



Lake Elsinore Teachers Association



Lake Elsinore Unified School District

October 5, 2022

Lake Elsinore Unified School District (LEUSD) to the
Lake Elsinore Teachers Association (LETA)
Tentative Agreement

Total Compensation Increase – 15%
For 2022/23 and 2023/2024

Article 10 Salary Compensation

- **2022/2023 –13.0% Ongoing Compensation Increase**
13.0% ongoing compensation increase to the certificated salary schedule retroactive to July 1, 2022. The 13.0 % increase will be based on the 2021/2022 Certificated Salary Schedule. The retroactive salary increase will be paid on the December paycheck issued to employees on January 3, 2023.
- **2023/2024- 2.0% Off Schedule Compensation Increase**
The 2.0% one-time off schedule payment based on the 2022/2023 Certificated Salary Schedule will be paid in November 2023. The one-time off schedule will be paid to employees who are in a paid status as of November 30, 2023, and the payment will be made on the November 30, 2023, paycheck.

Article 10.2 Extra Duty Pay

10.2 An hourly rate of compensation shall be computed annually by multiplying Column D Step 5 of the certificated salary schedule by .00085 and rounding to the nearest cent for all extra work performed with students under the ELO (Expanded Learning Opportunities Funding) Allowable Uses, such as after school tutoring, Summer School, Intersession, Summer Literacy Camp.

An hourly rate of compensation shall be computed annually by multiplying Column D Step 1 of the certificated salary schedule by .00085 and rounding to the nearest cent for all extra work performed without students or extra work performed with students that is outside the ELO Allowable Uses.

If /when ELO Funding expires, the district shall continue to fund extra duty at the above rates and uses.

Article 10.4 Experience Credit

10.4.3 Exempt School Nurses from the restrictions in experience credit stipulated in (Article 10.4). Provide this exemption for nurses hired during the 2013/14 or 2014/15 school years with an effective date July 1, 2015. When a School Nurse is absent from his/her position and a qualified substitute cannot be secured, the School Nurse who covers emergencies/critical student healthcare needs at different school sites shall be compensated at the District’s extra duty rate at Column D Step 5 for covering these specific duties paid in half hour increments. When a School Nurse provides these student healthcare needs, (s)he shall submit a timesheet outlining the school site and time worked as well as shall extend their workday commensurate to the time spent covering the student healthcare needs.

Bargaining Teams

For the Association: Janet Timm (Chair), Sonia Jimenez, Valinda Nabonne, Olubunmi Adeleke, Christy Hetland, Dence Selman, Yolanda Diaz

For the District: Tracy Sepulveda, Julie Edmunds, Robert Recatto, Sarah Arredondo

5.1 Elementary Regular Class Size (Grades TK-5)

5.1.1 The District shall staff TK-3 classrooms at 24:1 each year and the alternatively negotiated site ratio for state computation purposes shall not exceed 26:1.

5.1.3 For staffing purposes, the District shall exclude TK and TK/K combination classes from the site ratio average for the District computation. If an individual class size exceeds 26 students in TK-3rd grade, impacted unit members shall receive \$40 per day per student. Payment for any overages shall be retroactive to the first day student enrolled in the class. When this occurs, a meeting shall be held with the grade level team and site administrator to collaboratively determine a plan of action for future enrollment.

5.1.4 The maximum class size for 4th – 5th grade elementary teachers shall not exceed 33:1. If the maximum class size is exceeded in 4th and 5th grades, unit members shall be compensated at \$40 per day per student according to Article 5.1.2. Payment for any overages shall be retroactive to the first day student enrolled in the class. The maximum class size shall not exceed 35:1. When the class size is at 34:1, a meeting shall be held with the grade level team and site administrator to collaboratively determine a plan of action for future enrollment.

Article 5.4 Speech and Language Pathologist

5.4.1.2 Each Speech and Language Pathologist who volunteers and provides services to students above the authorized caseload at District request shall be compensated at the extra-duty rate at Column D- Step 5 for two hours per month for each student determined to be above the caseload per Article 5.3.3. Students served shall be verified through the use of timesheets outlining services provided and to whom (student name).

Article 5.4.3 Special Day Classes (Applies To Pre/TK/K-5 Special Education Only)

5.4.3.3 When the maximum caseload in a Pre/TK/K-5 Special Day Class is exceeded, the unit members shall be compensated at \$40 per day per student according to Article 5.4.3. Payment for any overages shall be retroactive to the first day student enrolled in the class. When the caseload is at the maximum limit, a meeting shall be held with effected members and site administrator to collaboratively determine a plan of action for future enrollment.

Article 5.4.4 Secondary Special Day Classes (Applies to 6-12 Special Education Only)

5.4.4.1 When the maximum caseload in a Secondary Special Day Class is exceeded, the unit members shall be compensated at \$40 per day per student according to Article 5.4.4. Payment for any overages shall be retroactive to the first day student enrolled in the class. When a caseload is at the maximum limit, a meeting shall be held with the effected members and site administrator to collaboratively determine a plan of action for future enrollment.

5.4.4.4 At a minimum, there shall be one full-time equivalent (F.T.E.) instructional paraeducator in each Special Day Class period. This excludes one-on-one paraeducators assigned to a specific student.

5.4.4.5 Secondary Special Day Class teachers shall receive a total of ten release days (August – May) not to exceed two days in one month, for the purpose of conducting student assessments and IEPs on campus. The release day shall be taken on a Tuesday, Wednesday or Thursday unless mutually agreed upon by the teacher and site administration. No part of the release day shall be used to provide period coverage. For the 2022/2023 school year only, seven release days shall be provided for this purpose.

Article 5.6 Special Programs: Staffing Formulas

5.6.1.2 The pupil/counselor ratio is established at **450:1**. If the site ratio reaches **450:1** plus **65** students, a one-sixth assignment at each counselor’s per diem will be split among the counselors at that site. The number of one-sixth assignments will be increased by an additional one-sixth assignment for every increase of **65** students above the ratio. For example, if a school site’s enrollment is **968** students with 2.0 FTE counseling staff, a one-sixth assignment would be split between two counselors. For each day that the ratio meets the standard as described in this article, a sixth-period assignment or assignments shall be paid. The District shall meet with the counselors, LETA, and site administrators at new sites to work together to determine the enrollment of the school.

Article 2 Terms and Conditions of Employment

2.1 Work Year (Effective 2023/2024)

The length of the work year shall be one hundred eighty- five (185) days. New bargaining unit members may be required to attend fifteen (15) hours of additional inservice to be scheduled by the district during the school year. No additional compensation will be provided for the inservice training. The length of the regular workyear for any unit member may be adjusted to increase or decrease from one hundred eighty-five (185) days, with the mutual consent of the district and the unit member and shall be compensated at the unit member's per diem salary rate.

2.1.1.3 Three (3) workdays, fifty percent (50%) of which will be meeting free and devoted to classroom preparation. One of the three workdays for all certificated school staff shall be devoted to student grading/preparation for the subsequent term. This day shall occur mid-year annually.

2.1.1.4 Two (2) workdays shall be 100% devoted to strategic and grade span appropriate professional development district wide for all certificated staff (Teachers and all other positions other than teachers).

Beginning in 2023/2024, the teacher workday currently placed on the day after the last instructional day shall be converted to a professional development day. To accommodate this day the 2023/2024 calendar shall be amended by mutual agreement.

Beginning in the 2023/2024 workyear, one (1) day shall be added as a professional development day and contained within all certificated employees’ workyear calendars. To accommodate this ongoing additional day, the calendar shall be determined by mutual agreement.

2.1.1.5 The two professional workdays shall be designed by LETA and the District, partnering to plan engaging and meaningful professional development for all certificated staff.

2.1.2 The regular work year for unit positions other than teacher shall be: counselor 196 days, speech and language pathologists 185 days, nurse 193 days, librarian 185 days, and psychologists 201 days. Unit members other than teachers shall attend the two (2) professional development days.

Evaluation

The District and Association have a mutual interest in opening Article 9 – Evaluations. The District and Association shall form a joint committee to work on updating the Principles of Evaluation, Procedures of Evaluation, and the Evaluation Documents beginning in the 2022/2023 school year.

Bargaining Teams

For the Association: Janet Timm (Chair), Sonia Jimenez, Valinda Nabonne, Olubunmi Adeleke, Christy Hetland, Denee Selman, Yolanda Diaz

For the District: Tracy Sepulveda, Julie Edmunds, Robert Recatto, Sarah Arredondo

Supported Inclusion

The District and Association have mutual interest in working collaboratively to develop and define a LEUSD inclusion model through a Memorandum of Understanding (MOU) during the 2022/2023 school year.

Effect and Term of Agreement

This agreement shall commence on July 1, 2022, and shall expire on June 30, 2024.

For the 2023/2024 school year, each party may reopen one (1) article in addition to Health and Welfare.

FOR THE ASSOCIATION:

Olubunmi Adeleke 10/5/22
Denee Selman 10-5-22
Yolanda Diaz 10-5-22
Janet Timm 10-5-22
Valinda Nabonne 10-5-22
Sonia Jimenez 10-5-22
Christy Hetland 10-7-2022

FOR THE DISTRICT:

Tracy Sepulveda 10.5.22
Julie Edwards 10-5-22
Robert Recatto 10-5-22

Bargaining Teams

For the Association: Janet Timm (Chair), Sonia Jimenez, Valinda Nabonne, Olubunmi Adeleke, Christy Hetland, Denee Selman, Yolanda Diaz

For the District: Tracy Sepulveda, Julie Edmunds, Robert Recatto, Sarah Arredondo