An official evaluation will not be required on any teacher assigned to a school or department after the students' year has begun, until a period of at least forty-five (45) school days has elapsed. The evaluation should be completed within ten (10) working days after the completion of the above period or by the particular evaluation deadline date, whichever is later.

11.1.8 Any evaluation of teacher performance which includes other data relative to student progress shall be included in the next evaluation after such data is available.

11.1.9 Resignation
An official evaluation may not be required for any teacher whose resignation has been accepted by the Board prior to the required evaluation date.

11.1.10 Special Evaluations
The Superintendent may, at his/her discretion, require more than the required number of written evaluations.

11.2 Evaluation

11.2.1 Probationary Certificated Employees

- 11.2.1.1 Probationary certificated employees shall be evaluated by the Superintendent or his/her designee at least once each trimester. The fall evaluation conference shall be held prior to January 15th; and the spring evaluation conference prior to February 15.
- 11.2.1.2 It shall be the policy of the Board to grant permanent status to probationary certificated employees who are evaluated as being superior or above average; those whose work is evaluated as average or unsatisfactory or whose professional conduct, as weighed against the code of ethics prescribed by law and District policy, is in any way questionable shall not be granted permanent status.
- 11.2.1.3 Before March 15th of the second consecutive year of service, a probationary certificated employee shall be informed of his/her status at that particular time; and an evaluation and suggestions for improvement shall be made. The information resulting therefrom shall not bind the District to the same decision at the end of the third year of employment as a probationary certificated employee.
- 11.2.1.4 Unit member's site administrator will evaluate probationary certificated employees.
- 11.2.1.5 Designate in writing experienced certificated employees to provide each probationary certificated employee with needed training and assistance.

11.2.2 Permanent Teachers

- 11.2.2.1 Five Year Option: Certificated employees with at least ten (10) years of District service who are highly qualified pursuant to ESEA/NCLB, and whose most recent evaluation met or exceeded all the standards, may mutually agree in writing with his/her evaluator to be evaluated at least every five (5) years. The certificated employee or the evaluator may rescind this agreement at any time. (Ref. Education Code section 44664)
- 11.2.2.2 Evaluations are to be completed by March 15 of the school year in which given. As much consideration as possible will be made to avoid observations the day after a holiday.

- 11.2.2.3 Any permanent teacher who, on an official evaluation, is given an overall rating below the District standard required to obtain tenure shall be evaluated each year thereafter until his/her level of performance reaches the District standard.

ARTICLE XII: PUBLIC CHARGES – SPECIAL COMPLAINTS

- 12.1 Every effort shall be made to resolve any complaint at the earliest possible step in the complaint procedure.
 - 12.1.1 Any complaint must be discussed with the teacher or staff involved.
 - 12.1.2 If not resolved in an informal way, the complaint must be in writing on established District form and filed with the principal within three (3) months of the date of events giving rise to the complaint.
 - 12.1.3 The principal will respond in writing within ten (10) calendar days from the date of receipt.
 - 12.1.4 Appeal may be made to the Superintendent within fifteen (15) calendar days, who will review the matter and respond in writing within ten (10) calendar days.
 - 12.1.5 Appeal may be made to the Board of Education within fifteen (15) calendar days of the Superintendent's decision.
- 12.2 School policy should set forth the rights of the employee affected by the complaint.
 - 12.2.1 Employee shall be expediently notified at each step of the complaint.
 - 12.2.2 Employee and the administrator shall have the right to meet with the complainant and question him/her regarding the accuracy of the complaint.
 - 12.2.3 Employee and administration shall be allowed to have a representative present in the meeting with the complainant.
 - 12.2.4 If the complaint is not resolved in the informal procedure and there is a written complaint, the employee must respond in writing.
 - 12.2.5 Complaint filed by a parent or guardian will not be used in the evaluation of an employee or placed in an employee's personnel file unless the procedural steps described above have been followed.

ARTICLE XIII: WORK YEAR

- 13.1 Instructional Days – The work year for certificated is 182 contract days. They consist of one hundred eighty (180) student instructional days and two (2) days prior to the one hundred eighty (180) instructional days which will be used as follows: One and one-half days to be used for teacher directed collaboration and planning; ½ day for site meetings and parent welcome.
- 13.2 The District will provide an instructional aide during core academic time in all combination classes.
- 13.3 Checkout Day – Teachers must arrange a mutually agreed upon date and time to check out with a site level administrator within five (5) working days of the last instructional day of the school year.
- 13.4 Certificated staff's work day is seven (7) hours inclusive of a forty (40) minute duty-free lunch. If all Fridays are minimum days, the 1st and 3rd Fridays of each month identified as District initiated staff development days. The Faculty Association is encouraged to provide input to the District Administration on the material and topics to be discussed during Staff Development Days. Teachers may leave when the last bus departs on Fridays/minimum days before holidays.
- 13.4.1 Lunch Period: Lunch period will not be less than forty (40) minutes and shall be duty free except on those days when a minimum day schedule necessitates the adjustment of the teacher's lunch period time; then it shall not be reduced to less than thirty (30) minutes.
- 13.4.2 Supervision Duty: Before school supervision duty will not exceed 20 minutes one time per week.
- 13.5 All full-time K-8 teachers shall be assigned a preparation period within the work day. The preparation period shall be a minimum of forty-five (45) minutes per day. All part-time teachers shall qualify for a prorated preparation period. However, the District may schedule a part-time teacher's preparation period before the commencement of or after the conclusion of his or her work day.

All full-time teachers will be provided a duty-free prep period to be used at the individual teacher's discretion in the preparation for and discharge of instructional and professional responsibilities. For part-time teachers, who teach on half time or more, the prep period shall be pro-rated. Staff meetings will not be scheduled during the prep period without the Faculty Association's approval. There is also an understanding that the scheduling of IEPs and SSTs will occur at the convenience of the team and every effort will be made to not schedule those meetings during the prep period.

- 13.5.1 Prep periods are to be used for professional preparation. Teachers may accept or deny appointment requests.
- 13.5.2 There will be a single start time and end time for the instructional day for all District students.
- 13.5.3 In compensation for the 10 parent conference days that prep time is lost, teachers may leave 40 minutes early on 10 days of your choice as long as there are no District/School obligations such as Spec. Ed. meetings, staff meetings or staff development meetings arranged. The calendar shall be negotiated and established at the start of the work year indicating when staff meetings and staff development meetings will take place. Days chosen by teachers to exercise this right/privilege shall consider the aforementioned calendar. The teacher must give the sub caller prior notice.
- 13.6 Staff meeting may be scheduled once a calendar month and will commence no earlier than the end of the instructional day unless agreed upon by the faculty. Every effort will be made to not have staff meetings on Fridays.
- 13.7 Teachers will be required to participate in two (2) evening school events each year, designated as Back to School Night and Open House.
- 13.8 District will grant one "Teacher in Charge" a release from his other Teaching day if both the Superintendent and Site Administrator are off – campus on the same day. In all other instances an Administrator will provide support for Curtis Creek Elementary School.
- 13.9 Curtis Creek summer school positions will first be offered to existing qualified staff. Salaries will be paid from the Appendices A and B schedule prorated on an hourly student contact basis.
- 13.10 The District shall consider input from the staff during the planning of any summer school session.
- 13.11 Cancelled School Day: A certificated employee who receives their salary for contracted days/hours on a cancelled school day, shall be available to the District if the need arises during contractual time. The District will notify the employees of the need at the time of the school cancellation.
 - 13.11.1 A certificated employee will not be harmed of their contractual days/hours due to cancelled school days. Employees who were paid on the cancelled school days/hours shall work the make-up days/hours without additional compensation.

A certificated employee who worked additional days/hours above and beyond their contracted days/hours on cancelled school days, shall receive additional compensation he/she worked on the cancelled school days/hours.

13.12 In the event of a late start, certificated employees who arrive to work late will inform the District of their anticipated arrival time to the work site. Certificated employees are expected to arrive 30 minutes prior to student arrival. Certificated employees who arrive after the student start time may be docked personal leave proportionately.

13.13 In reference to the Local Control Funding Formula (LCFF) Kindergarten through Third Grade Span Adjustment Class Limits: when class size enrollment reaches student number 25; on the 4th day of attendance, the teacher will receive \$40 per student overage, per month to compensate for the overage.

13.13.1 Special Ed students count if they are in the General Education classroom over 50% of their day as stated in their I.E.P.

13.13.2 When a grade level is 10 students over the accepted Grade Span Adjustment, CCSD will open a new classroom if space and teaching staff are available.

ARTICLE XIV: GRIEVANCE – PROCEDURE

14.1 Definitions

14.1.1 A “Grievance” means a claim by one or more employees of the bargaining unit alleging a violation, misinterpretation or misapplication of a provision of this Agreement.

14.1.2 An “Aggrieved Person” means the person or persons making the claim.

14.2 Purpose

14.2.1 The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems which may, from time to time, arise affecting the welfare of working conditions of teachers (employees). These proceedings will be kept informal and confidential at any level of the procedure.

14.2.2 It is completely understood and agreed that nothing contained herein will be construed as limiting the right of any teacher of having a grievance, to discuss the matter informally with the Superintendent

or his/her designee, and to have the grievance adjusted without intervention by the Association, provided that the adjustment is not inconsistent with the terms of this Agreement and that the Association has been given an opportunity to be present at such adjustment and to state its views.

14.3 Procedure

- 14.3.1 Since it is important that grievances be processed as rapidly as possible, the time table specified at each level hereinafter followed should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.
- 14.3.2 In the event a grievance is filed at such a time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, the time limits set forth herein will be reduced so that the procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.
- 14.3.3 LEVEL ONE
A teacher (employee) having a grievance will first discuss it with the Superintendent, or his/her designee, either directly or through the Association's designated representative, with the objective of resolving the matter informally.
- 14.3.4 LEVEL TWO
- 14.3.4.1 If the aggrieved person is not satisfied with the disposition of his/her grievance at LEVEL ONE, or if no decision has been rendered within ten (10) school (working) days after presentation of the grievance, he/she may file the grievance in writing simultaneously with the President of the Association and the Superintendent's office within five (5) school days after the decision at LEVEL ONE or fifteen (15) school days after the grievance was presented, whichever is sooner.
- 14.3.4.2 Within ten (10) school days after receipt of the written grievance by the Superintendent's office, he/she or his/her designee will meet with the aggrieved person and a representative of the Association in an effort to resolve it.
- 14.3.5 LEVEL THREE
- 14.3.5.1 If the aggrieved person is not satisfied with the disposition of his/her grievance at LEVEL TWO, or if no written decision has been rendered within ten (10) school days after he/she first met with the Superintendent or his/her

designee, he/she may, within five (5) school days after he/she has first met with the Superintendent or his/her designee, whichever is sooner, request in writing that the Association submit his/her grievance to arbitration. If the Association determines that the grievance involves the interpretation, meaning or application of any of the provisions or any provision of this Agreement, it may, by written notice to the Superintendent or his/her designee, within fifteen (15) school days after receipt of the request from the aggrieved person, submit the grievance to arbitration. If any question arises as to whether a particular dispute involves the interpretation, meaning or application of any of the provisions or any provision of this Agreement, such questions will first be ruled upon by the arbitrator selected to hear the dispute.

- 14.3.5.2 The parties shall select a mutually acceptable impartial arbitrator. If the parties signatory hereto are unable to agree upon an arbitrator within ten (10) school days of submission of the grievance to arbitration, a request for a list of arbitrators shall be made to the American Arbitration Association by either party and the parties will then be bound by the A.A.A. rules in the selection of an impartial arbitrator.
- 14.3.5.3 The parties shall mutually agree upon the issue or issues to be submitted to the selected Arbitrator. If the parties cannot agree upon the submission agreement, each party may submit its own arbitrator's submission agreement, and the Arbitrator shall then determine the issue or issues by referring to the grievance and the answers thereto at each step.
- 14.3.5.4 The Arbitrator so selected will confer with the representative of the District and the Association, and will hold hearings promptly, and will issue his/her advisory opinion not later than thirty (30) school days from the date of the close of the hearings or, if oral hearings have been waived, then from the date the final statements and proofs were submitted to him/her. The Arbitrator's advisory opinion will be in writing and will set forth his/her findings of fact, reasoning and conclusions on the issues submitted. The Arbitrator will be without power or authority to add to, subtract from, or modify the terms of this Agreement or the written policies, rules and

regulations and procedures of an act prohibited by law, or which is a violation of the terms of this Agreement.

- 14.3.5.5 The costs for the services of the Arbitrator, including per diem expenses, if any, and his/her travel and subsistence expenses and the costs of any hearing room will be borne equally by the District and the Association. All other costs will be borne by the party incurring them.

14.3.6 BINDING DETERMINATION

- 14.3.6.1 The Board alone has the sole power to render final and binding determination of a grievance. The recommendation of the impartial arbitrator shall only be advisory; and if, upon review, the Board determines that they, as a body, are unable to render a final determination on the record, they may reopen the record for the taking of additional evidence.

- 14.3.6.2 If the Board decides against the recommendation of the impartial arbitrator, the Board will assume total responsibility for costs of the arbitrator.

14.3.7 SOLE AND EXCLUSIVE METHOD

In consideration of the foregoing arrangement for adjustment of grievances or settlement of disputes, both parties to this Agreement accept this procedure as the sole and exclusive method of seeking adjustment or redress prior to instituting any proceedings in court.

**ARTICLE XV: PEER ASSISTANCE REVIEW PROGRAM – P.A.R.
INDUCTION SUPPORT PROVIDER**

- 15.1 The District will maintain a PAR Program as required by law so long as funding is provided by the State.
- 15.2 In the event that the State reestablishes funding for the PAR Program, the parties will reinstate the language that was in effect in Article XV at the time of adoption and ratification of this Tentative Agreement.

ARTICLE XVI: TRANSFER / ASSIGNMENT / REASSIGNMENT

16.1 VOLUNTARY TRANSFER/REASSIGNMENT

- 16.1.1 A transfer is the movement of a unit member from one work location to another work location that does not result in a change of the unit

member's assignment. A transfer may also constitute a reassignment if the transfer results in a change in the unit member's assignment.

16.1.2 A reassignment is the movement of a unit member from one subject area to another subject area, one grade level to another grade level, restructuring, or from one configuration to another, such as, team teaching within the same worksite.

16.1.3 A unit member may submit a request for a transfer or a reassignment to the District at any time, whether or not a vacancy exists. A unit member may also submit a request for a transfer or reassignment in response to the posting procedure of this Article.

16.1.4 A unit member who is given notice of a transfer to another classroom at the same school site or different school that requires moving shall be compensated for up to two (2) days at the unit member's per diem rate. The District shall not compensate multiple relocations due to catastrophic factors such as molds, fire, water damage, or other acts of nature. Unless, the District is eligible to receive reimbursement compensation.

16.1.5 A transfer request shall not be denied arbitrarily, capriciously, or without basis in fact.

16.1.6 If a unit member's request for a voluntary transfer is denied, the unit member, upon request shall be granted a meeting with the administrator who denied the request to discuss the reasons for the denial.

16.1.7 Unit members returning from leave shall be afforded all rights provided under this section.

16.2 INVOLUNTARY TRANSFER/REASSIGNMENT

16.2.1 The District retains the right to involuntary transfer or reassign unit members based upon the needs of the District. The site administrator will meet and discuss an involuntary transfer or reassignment with the unit member prior to taking action.

16.2.2 If the District determines it is necessary to involuntarily transfer/reassign a unit member during the school year, the District shall grant the unit member five (5) day(s) of release time to prepare for the reassignment/transfer. The District shall provide assistance in moving a unit member's material whenever a unit member is transferred/assigned.

16.2.3 A unit member who is given notice of a transfer to another classroom at the same school site or different school that requires moving shall be compensated for up to two (2) days at the unit member's per diem rate. The District shall not compensate multiple relocations due to catastrophic factors such as molds, fire, water damage, or other acts of nature. Unless, the District is eligible to receive reimbursement compensation.

16.2.4 If a decrease in the number of pupils or the elimination of program(s) and/or funding occurs, the District shall seek volunteers prior to making any involuntary transfer/reassignment.

16.2.5 Unit members returning from leave shall be afforded all rights provided under this section.

16.3 VACANCIES

16.3.1 A vacancy is any certificated teaching position that does not have a unit member assigned that includes any vacated, promotional, or newly created position, position(s) created by reconfiguration or restructuring and any supplemental instructional programs offered by the District.

16.3.2 When the Board accepts a resignation or creates a new bargaining unit position after the last day of the instructional year and prior to the commencement of the new school year, the District shall mail a copy of the vacancy to the Association President and to the last known address of any unit member that has submitted a request pursuant to section 16.1.3. The District may simultaneously advertise notice of the vacancy outside the District.

16.3.3 The closing date for a unit member to apply for the vacancy shall be at least five (5) District Office business days after the District either posts notice (on the date the district is posted) or mails notice pursuant to section 16.3.1 or 16.3.2. [For the 2009-2010 school year, the requirement will be at least five District Office days. See Appendix D.]

16.3.4 The District shall not fill the vacancy until after the closing date.

16.3.5 The Superintendent or his/her designee shall upon the approval of the District Board assign temporary teachers to vacant positions and shall assign temporary teachers probationary status when the position was vacated by a termination other than leave or established as new position and when the temporary teacher possesses the appropriate credential and has demonstrated the knowledge and skill necessary to successfully perform the title of the vacant position. [Transferred from 7.6]

- 16.3.6 This section governing vacancies shall not apply if the District has a unit member on the reemployment list and that unit member is credentialed and competent to fill the vacancy.

16.4 NOTIFICATION OF ASSIGNMENT

- 16.4.1 The Administration shall give each unit member written notice of his or her assignment for the following school year not later than the last student school day. Such notice shall specify the site, building, grade or grade levels, and subject area to which the Administration has assigned the unit member. The District reserves the right to modify a unit member's assignment after the June date if it determines such a change is in the best interest of the District. The District shall immediately notify the affected staff member(s) of those assignment changes.

16.4.1.1 Assignment Limitations

- 16.4.1.1.1 Unit member shall be assigned only to positions for which they hold a valid California credential and for which they are qualified.
- 16.4.1.1.2 At a unit member's sole discretion, the unit member may agree to an assignment outside the unit member's credential authorization(s), providing that the District shall secure all the necessary waivers and emergency credentials.

ARTICLE XVII: SAVINGS CLAUSE

If any provision of this Agreement or any application thereof to any teacher is held by the court of competent jurisdiction of the State or by a Federal court to be contrary to law, then such provision or application will be deemed to be invalid to the extent required by such court decision, but all other provisions or applications shall continue in full force and effect.

ARTICLE XVIII: ZIPPER CLAUSE

18.1 The parties agree that all negotiable items have been discussed during the negotiations leading to this Agreement and, therefore, agree that negotiations will not be reopened on any item, unless otherwise specified herein, during the life of this Agreement.

18.2 All terms and conditions of employment not covered nor abridged by this Agreement shall continue to be subject to the Boards' exclusive direction and control and shall not be subjects of negotiations during the life of this Agreement.

ARTICLE XIX: HEALTH AND SAFETY

19.1 SAFE WORKING CONDITIONS

The District, Association and all employees and all employees are expected to conform to and comply with health, safety and sanitation requirements.

No District employee shall be in any way discriminated against as a result of reporting any condition perceived to be a safety violation.

ARTICLE XX: TERM OF AGREEMENT

This agreement shall commence on July 1, 2020 through and including June 30, 2023.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement.

Curtis Creek School District	Date	Curtis Creek Faculty Association	Date
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

ARTICLE XIX: HEALTH AND SAFETY

19.1 SAFE WORKING CONDITIONS

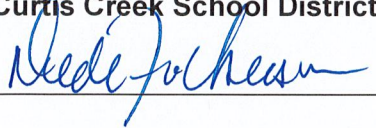
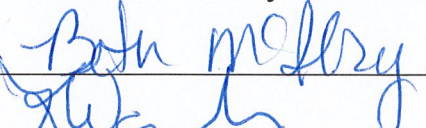
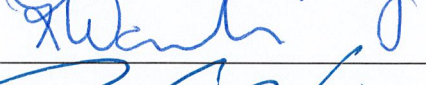
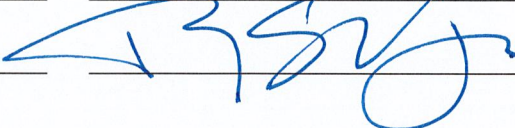
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IN WITNESS WHEREOF, the parties hereto have executed this Agreement.

Curtis Creek School District	Date	Curtis Creek Faculty Association	Date
	8/5/2021		8/5/21
			8/5/21
			8/30/21

APPENDIX A

Effective 7/1/2020

CURTIS CREEK ELEMENTARY SCHOOL DISTRICT CERTIFICATED SALARY SCHEDULE 2020-2021

Unit Amount		1	2	3	4	5	6	7	8	9	10	11
Base Salary		\$69.48										
No Units		1042.2										
Factor		\$41,576										
STEP	Factor											
1	1	\$41,576	\$42,618	\$43,313	\$44,007	\$44,702	\$45,397	\$46,092	\$46,787	\$47,481	\$48,176	\$48,871
2	1.035	\$43,031	\$44,073	\$44,768	\$45,463	\$46,157	\$46,852	\$47,547	\$48,242	\$48,937	\$49,631	\$50,326
3	1.07	\$44,486	\$45,528	\$46,223	\$46,918	\$47,613	\$48,307	\$49,002	\$49,697	\$50,392	\$51,087	\$51,781
4	1.105	\$45,941	\$46,983	\$47,678	\$48,373	\$49,068	\$49,762	\$50,457	\$51,152	\$51,847	\$52,542	\$53,236
5	1.14	\$47,396	\$48,438	\$49,133	\$49,828	\$50,523	\$51,218	\$51,912	\$52,607	\$53,302	\$53,997	\$54,692
6	1.175	\$48,851	\$49,894	\$50,588	\$51,283	\$51,978	\$52,673	\$53,368	\$54,062	\$54,757	\$55,452	\$56,147
7	1.21	\$50,307	\$51,349	\$52,044	\$52,738	\$53,433	\$54,128	\$54,823	\$55,518	\$56,212	\$56,907	\$57,602
8	1.245	\$51,762	\$52,804	\$53,499	\$54,193	\$54,888	\$55,583	\$56,278	\$56,973	\$57,667	\$58,362	\$59,057
9	1.28	\$53,217	\$54,259	\$54,954	\$55,649	\$56,343	\$57,038	\$57,733	\$58,428	\$59,123	\$59,817	\$60,512
10	1.315	\$54,672	\$55,714	\$56,409	\$57,104	\$57,799	\$58,493	\$59,188	\$59,883	\$60,578	\$61,273	\$61,967
11	1.35	\$56,127	\$57,169	\$57,864	\$58,559	\$59,254	\$59,949	\$60,643	\$61,338	\$62,033	\$62,728	\$63,423
12	1.385	\$57,582	\$58,624	\$59,319	\$60,014	\$60,709	\$61,404	\$62,098	\$62,793	\$63,488	\$64,183	\$64,878
13	1.42	\$59,037	\$60,080	\$60,774	\$61,469	\$62,164	\$62,859	\$63,554	\$64,248	\$64,943	\$65,638	\$66,333
14	1.455	\$60,493	\$61,535	\$62,230	\$62,924	\$63,619	\$64,314	\$65,009	\$65,704	\$66,398	\$67,093	\$67,788
15	1.49	\$61,948	\$62,990	\$63,685	\$64,380	\$65,074	\$65,769	\$66,464	\$67,159	\$67,854	\$68,548	\$69,243
16	1.525	\$63,403	\$64,445	\$65,140	\$65,835	\$66,529	\$67,224	\$67,919	\$68,614	\$69,309	\$70,003	\$70,698
17	1.56	\$64,858	\$65,900	\$66,595	\$67,290	\$67,985	\$68,679	\$69,374	\$70,069	\$70,764	\$71,459	\$72,153
18	1.595	\$66,313	\$67,355	\$68,050	\$68,745	\$69,440	\$70,135	\$70,829	\$71,524	\$72,219	\$72,914	\$73,609
19	1.63	\$67,768	\$68,810	\$69,505	\$70,200	\$70,895	\$71,590	\$72,284	\$72,979	\$73,674	\$74,369	\$75,064
20	1.665	\$69,223	\$70,266	\$70,960	\$71,655	\$72,350	\$73,045	\$73,740	\$74,434	\$75,129	\$75,824	\$76,519

LONGEVITY BASED ON YEARS OF SERVICE TO CURTIS CREEK ESO

AND AT LEAST 75 UNITS

23	\$ 500
26	\$ 1,500
29	\$ 3,000
32	\$ 5,000
35	\$ 7,500

\$1,100 FOR MASTER'S DEGREE

Prepared By: Kristin Barajas
1% on salary schedule retro to 7/1/2020
Board Approval: July 13, 2021

APPENDIX B

Effective 7/1/2021 CURTIS CREEK ELEMENTARY SCHOOL DISTRICT CERTIFICATED SALARY SCHEDULE 2021/2022

		1	2	3	4	5	6	7	8	9	10	11
Unit Amount												
Base Salary												
No Units		15 units	25 units	35 units	45 units	55 units	65 units	75 units	85 units	95 units	105 units	
		1125	1875	2625	\$3,375.00	\$4,125.00	4875	5625	6375	7125	7875	
STEP	Factor											
1	1	\$43,239	\$44,364	\$45,114	\$45,864	\$46,614	\$47,364	\$48,114	\$48,864	\$49,614	\$50,364	\$51,114
2	1.035	\$44,752	\$45,877	\$46,627	\$47,377	\$48,127	\$48,877	\$49,627	\$50,377	\$51,127	\$51,877	\$52,627
3	1.07	\$46,265	\$47,390	\$48,140	\$48,890	\$49,640	\$50,390	\$51,140	\$51,890	\$52,640	\$53,390	\$54,140
4	1.105	\$47,779	\$48,904	\$49,654	\$50,404	\$51,154	\$51,904	\$52,654	\$53,404	\$54,154	\$54,904	\$55,654
5	1.14	\$49,292	\$50,417	\$51,167	\$51,917	\$52,667	\$53,417	\$54,167	\$54,917	\$55,667	\$56,417	\$57,167
6	1.175	\$50,805	\$51,930	\$52,680	\$53,430	\$54,180	\$54,930	\$55,680	\$56,430	\$57,180	\$57,930	\$58,680
7	1.21	\$52,318	\$53,444	\$54,194	\$54,944	\$55,694	\$56,444	\$57,194	\$57,944	\$58,694	\$59,444	\$60,194
8	1.245	\$53,832	\$54,957	\$55,707	\$56,457	\$57,207	\$57,957	\$58,707	\$59,457	\$60,207	\$60,957	\$61,707
9	1.28	\$55,345	\$56,470	\$57,220	\$57,970	\$58,720	\$59,470	\$60,220	\$60,970	\$61,720	\$62,470	\$63,220
10	1.315	\$56,859	\$57,984	\$58,734	\$59,484	\$60,234	\$60,984	\$61,734	\$62,484	\$63,234	\$63,984	\$64,734
11	1.35	\$58,372	\$59,497	\$60,247	\$60,997	\$61,747	\$62,497	\$63,247	\$63,997	\$64,747	\$65,497	\$66,247
12	1.385	\$59,886	\$61,011	\$61,761	\$62,511	\$63,261	\$64,011	\$64,761	\$65,511	\$66,261	\$67,011	\$67,761
13	1.42	\$61,399	\$62,524	\$63,274	\$64,024	\$64,774	\$65,524	\$66,274	\$67,024	\$67,774	\$68,524	\$69,274
14	1.455	\$62,912	\$64,037	\$64,787	\$65,537	\$66,287	\$67,037	\$67,787	\$68,537	\$69,287	\$70,037	\$70,787
15	1.49	\$64,426	\$65,551	\$66,301	\$67,051	\$67,801	\$68,551	\$69,301	\$70,051	\$70,801	\$71,551	\$72,301
16	1.525	\$65,939	\$67,064	\$67,814	\$68,564	\$69,314	\$70,064	\$70,814	\$71,564	\$72,314	\$73,064	\$73,814
17	1.56	\$67,452	\$68,577	\$69,327	\$70,077	\$70,827	\$71,577	\$72,327	\$73,077	\$73,827	\$74,577	\$75,327
18	1.595	\$68,966	\$70,091	\$70,841	\$71,591	\$72,341	\$73,091	\$73,841	\$74,591	\$75,341	\$76,091	\$76,841
19	1.63	\$70,479	\$71,604	\$72,354	\$73,104	\$73,854	\$74,604	\$75,354	\$76,104	\$76,854	\$77,604	\$78,354
20	1.665	\$71,992	\$73,117	\$73,867	\$74,617	\$75,367	\$76,117	\$76,867	\$77,617	\$78,367	\$79,117	\$83,861

LONGEVITY BASED ON YEARS OF SERVICE TO CURTIS CREEK ESC
AND AT LEAST 75 UNITS

23	\$ 500
26	\$ 1,500
29	\$ 3,000
32	\$ 5,000
35	\$ 7,500

\$1.100 FOR MASTER'S DEGREE

Prepared By: Kristin Barajas
Unit increase to \$75.00 per unit and 4% on salary schedule
Board Approval: July 13, 2021

APPENDIX C

CURTIS CREEK SCHOOL DISTRICT SPORT STIPENDS
EFFECTIVE 7.1.2021

BASED ON ANNUAL SALARY OF: \$ 43,239.00

SPORT	1		2		3		4	
	%		%		%		%	
BASKETBALL								
BOYS 8TH	0.033	\$ 1,426.89	0.034	\$ 1,470.13	0.035	\$ 1,513.37	0.036	\$ 1,556.60
BOYS 7TH	0.032	\$ 1,383.65	0.033	\$ 1,426.89	0.034	\$ 1,470.13	0.035	\$ 1,513.37
BOYS 6TH	0.028	\$ 1,210.69	0.029	\$ 1,253.93	0.030	\$ 1,297.17	0.031	\$ 1,340.41
GIRLS 8TH	0.033	\$ 1,426.89	0.034	\$ 1,470.13	0.035	\$ 1,513.37	0.036	\$ 1,556.60
GIRLS 7TH	0.032	\$ 1,383.65	0.033	\$ 1,426.89	0.034	\$ 1,470.13	0.035	\$ 1,513.37
GIRLS 6TH	0.028	\$ 1,210.69	0.029	\$ 1,253.93	0.030	\$ 1,297.17	0.031	\$ 1,340.41
GIRLS 4TH & 5TH	0.028	\$ 1,210.69	0.029	\$ 1,253.93	0.030	\$ 1,297.17	0.031	\$ 1,340.41
WRESTLING - BOYS								
4TH - 8TH	0.030	\$ 1,297.17	0.031	\$ 1,340.41	0.032	\$ 1,383.65	0.033	\$ 1,426.89
VOLLEYBALL - GIRLS								
7TH & 8TH	0.029	\$ 1,253.93	0.030	\$ 1,297.17	0.031	\$ 1,340.41	0.032	\$ 1,383.65
6TH	0.024	\$ 1,037.74	0.025	\$ 1,080.98	0.026	\$ 1,124.21	0.027	\$ 1,167.45
TRACK & FIELD AND CROSS COUNTRY								
COED 5TH - 8TH	0.020	\$ 864.78	0.021	\$ 908.02	0.022	\$ 951.26	0.023	\$ 994.50
ATHLETIC DIRECTOR	0.050	\$ 2,161.95	0.051	\$ 2,205.19	0.052	\$ 2,248.43	0.053	\$ 2,291.67
UMPIRES/REFEREES								
BASKETBALL	0.0005	\$ 19.67	2 referees per game					
VOLLEYBALL	0.0003	\$ 12.97	2 referees per game					
TOURNAMENTS	0.0015	\$ 64.86						
								updated 7.1.2021KB