

ALPINE UNION SCHOOL DISTRICT BOARD AGENDA ITEM SUMMARY

MEETING DATE:	August 10, 2022
TITLE:	Approve: Tentative Agreement between Alpine Union School District and Alpine Teachers Association, Articles 5 and 6, 7, 9, and 11, including updated Salary Schedule and 2023-24 and 2024-25 Staff Certificated Calendar
EXHIBIT:	Attached
EXPLANATION:	<p>On July 28, 2022, the Alpine Union School District and the Alpine Teachers Association (ATA) came to a Tentative Agreement that includes Articles 5, 6, 7, 9, and 11. ATA notified the District on August 5, 2022, that it ratified the Tentative Agreement with its membership. The required AB 1200 Disclosure (Government Code 3547.5) has been submitted to the San Diego County Office of Education. Key aspects of this agreement include:</p> <ul style="list-style-type: none">● 6% salary increase on the certificated salary schedule effective July 1, 2022● In lieu of release days, Dual Language teachers will have the option of being paid at the daily substitute rate of pay for up to three days for the number of days in which a substitute is not utilized● The maximum annual contribution for health and welfare benefits shall be capped at \$13,900● Update language to Article 9 has been made to clarify the Superintendent's ability to make administrative transfers that serve the best interest of the District● Class sizes have been reduced in all grade levels
FISCAL IMPACT:	\$510,428 unrestricted LCFF funds
RECOMMENDATIONS:	Approve: Tentative Agreement between Alpine Union School

District and Alpine Teachers Association, Articles 5 and 6, 7,
9 and 11, Updated Salary Schedule and 2023-24 and
2024-25 Staff Certificated Calendar

Vote: Dickie____ Guerra:____ Lyon:____ Perricone:____ Wray:____

**Tentative Agreement
By and Between the
Alpine Union School District
and
Alpine Teachers Association**

July 28, 2022

The Alpine Union School District and Alpine Teachers Association hereby enter into this Tentative Agreement on Article 5 (Wages), Article 6 (Hours of Employment), Article 7 (Health and Welfare Benefits), Article 9 (Transfers and Reassignments), and Article 11 (Class Size).

Article 5 Wages

5.1 Salary Schedule

The 2022-23 salary schedule shall be increased by 6% effective July 1, 2022.

5.4 Extra-Pay (Hourly) The District agrees to pay unit members who are required to perform specific duties that are per-approved by the Superintendent, or their immediate supervisor, and are outside the teacher's on-site work day. **Effective July 1, 2022 the hourly rates shall be as follows:**

Rate A (**\$54.47** per hour) – Performs the following duties off-site: Home/Hospital Teacher; Specialized Services, i.e., speech therapy, assessment, psychological evaluations; **Expanded Learning Opportunity Program Grant tutors.**

Rate B (**\$45.38** per hour) – Performs the following duties on site or in district. Specialized services performed during summer school. Small group instruction for categorical programs before/after school. Chair of district curriculum task-force committee. Principal presenter at district/site sponsored in-service.

Rate C (**\$36.29** per hour) – Performs duties on site or in district. Serves on site/district committee. Participates in district-sponsored in-service beyond school day, workweek or work year. The hours of service must be verified by the Superintendent and/or the immediate supervisor.

Article 6 Hours of Employment

6.4.2 Dual Language Elementary teachers will receive three (3) substitute release days per year for report card writing. **In lieu of release days, teachers may elect to receive the daily substitute rate of pay for the number of days in which a substitute is not utilized.**

Article 7 Health and Welfare Benefits

7.1 The District shall provide medical, dental, life insurance, vision care, income protection, and paid prescription insurance benefits for each unit member who has a regular assignment of twenty (20) or more hours per week. The maximum annual contribution for health and welfare benefits shall be capped at **\$13,900** per year per eligible employee effective July 1, 2022. Employees are responsible for premiums in excess of this amount, which shall automatically be deducted from employee paychecks.

Article 9 Transfers and Reassignments

9.2 Voluntary Transfer/Reassignment

9.2.3 Except when a vacancy will be filled by administrative transfer/reassignment as permitted in 9.3, a vacancy will be posted internally and externally and made available to all unit members. If all employees are equally qualified for the position, the position will be offered in priority order: first to a permanent unit member at the site where the vacancy occurred; second, a permanent unit member at Creekside; third, to a current unit member and are eligible as stated in 9.2.4 who meets the qualifications as posted and specified in 9.2.1 over an external candidate.

9.2.6 When a bargaining unit position becomes vacant, that position shall be posted and filled according to Section 9.2.1 through 9.2.5, except for when the vacancy will be filled by administrative transfer/reassignment as permitted in 9.3.

9.3 Administrative Transfer/Reassignment

9.3.1 Administrative transfers/reassignments shall be based upon whether or not the Administrative transfer/reassignment serves the best interests of the District as determined by the Superintendent. However, in making **Administrative** transfer/reassignments, factors set forth in Section 9.2.4 shall be considered. No Administrative transfer/reassignment shall be punitive or disciplinary in nature.

Article 11 Class Size

TK class size shall be maintained at or below the state mandate (Ed. Code 48000(g)).

Beginning July 1, 2022, the District shall not exceed the maximum school class sizes as listed below:

K-3 classes shall be maintained at or below **24** to 1 as measured by the school site average. When any individual **K-3** grade class exceeds **24** students for **five (5)** consecutive instructional

days, the teacher will receive overload pay of **\$600** per student per year beginning with student **25** in grades **K-3** until enrollment drops to **24**.

4-5 classes shall be maintained at or below **29** to 1 as measured by the **site** average. When any individual 4th and 5th grade class exceeds **29** students for **five (5)** consecutive instructional days, the teacher will receive overload pay of **\$600** per student beginning with student **30** in grades 4 or 5 until enrollment drops to **29**.

11.4 **6-8 core classes (English Language Arts, Math, Social Studies, Science, and Spanish Language Arts) shall be maintained at or below 31 to 1. When any individual core class exceeds 31 students for five (5) consecutive instructional days, the teacher will receive overload pay of \$600 per student per year beginning with student 32 until enrollment drops to 31.**



Dr. Richard Newman, Superintendent

7-28-22

Date



Linda Ramos, ATA President

7/28/22

Date



2023-2024 SCHOOL CALENDAR

Certificated Employees

Dual Language (DL) Teachers, Elementary School Teachers, Language Speech and Hearing (LSH)
Specialist, Middle School Teachers, Nurse, Psychologist, Social Worker & TOSA

July 28, 2022
Tentative
Agreement
AUSD/ATA

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IMPORTANT DATES

Jul. 28	First Day: Nurse, Psychologist & Social Worker (190 days)
Aug. 3	First Day: TOSA (193 days)
Aug. 11	First Day: Dual Language, Elementary & Middle School Teachers & LSH (185 days)
Aug. 11	Professional Growth Day
Aug. 16	First Day: Students
Aug. 16-22	Minimum Day Schedule for Creekside Early Learning Center
Nov. 13-17	Parent Conferences – Minimum Days (DL & JMMS Evening Conferences TBD)
Nov. 20-24	Fall (Thanksgiving) Break (school resumes 11/27)
Dec. 20-Jan. 8	Winter Break (school resumes 1/9)
Jan. 8	Professional Growth Day
Mar. 25-Apr. 5	Spring Break (school resumes 4/8)
Jun. 11	Last Day: Students, Dual Language & Middle School Teachers
Jun. 12	Last Day: Elementary Teachers & LSH
Jun. 13	Last Day: Nurse, Psychologist, Social Worker & TOSA

HOLIDAYS

Jul. 4	Independence Day
Sep. 4	Labor Day
Nov. 10	Veterans Day Observed
Nov. 23	Thanksgiving Day
Dec. 22	Christmas Eve Observed
Dec. 25	Christmas Day
Dec. 29	New Year's Eve Observed
Jan. 1	New Year's Day
Jan. 15	Martin Luther King Day
Feb. 12	Lincoln's Birthday
Feb. 19	President's Day
May. 27	Memorial Day
Jun. 19	Juneteenth

LEGEND

	Student Start & End Dates
	Holiday
	Professional Growth Day
	Certificated Start & End Dates
	Collaborative Teacher Planning Time
	Parent Conferences – Minimum Days
	Student Break Periods

7-28-22

7/28/22



2024-2025 SCHOOL CALENDAR

Certificated Employees

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Specialist, Middle School Teachers, Nurse, Psychologist, Social Worker & TOSA

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IMPORTANT DATES

Jul. 30	First Day: Nurse, Psychologist & Social Worker (190 days)
Aug. 2	First Day: TOSA (193 days)
Aug. 9	First Day: Dual Language, Elementary & Middle School Teachers & LSH (185 days)
Aug. 9	Professional Growth Day
Aug. 14	First Day: Students
Aug. 14-20	Minimum Day Schedule for Creekside Early Learning Center
Nov. 18-22	Parent Conferences – Minimum Days (DL & JMMS Evening Conferences TBD)
Nov. 25-29	Fall (Thanksgiving) Break (school resumes 12/2)
Dec. 23–Jan. 6	Winter Break (school resumes 1/7)
Jan. 6	Professional Growth Day
Apr. 7-18	Spring Break (school resumes 4/21)
Jun. 5	Last Day: Students, Dual Language & Middle School Teachers
Jun. 6	Last Day: Elementary Teachers & LSH
Jun. 9	Last Day: Nurse, Psychologist, Social Worker & TOSA

HOLIDAYS

Jul. 4	Independence Day
Sep. 2	Labor Day
Nov. 11	Veterans Day
Nov. 28	Thanksgiving Day
Dec. 24	Christmas Eve
Dec. 25	Christmas Day
Dec. 31	New Year's Eve
Jan. 1	New Year's Day
Jan. 20	Martin Luther King Day
Feb. 10	Lincoln's Birthday
Feb. 17	President's Day
May. 26	Memorial Day
Jun. 19	Juneteenth

LEGEND

	Student Start & End Dates
	Holiday
	Professional Growth Day
	Certificated Start & End Dates
	Collaborative Teacher Planning Time
	Parent Conferences – Minimum Days
	Student Break Periods

7-28-22
7/28/22

Alpine Union School District Certificated Salary Schedule

Effective July 1, 2022

Range	3 Group A/B/C BA BA + 15 BA + 30	4 Group D BA + 45 MA	5 Group E BA + 60 MA + 12	6 Group F BA + 80 MA + 24	7 Group G MA + 36 DOCTORATE
Step					
1	\$52,185.94	\$54,815.01	\$57,560.08	\$60,435.97	\$63,459.54
2	\$52,713.97	\$55,363.60	\$58,135.56	\$61,040.48	\$64,094.13
3	\$53,242.01	\$55,912.19	\$58,711.06	\$61,644.99	\$64,728.72
4	\$53,770.04	\$56,460.77	\$59,286.54	\$62,249.49	\$65,363.30
5	\$55,541.49	\$58,314.88	\$61,232.87	\$64,293.35	\$67,509.25
6	\$57,762.35	\$60,645.84	\$63,682.52	\$66,866.01	\$70,207.06
7	\$60,071.76	\$63,073.94	\$66,229.34	\$69,540.16	\$73,015.02
8	\$62,473.91	\$65,596.96	\$68,877.59	\$72,320.05	\$75,937.31
9	\$64,973.21	\$68,221.45	\$71,633.71	\$75,214.30	\$78,976.18
10	\$67,571.78	\$70,951.67	\$74,497.75	\$78,220.85	\$82,133.77
11	\$70,273.97	\$73,787.68	\$77,478.36	\$81,352.48	\$85,416.55
12	\$73,086.24	\$76,740.23	\$80,577.69	\$84,607.15	\$88,833.09
13	\$76,012.83	\$79,809.32	\$83,800.02	\$87,989.25	\$92,389.95
14	\$76,012.83	\$79,809.32	\$83,800.02	\$87,989.25	\$92,389.95
15	\$76,012.83	\$79,809.32	\$83,800.02	\$87,989.25	\$92,389.95
16	\$78,507.83	\$82,304.31	\$86,295.01	\$90,484.26	\$94,884.96
17	\$78,507.83	\$82,304.31	\$86,295.01	\$90,484.26	\$94,884.96
18	\$78,507.83	\$82,304.31	\$86,295.01	\$90,484.26	\$94,884.96
19	\$81,002.84	\$84,799.31	\$88,790.01	\$92,979.24	\$97,379.95
20	\$81,002.84	\$84,799.31	\$88,790.01	\$92,979.24	\$97,379.95
21	\$81,002.84	\$84,799.31	\$88,790.01	\$92,979.24	\$97,379.95
22	\$83,497.84	\$87,294.31	\$91,285.02	\$95,474.24	\$99,874.97
23	\$83,497.84	\$87,294.31	\$91,285.02	\$95,474.24	\$99,874.97
24	\$83,497.84	\$87,294.31	\$91,285.02	\$95,474.24	\$99,874.97
25	\$85,992.82	\$89,789.28	\$93,780.01	\$97,969.21	\$102,369.96
26	\$85,992.82	\$89,789.28	\$93,780.01	\$97,969.21	\$102,369.96
27	\$85,992.82	\$89,789.28	\$93,780.01	\$97,969.21	\$102,369.96
28	\$88,487.82	\$92,284.29	\$96,274.98	\$100,464.21	\$104,864.95
29	\$88,487.82	\$92,284.29	\$96,274.98	\$100,464.21	\$104,864.95
30	\$90,982.81	\$94,779.27	\$98,769.98	\$102,959.21	\$107,359.93

EXTRA PAY HOURLY =	Rate A	\$54.47
	Rate B	\$45.38
	Rate C	\$36.29

The District may grant up to fourteen (14) years of outside experience from teaching in a public school other than Alpine Union School District.

Speech and Language Teachers earn step placement plus 5 steps.

School Nurse, Social Worker & Psychologist- Contracted year will be 5 days above Certificated Teacher Contracted school year. The base pay will be 10% above the step & column on the schedule.

Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213);
GC § 3547.5 (Statutes of 2004, Chapter 52)

Alpine USD

Name of Bargaining Unit: ATA Certified: YES Classified: _____

The proposed agreement covers the period: Beginning: 7.1.2021 Ending: 6.30.24

This agreement will be acted upon by the Governing Board at its meeting on: 08.10.22
Date

A. Proposed Change in Compensation

Compensation	Cost Prior to Proposed Agreement (a) \$	Fiscal Impact of Proposed Agreement					
		Current Year 22-23		Year 2 23-24		Year 3 24-25	
		(b) \$	(c) %	(b) \$	(c) %	(b) \$	(c) %
1. Step & Column - Increase (Decrease) due to movement plus any changes due to settlement	\$6,085,110		0.00%	\$8,334	0.14%	\$8,334	0.14%
2. Salary Schedule - Increase (Decrease)	\$6,085,110	\$365,107	6.00%	\$365,107	5.66%	\$365,107	5.36%
3. Other Compensation - Increase (Decrease) in Stipends, Bonuses, etc.	\$6,085,110	\$14,452	0.24%	\$14,452	0.24%	\$14,452	0.24%
4. Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc.	\$1,411,895	\$93,599	6.63%	\$94,491	6.28%	\$94,491	5.91%
5. Health/Welfare Benefits - Increase (Decrease)	\$735,533	\$54,556	7.42%	\$54,556	6.91%	\$54,556	6.46%
6. Total Compensation - Increase (Decrease) Total Lines 3(a), 4(a), 5(a)	\$8,232,538	\$527,714	6.41%	\$536,940	6.13%	\$536,939.65	5.78%
7. Total Number of Represented Employees	82	82		82		82	
8. Total Compensation Cost for Average Employee - Increase (Decrease)	\$100,396.80	\$6,435.53	6.41%	\$6,548.04	6.13%	\$6,548.04	5.78%

Impact on other Funds: No unit members in other funds.

Page 2 of 7

A. **Provide a brief narrative of the proposed change in compensation, including percentage change(s), effective date(s), and comments and explanations as necessary:**

2023-23 salary schedule shall be increased by 6.0% effective July 1, 2021.

Health & welfare cap increased by \$1,900 to \$13,900

Hourly rates will be increase by 6%

Dual language teacher may elect to receive the daily substitute rate of pay for report cards

Class size dropped by one and overage pay increased by \$100

B. **Proposed Negotiated Changes in Non-Compensation Items** (class size adjustments, staff development days, teacher prep time, etc.)

Transfer/reassignment language changed

C. **What are the specific impacts on instructional/support programs to accommodate the settlement?** Include the impact of non-negotiated changes such as staff reductions and program reductions/eliminations.

Due to the fact that the District's unrestricted general fund does not deficit spending the District did not need to make any cuts or reductions to any specific program, either instructional or non-instructional to accommodate this TA.

Beyond the scope of this question are the non-specific impacts of this TA, of which is an increase in staff morale and the opportunity cost of having fewer funds for the purchase of instructional and non-instructional supplies and services.

What contingency language is included in the proposed agreement? Page 8 of 7

D. specific areas identified for reopeners, applicable fiscal years, and specific contingency language.

No contingency language included in this TA.

E. Source of Funding for Proposed Agreement

1. Current Year

LCFF

2. How will the ongoing cost of the proposed agreement be funded in future years?

LCFF

3. If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years? (Remember to include compounding effects in meeting obligations)

LCFF

F. Impact of Proposed Agreement on Current Year Unrestricted Reserves

Page 4 of 7

1. State Reserve Standard

a. Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$20,844,673
b. State Standard Minimum Reserve Percentage for this District	3.00%
c. Projected P-2 ADA	1,402.46
d. State Standard Minimum Reserve Amount for this District (Line 1a times Line 1b, or \$50,000, whichever is greater, for a district with less than 1,001 ADA)	\$625,340.20

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties	\$1,798,343
b. General Fund Budgeted Unrestricted Unappropriated Amount	\$322,998
c. Special Reserve Fund 17-Budgeted Designated for Economic Uncertainties	
d. Special Reserve Fund 17-Budgeted Unappropriated Amount	
e. Total District Budgeted Unrestricted Reserves	\$2,121,341

3. Do unrestricted reserves meet the state standard minimum reserve amount?

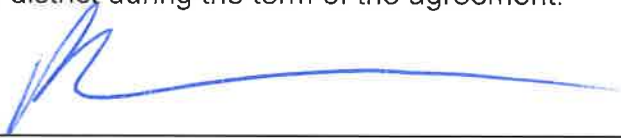
☒ Yes

No

G. Certification

The information provided in this document summarized the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement in accordance with the requirements of AB 1200 and Government Code § 3547.5.


We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.



District Superintendent
(Signature)

8.1.2022

Date



Chief Business Official
(Signature)

8.1.2022

Date

Contact Person: William Pickering Telephone No.: 619.445.3236

Supplement

Page 5 of 7

H. Impact of Proposed Agreement on Current Year Operating Budget*

Date of governing board approval of budget revisions in Col. 2: 08.10.22
in accordance with Education Code § 42142 and Government Code § 3547.5

Provide a copy of board-approved budget revisions and board minutes. In addition, provide two expenditure reports generated by the district's financial system: one showing the budget by major object before the changes and a second showing the budget by major object after the changes.

If the board-approved revisions are different from the proposed budget adjustments in Col. 2, provide a revised report upon approval of the district governing board.

	(Col. 1) Latest Board- Approved Budget Before Settlement as of 6.27.22	(Col. 2) Adjustments as a Result of Settlement	(Col. 3) Other Revisions	(Col. 4) (Cols. 1 + 2 + 3) Total Impact on Budget
REVENUES:				
LCFF Sources (8010-8099)	14,303,565		2,156,439	16,460,004
Remaining Revenues (8100-8799)	5,035,788			5,035,788
TOTAL REVENUES	19,339,353	0	2,156,439	21,495,792
EXPENDITURES:				0
1000 Certificated Salaries	7,328,686	379,559		7,708,245
2000 Classified Salaries	3,230,602			3,230,602
3000 Employee Benefits	5,220,084	148,155		5,368,239
4000 Books and Supplies	322,585			322,585
5000 Services and Operating Expenses	3,020,506			3,020,506
6000 Capital Outlay	0			0
7000 Other	1,194,497			1,194,497
TOTAL EXPENDITURES	20,316,959	527,714		20,844,673
OPERATING SURPLUS (DEFICIT)	(977,606)	(527,714)	2,156,439	651,119
OTHER SOURCES AND TRANSFERS IN				0
OTHER USES AND TRANSFERS OUT				0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	(977,606)	(527,714)	2,156,439	651,119
BEGINNING BALANCE	3,939,921			3,939,921
CURRENT YEAR-ENDING BALANCE	2,962,315			4,591,040
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	2,500			2,500
Restricted (9740)	838,473			838,473
Committed (9750/9760)	0			0
Reserve for Special Ed	100,000			
Reserve for Vacancies	0			
Reserve for Curriculum	200,000			200,000
Reserve Economic Uncertainties (9789)	1,798,343			1,798,343
Unassigned/Unappropriated (9790)	22,998			1,751,723

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown on page 1, please explain:

*This supplement is a composite recap of "all" the bargaining agreements shown on the preceding pages.