

Lake Elsinore Unified School District (LEUSD) to the
Lake Elsinore Teachers Association (LETA)
Tentative Agreement
October 8, 2018

3% Ongoing Salary Increase

Compensation

- **2018/2019 Salary Increase**
 - **3.0 %** ongoing compensation increase to the salary schedule retroactive to July 1, 2018, paid on December 31, 2018, which will be received approximately on January 3, 2019 and the ongoing will begin January 1, 2019 and paid starting on the January 31, 2019 check. The salary increase will assist with the recruiting, hiring, and retaining of highly qualified individuals who have the required skills, and training to provide increased services needed for our Foster Youth, English Learner and Socioeconomically Disadvantaged students. In addition, this increase will encourage members to serve in leadership roles, which in turn serve the greater needs of the Eight (8) State Priority Areas of the LEUSD LCAP plan.
- **Experience Credit**
 - Beginning for the 2019/2020 school year, **newly hired** bargaining unit members with a July 1, 2019 contract date and beyond, will be given credit up to twelve (12) years served in full-time teaching status in a public school. Step thirteen (13) is the maximum entry level. Credit for private school experience shall be granted as public school if accredited by the Western Association of Schools and Colleges. Increasing experience credit will assist with recruiting, hiring and retaining highly qualified individuals for LEUSD.
- **Combination Class Teacher Stipend**
 - Beginning in the 2019/2020 school year, teachers who teach a general education combination class at the elementary level shall receive a \$3,000 stipend as it is recognized that planning for a combination class does require additional time and expertise. Once a teacher has been assigned a combination class teaching assignment, that teacher will not be considered for an additional combination teaching assignment again for three (3) years, unless the teacher requests to continue as the combination class teacher.
- **Effect and Term of Agreement**

The District proposes the following terms:

- This agreement shall commence on July 1, 2018 and shall expire on June 30, 2019.
 - For the 2019/2020 school year, each party may reopen one (1) article

in addition to salary and Health & Welfare benefits

This agreement allows LEUSD to continue to self-certify at the county level, remain fiscally stable and make progress in reducing deficit spending.

FOR THE ASSOCIATION:

[Signature] 10-8-18
Janet Ferrin 10/8/18
Rosa Meza 10-8-18
Valeria Navarro 10-8-18
[Signature] 10-8-18
[Signature] 10-8-18

FOR THE DISTRICT:

[Signature] 10-8-18
Arturo Sanchez 10.8.18
[Signature] 10.8.18
[Signature] 10.8.18
