

**Brawley Union High School District (BUSD)**  
**and**  
**Brawley Union High School Teachers Association (BUHSTA)**  
*2017-2018 Negotiations*

**1. Article VII(A) – Compensation**

17-18 salary schedule - Total 4.44% increase as follows:

2.52% COLA

1.92% salary schedule restructure based on removing Master's Degree option at class (column) IV and Master's Degree requirement at class-(column) V; removing the 75 unit requirement at class (column) VI; and providing up to 5 years maximum service credit for teaching outside the District toward anniversary steps, after the unit member has completed at least 9 years of teaching in the District.

*(See attached 17-18 proposed salary schedule).*

Additional 1% on step 30

**2. Article VII(C) Lottery Payments**

*Change of Contract Language (See Attached)*

**3. Article VII(F) Definitions**

1. Class-Column on the salary schedule in which a unit member is placed.

Class I	BA or CTE
Class II	BA + 15
Class III	BA + 30
Class IV	BA + 45
Class V	BA + 60
Class VI	MA or Doctorate

**4. Article VII(G)(5) Placement on Salary Schedule**

Career Technical Education (CTE) Teachers will be placed on the 17-18 Teacher Salary Schedule in column one at the appropriate step with related benefits pro-rated.

*(See attached 17-18 proposed salary schedule regarding placement of CTE Teachers)*

**5. Article VII(H)(6). Regulations affecting credit for coursework**

*Change of Contract Language (See Attached)*

**6. Article VII(I) Salary**

1. See attached 17-18 Supplementary Assignments and Salaries (Appendix B) realigning specific extra-curricular assignments including Academic Decathlon, Sports Coaching, and extra duty rate. Add Art assignment.
2. STRS Certificated non-management employees hired July 1, 2018 and after will be paid 11 pays first year and 12 pays beginning the second year.  
*Change of Contract Language – (See Attached)*

**7. Article VIII(A) Health Benefits**

Health Cap increase to \$10,602.36 per year (\$883.53 per mo) Effective October 1, 2017

*Change of Contract Language for health coverage for employees who are married spouses (See Attached)*

**8. Article IX(8) Teaching Hours and Teaching Load**

Delete Office hours by appointment only - *Change of Language (See Attached)*

**9. Article XI(A) Class Size**

Adopt Chart A and Delete Chart B for Class Size Effective 2017-2018

*Change of Contract Language (See Attached)*

**10. Article XVI Professional Development and Educational Improvement**

*Change of Contract Language (See Attached)*

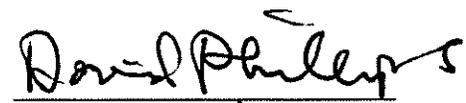
**11. Article XXV Calendar**

Update dates from 2017 to 2018 *(See Attached)*

**12. Article XVIII (B) Liaison Committee**

Add Association representative *(Change of Contract Language – See Attached)*

  
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Simon Canalez  
Superintendent

  
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David Phillips  
BUHSTA Lead Negotiator

## 17-18 Contract Language Changes

### **Article VII(C) Lottery Payments**

Lottery payments made in July, October, January and April for the preceding quarter shall be paid to unit members who are actively employed in the month the lottery payment is made and to unit members who retire from the District at the end of a school year in June.

The law authorizing lottery funds to public education requires school districts to use the funds “exclusively for the education of pupils and students.” The District’s intended purpose of Lottery payments made to certificated unit members is to enhance, supplement and support student learning. To this end, some examples of specific purchases include, but are not limited to:

- Supplemental Classroom Supplies
- Supplemental Materials

### **Article VII(H)(6). Regulations affecting credit for coursework**

#### **b. Correspondence or Extension Credit**

DELETE:

~~1) No applicant shall receive more than 15 semester hours of credit for courses taken by correspondence. Correspondence courses offered by an accredited college or university shall be limited to courses in the applicant’s teaching areas.~~

~~2) No applicant shall receive a total of 30 semester hours of credit for courses taken under the extension program of an accredited college or university. This number includes any courses taken by correspondence in b.1 above.~~

And REPLACE with:

No applicant shall receive more than a total of 30 semester hours of credit for courses taken by correspondence or under the extension program of an accredited college or university. Correspondence and extension program courses offered by an accredited college or university shall be limited to courses in the applicant’s teaching areas.

Up to 15 semester units from an accredited university or college for completion of the California Teacher Induction program, purchased at the Teacher’s expense, will be accepted as part of the total 30 semester hours of credit under this provision.

All correspondence and extension program courses used for advancement on the salary schedule must be approved by the Superintendent prior to enrollment in the courses. A teacher failing to secure prior approval may be denied credit.

ADD new Section f. All correspondence, extension, trade school and in-service credit (in sections VII(G)(6)(b)(d) and (e) approved for advance on the salary schedule shall not exceed a total of 30 semester hours of credit.

[additional clarifying language mutually agreed to may be added to further define this section]

### **Article VII(I)(2) Salary**

Effective July 1, 2018, STRS certificated non-management employees will be paid in twelve (12) payments, except for newly hired STRS certificated non-management employees. STRS certificated non-management employees hired on or after July 1, 2018 will be paid in eleven (11) payments during their first year of employment, with the initial payment being distributed on the last working day of the month of August. Commencing in July of their second year of employment, STRS certificated non-management employees will be paid in twelve (12) payments.

### **Article VIII(A) Health Benefits**

ADD to 4<sup>th</sup> paragraph re: health coverage for employees who are married spouses:

Effective in 2015-2016, District employees who are married couples are unable to combine both district paid premiums to help offset the cost of family coverage. Each employee will be required to subscribe as an individual member of the District's available health plan options, including dependent or family coverage, and the district will pay up to the district paid premium agreed to in Article VIII A.

### **Article IX(8) Teaching Hours and Teaching Load**

~~DELETE THIS SENTENCE – Office hours will be by appointment only, and if an individual teacher does not have any appointments, he/she will not be obligated to stay beyond normal working hours.~~

### **Article XI(A) Class Size**

Add underlined language: Effective in the 2017-2018 school year, Chart A will be utilized to determine class size, with the Class Size Limit determining the maximum number of students in a particular class. In the event that student roster numbers for all similar sections exceed the Overall Average Class Size, an overage will be paid to the teacher of the overloaded sections. The Class Size Limit may be waived for a particular class with the written consent of the teacher of record and an overage will be paid to the teacher of the overloaded class. Any Class Size Limit waivers must be approved by Administration.

Delete the paragraph that references Chart A “sunsetting” and

Delete Chart B.

### **Article XVI Professional Development and Educational Improvement**

Strike full cost of tuition and add (cost of units).

The District will pay ~~full cost of tuition~~, registration fees and other reasonable expenses, including the payment of the substitute teacher, incurred in connection with any ~~courses~~, workshops, seminars, conferences, in-services training sessions or other such program which the District requires a teacher to take. If a teacher receives college credit, the District will not pay the tuition (cost of units).

### **Article XXV(C) Calendar**

The District reserves the right to reduce the ensuing “work year” to 184 days if it gives written notice to BUHSTA on or before January 15 (e.g. notice to reduce the ~~2017-2018~~ 2018-2019 school “work Year” would have to be given to BUHSTA on or before January 15, ~~2017~~ 2018). This decrease would result in a 1.65% decrease in salary/benefits compensation.