

TALB - K12 NEGOTIATIONS FOR 2025-2026
TENTATIVE AGREEMENT

ARTICLE V: Days and Hours of Employment

A. WORKDAY:

2. ...

Teacher Librarians assigned to elementary school libraries work a seven-hour day, except on Friday when they may leave fifteen (15) minutes prior to the end of their regularly assigned workday.

5. The on-site workday for other unit members shall be as follows:

On-site work hours for secondary school **teacher** librarians, Teachers on Special Assignment (TOSAs), and program facilitators shall be eight (8) hours per day exclusive of lunch, except Friday when they may leave twenty (20) minutes prior to the end of their regularly assigned workday.

14. **Instructional Day.**

except that:

a. Schools with an organizational pattern of Grades K-8 shall provide a minimum of 54,000 instructional minutes for Grades 6, 7 and 8.

18. ~~Library Media Teachers~~ **Teacher Librarians** *(TALB and District will review the contract to adjust title references throughout the document.)*

a. A ~~library media~~ teacher **librarian** who maintains the library media center open for at least fifteen (15) minutes before school and fifteen (15) minutes after school will not be assigned **supervision bus—and** ~~recess/nutrition~~ duty.

20. ~~Nurses~~ **Credentialed School Nurses** *(TALB and District will review the contract to adjust title references throughout the document.)*

ARTICLE VI: Compensation

APPENDIX B

Salaries

Salary:

1% increase to bargaining unit salary schedules, stipends, and rates of pay for 2025-26 retroactive to July 1, 2025. A one-time off-schedule payment of **1.5%** for 2025-26 based on the unit member's earnings for the 2025-26 fiscal year.

ARTICLE VII: Leaves of Absence

C. LEAVES OF ABSENCE WITH PAY:

3. Sick Leave:

- b. For each school year of service every employee employed five (5) days a week (1.00 FTE) shall be entitled to the following leave of absence with full pay for illness or injury

184 work day employees: 10.31 days (82.49 hours)

187 work day employees: 10.48 days (83.84 hours)

196 work day employees: 11.17 days (89.37 hours)

Sick leave may be deducted in one-half (1/2) hour increments.

- e. Sick leave accrues at a rate of .056044 for each hour an employee has worked in an hourly assignment, including summer school and intersession assignments. Accumulated hourly sick leave may be used for absences in any hourly assignment. except that during the first and last week of summer school leave for compelling personal reasons will not be granted and teachers should expect to be required to provide doctor's verification of illness absences. Contract sick leave may not be used for absences in an hourly assignment. If an employee serving in a contract assignment has exhausted ~~his/her~~ **their** contract sick leave, accumulated hourly sick leave may be used prior to statutory sick leave.

- f. An employee who claims sick leave may be required to execute a certificate or declaration to the effect that ~~he/she~~ **they** ~~was/were~~ actually ill or injured on that day(s) before such sick leave may be paid.

New Section

12. Victims of Violence Leave:

- a. **Victims of qualifying acts of violence are entitled to use paid sick leave, vacation balances, or unpaid sick leave consistent with the requirements of AB 406. When utilizing this leave, employees must use all available balances, including but not limited to sick leave, vacation, and PN time.**
- b. **Victims of Violence Employee leave is limited to twelve weeks, and leave runs concurrently with leave under the federal Family and Medical Leave Act (FMLA) and California Family Rights Act (CFRA).**

- c. A “victim” is the “individual against whom a qualifying act of violence is committed.
- d. Protections extend to employees whose family member (including a designated person) is a victim. Family members may be a child, parent, grandparent, grandchild, sibling, spouse, domestic partner or designated person experiencing a qualifying act of violence. A designated person can be someone related by blood, such as an aunt or uncle or the equivalent of a family member, such as a best friend.
- e. A leave of absence is limited to five days if an employee takes leave to relocate or engage in the process of securing new residence and ten days if pursuant to Government Code section 12945.8 (a) (4) (b).
- f. A qualifying act of violence is an act of domestic violence, sexual assault, stalking, and specified acts or patterns of conduct, such as causing bodily injury or death; exhibiting, drawing, brandishing, or using a firearm, or other dangerous weapon; or using or “making a reasonably perceived or actual threat to use force against another individual to cause physical injury or death. The definition applies regardless of whether anyone is arrested, prosecuted, or convicted. This also includes when an employee or a covered family member are victims of certain crimes and need to attend related judicial proceedings.

Note: Will require renumbering Sections 12 and 13 to 13 and 14 respectively.

ARTICLE VIII: Transfers

A. DEFINITIONS AND CONDITIONS:

- 3. “Seniority” as defined in this article for probationary and permanent employees shall be the first date of certificated contract service. **In alignment with CA Education Code, certificated service pursuant to a temporary (“special”) contract does not establish District seniority. effective July 1, 2026, any person employed for one or more complete school year(s) as a temporary (“special”) contracted employee, if reemployed the following school year through a probationary or permanent contract, shall be retroactively granted one year of employment credit toward District seniority.** Days/hours in areas including but not limited to pre-service, staff development, substitute teaching or summer employment will not be considered in determining seniority.

ARTICLE IX: Safety Conditions of Employment

- D. Employees shall be responsible for complying with published District safety standards applicable to each employee's job responsibility and for practicing basic safety measures. Each site shall test emergency bells through scheduled drills. The dates of the drills will be available upon request in the sit office or review. The District shall provide ~~teacher~~ **unit member** access to the assigned emergency gates, buildings, and classrooms associated with each ~~teacher's~~ **unit member's** assignment during office hours. A ~~teacher~~ **unit member** assigned a smaller office space will meet with the site administrator or designee to designate available offices or conference rooms for scheduled student groups, parent conferences and/or IEPs. The District agrees to provide on-going opportunity for unit members to make suggestions, recommendations and collaborate with the site manager regarding the safety of employees through site safety committees.

ARTICLE X: Class Size and Staffing Ratios

- A. The following class size maximums shall be adhered to:

	Class Sizes	Maximum Total Students
<u>Secondary High School</u>		
English (Drama and Journalism excepted)	35	175
Foreign Languages, Laboratory Science, Mathematics, and Social Studies	37	185
Regular Physical Education	54	270
Music	54	270
All others	39	195

- G. The following provisions shall apply in determining staffing ratios of counselors, psychologists, **credentialed school** nurses, SLPs and **teacher** librarians.
1. The District shall determine the level of counselor, psychologist, **credentialed school** nurse, SLP and **teacher** librarian service at each school/program site.
 2. Counselor, psychologist, **credentialed school** nurse, SLP and **teacher** librarian time provided with categorical program funds shall be in addition to the District-provided general allocation.
 3. When the levels of service and numbers of counselors, psychologists, **credentialed school** nurses, SLPs and **teacher** librarians have been determined, the manager in charge of each service shall share the current determining staffing data with site administrators to share with respective staff and develop the schedule for providing service to schools/programs.

CDC/HEAD START NEGOTIATIONS FOR 2025-2026
TENTATIVE AGREEMENT

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