

SAN LUIS COASTAL
UNIFIED SCHOOL DISTRICT

AGREEMENT

between

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

and

SAN LUIS COASTAL TEACHERS ASSOCIATION

July 1, 2026 - June 30, 2029

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AGREEMENT

THIS AGREEMENT, was tentatively made on the 11th and 28th days of May 2026, and adopted by the Board of Education the 16th day of June 2026, by and between the SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT, (the "District") and SAN LUIS COASTAL TEACHERS ASSOCIATION, (the "Association"). This agreement constitutes a bilateral and binding agreement pursuant to Chapter 10.7, Sections 3540-3549 of the California Government Code.

ARTICLE I - RECOGNITION

The District recognizes the Association as the sole and exclusive representative for all certificated personnel, including fully credentialed pre-school teachers, but excluding all classified and other non-certificated employees; adult school teachers; pre-school permit holders; substitute certificated personnel; hourly certificated personnel (e.g. home/hospital and academic intervention teachers); summer school certificated personnel who are not otherwise employed by the District; and all management, supervisory, and confidential employees.

The term "unit member" means any District employee included in the bargaining unit described above.

The parties agree that the unit so described shall be the only appropriate unit. It is further agreed that neither party will seek by any means, including but not limited to, PERB proceedings, to amend or change the unit in any way. However, the Association shall have the right to seek clarification by PERB proceedings on any new position not specified in the above unit description. It is further agreed that either party, upon request, will discuss proposed changes in the unit and such changes can be made upon mutual agreement.

ARTICLE II - RETAINED DISTRICT RIGHTS

A. General Provisions

This Article is intended to insure that the District retains all rights and powers which it has not agreed to limit in other Articles of this Agreement; this Article is not intended, nor shall it be construed as:

1. Expanding the rights of the District beyond statutory and constitutional limits;

2. Waiving the rights of individual unit members under the Education Code or other statutes or constitutions; or

3. Waiving or otherwise diminishing the rights of the Association or of unit members as set forth in other Articles of this Agreement. If there is a direct conflict between the retained rights of this Article and the rights of unit members or of the Association as set forth in some other Article of this Agreement, the language of the latter shall prevail. Also, it is recognized that many of the following matters fall within the scope of the Association's consultation rights under Article III; this Article is not intended to limit such consultation rights, but rather to indicate that the final decision in such matters lies with the District.

Subject to the foregoing qualifications, it is agreed that all matters which are beyond the scope of negotiation in Government Code Section 3543.2, and also all matters, powers and rights which are not limited by the terms of other Articles of this Agreement, are retained by the District. Such retained rights include, but are not limited to, the exclusive right to:

1. Determine the legal, operational, geographical, and organizational structure of the District;

2. Determine all sources and amounts of financial support for the District and all means or conditions necessary or incidental to securing the same, including compliance with any qualifications or requirements posed by law or by funding sources as a condition of receiving funds;

3. Determine all budget matters and procedures, including all budgetary allocations, reserves and expenditures apart from those expenditures expressly required by other Articles of this Agreement;

4. Determine the number, type and location of all District owned or controlled properties, grounds, facilities and other improvements, including the acquisition, disposal and utilization of same and the work, service and activity functions assigned to each of such properties;

5. Determine the duties and services to be rendered to the public and the services to be rendered to the District personnel in support of the services rendered to the public; methods, frequency and standards of services; performance standards (subject to the procedures of Article VII, Evaluations); job content and qualifications; and the personnel, supplies, materials and equipment to be used in connection with such services;

6. Determine, to the extent permitted by the Education Code and subject to the provisions of Article XVIII.A, the utilization of persons not covered by this Agreement to do work which is normally done by persons covered hereby, and the methods of selection and assignment of such personnel;

7. Determine (subject to Article III-G, Consultation) the educational policies, procedures, objectives, goals and programs, including those relating to curriculum, textbook selection, pupil placement, guidance, grading, testing, records, pupil conduct and discipline, and extracurricular and co-curricular activities;

8. Select, classify, direct, utilize, promote, demote, discipline (subject only to Article VIII, Discipline), lay off, and terminate any personnel of the District, subject to Education Code restrictions upon same,

9. Assign employees to any location (subject to Article XI, Transfer Procedures), and also to any facilities, classrooms, activities, academic subject matters, specialties, departments and grade levels;

10. Determine staffing patterns, including but not limited to the number of employees;

11. Determine the job classifications and the content and qualifications thereof;

12. Determine equal employment policies and programs;

13. Determine the dates, times and hours of operation of any District facility, function, service or activity, and the assignment of paid duty days beyond the regular work year (subject to Article VI, Hours);

14. Determine safety and security measures for employees (subject to Article XIII, Safety Conditions), students, the public, properties, facilities, vehicles, materials, supplies and equipment, including the various rules and duties for all personnel with respect to such matters; and

15. Determine the rules, regulations and policies for all employees, students, and the public (subject only to the limitations of the other Articles of this Agreement).

B. "Determine" Defined

It is understood that the right to "determine" as used in Section A above includes the right to establish, modify, and discontinue, in whole or in part, temporarily or permanently, any of the above matters, and includes the effects of the exercise of such rights.

C. Non-enumerated Rights

The above-mentioned rights of the District are listed by way of example rather than limitation, and the provisions of this Agreement constitute the only contractual limitations upon the District's rights. The exercise of any right reserved to the District in this Article in a particular manner, or the non-exercise of any such right, shall not be deemed a waiver of the District's right or preclude the District from exercising the right in a different manner.

D. Exclusion from Grievance Procedure

It is agreed that the contractual rights of the Association and of unit members are set forth in the other Articles of this Agreement and that this Article is not a source of such rights. Accordingly, any dispute arising out of or in any way connected with either the existence of or the exercise of any of the above described rights of the District, or arising out of or in any way connected with the effects of the exercise of such rights, is not subject to the grievance provisions set forth in Article IV. Provided, however, that nothing contained herein shall be construed to prevent the filing of grievances (pursuant to Article IV) contending that the District has violated an express term of some other article of this Agreement which has not by its own terms been excluded from the grievance procedure.

ARTICLE III - ASSOCIATION RIGHTS

A. Right to Represent

The Association shall have the right to represent unit members in grievance matters as provided in Article IV, and also in any disciplinary or discharge proceedings.

B. Right to Associate

The District and Association recognize the right of unit members to join and participate in lawful activities of the Association consistent with the other terms of this Agreement, and the equal alternative right of unit members to refuse to join or participate in Association activities.

C. Rights of Access, Communication, and Use of Facilities

The Association shall have the right of access at reasonable times to areas in which unit members work, the right to use bulletin boards, mail boxes and other means of communication, subject to reasonable rules and regulations, and the right to use District facilities at reasonable times for the purpose of meetings concerned with the rights guaranteed in the Educational Employee Relations Act, as follows:

1. Access: Persons not members of the school staff who wish to come on the school site for Association matters during the school day shall notify the site administrator. Such visits shall not cause any interruption to the school program.

2. Communication: The Association shall be entitled to post notices regarding Association matters on a staff bulletin board in each school complex. The Association shall be entitled to the use of mailboxes for communication to employees regarding Association matters. Such communications shall be identified as to their origin. An Association representative shall be responsible for intra-school distribution of said communications. No cost or legal liability shall be imposed on the District for any Association communications.

3. Use of Facilities: The Association may use school facilities for meetings either before or following employees' daily period of service, subject to approval of the principal. Such approval shall be granted unless such meetings conflict with previously scheduled use of such facilities or they are otherwise unavailable for use. Such meetings shall not interfere with the services of the employees or the school program.

D. Board Agenda

The District shall electronically provide to the Association one (1) copy of the Board agenda and minutes of the prior Board meetings in advance of each Board meeting, when requested.

E. New Bargaining Unit Member Information

The following new bargaining unit member information will be sent from the District to the Association office no more than thirty (30) calendar days after the date of hire or by the first pay period of the month of hire, whichever is later:

1. Name
2. Year of Birth
3. Home Address

4. Phone Numbers—work, home, cellular
5. Personal Email Addresses (non-District email)
6. School Site
7. Department/Grade Level or Assignment
8. Date of Hire in Bargaining Unit Position
9. Full Time Equivalent (FTE) status

The District shall not be obligated to provide a unit member's home or mobile telephone number or personal email address to the Association if the unit member does not provide such information to the District, if the unit member has made a written request that such information not be released, or if the unit member has an alternatively designated address pursuant to government Code section 6207 (pertaining to victims of domestic violence, abuse and stalking). The District shall indicate in the information provided to the Association office those unit members who have submitted such a request.

F. Bargaining Unit Member Information

The District will deliver to the Association office the following information for all bargaining unit members each September, January and May of every school year:

1. Name
2. Year of Birth
3. Home Address
4. Phone numbers—work, home, cellular
5. Personal Email Addresses (non-District email)
6. School Site
7. Department/Grade Level or Assignment
8. Date of Hire in Bargaining Unit Position
9. Full Time Equivalent (FTE) status
10. Whether the District is deducting membership dues for the unit member
11. Whether the employee is on unpaid leave

The District shall not be obligated to provide a unit member's home or mobile telephone number or personal email address to the Association if the unit member does not provide such information to the District, if the unit member has made a written request that such information not be released, or if the unit member has an alternatively designated address pursuant to Government Code section 6207 (pertaining to victims of domestic violence, abuse and stalking). The District shall indicate in the information provided to the Association President those unit members who have submitted such a request.

G. New Bargaining Unit Member Orientation

Each time a person is newly employed in a position in the bargaining unit, the District will inform them of their employment status, benefits, duties, responsibilities, and provide other general employment related information.

For unit members whose employment is starting at the beginning of the school year, the District will allow new unit members to attend an in-person orientation. This orientation session will generally take place prior to the first day of instruction, except when no new unit members are commencing employment at the beginning of the school year. The District will coordinate the new unit member orientation session with the Association. Administrators will excuse themselves from the Association presentation. The Association is entitled to invite California Teachers Association (CTA) endorsed vendors and CTA staff to these orientation sessions.

For unit member(s) hired after the start of the school year, the District will schedule monthly in-person orientation sessions during the morning of a late start Monday. The Association will be provided with thirty (30) minutes of uninterrupted time within the contracted teacher work day for unit member orientation sessions that occur after the beginning of the school year. The Association shall have one hour of District paid release time plus travel time for one bargaining unit representative to attend and participate in these orientation sessions. An annual schedule of monthly orientation meeting dates will be provided to the Association President prior to the start of each school year. These monthly orientation meetings will only be held if a new unit member has commenced employment with the District during the previous month. The District shall only disclose this information to the new unit members, Association representatives, and CTA-endorsed vendors. The District will confirm whether or not the orientation sessions will be held at least ten (10) days in advance of the scheduled meeting. Administrators will excuse themselves from the Association presentation. The Association is entitled to invite California Teachers Association (CTA) endorsed vendors and CTA staff to these orientation sessions.

H. Consultation Rights

The Association has the right to consult with the District on the definition of educational objectives, the determination of the content of courses and curriculum, and the selection of textbooks to the extent such matters are within the discretion of the District under the law. Such consultation shall commence upon request, and the District shall not effectuate District-wide changes in such matters without first giving the Association an opportunity for discussion and good faith consideration of Association interests expressed in such discussions. The District may in its discretion also consult with the Association on any other matter.

I. Released Time

The Association President/designee may use up to twenty (20) days of released time per school year for Association business. In addition, the members of the Executive Board of the Association may each use up to five (5) days of released time per year for Association business, and the members of the Association Bargaining Team may each use up to five (5) days of released time per year for purposes of negotiations preparation. All of the above released time shall be without loss of pay to the employee; however, the Association will reimburse the District for the cost of any substitute required.

The Association Bargaining Team may also use released time for face-to-face negotiations with the District.The Association's bargaining team shall not exceed six (6) members. The Association is not required to reimburse the District for the cost of substitutes obtained for released time for face-to-face negotiations.

The Association President shall be entitled to be released from his/her regular duties on a 20% basis, at the District’s cost. Additional release time can be paid for by SLCTA if more than 20% release time is desired. One of the purposes of the release time shall be to proactively address issues of concern between the Association and the District. To that end, the Association President and the Superintendent shall agree upon a regular meeting schedule between the Association President and designated District administrators. Unless the parties agree otherwise, the Association’s entitlement to Presidential release time at District cost shall sunset on June 30, 2026.

J. Collaborative Resolution Team Meetings

The District Superintendent and the Association President shall each appoint an agreed upon number of members to a Collaborative Resolution Team (CRT) to address District-wide policy or practice issues of concern. CRT meetings shall be calendared monthly on an annual basis so that meetings are scheduled in advance to address District-wide policy or practice issues of concern as they arise. The CRT shall meet promptly when meetings are requested. The District Superintendent and the Association President shall determine if the meetings are, in fact, needed, as well as the CRT composition, the number of people to attend the CRT meetings, and the content of the meetings. The purpose of the CRT is to address issues of District-wide policy or practice on a proactive basis.

ARTICLE IV - GRIEVANCE PROCEDURES

A. Definitions and General Provisions

1. Grievance Defined: A "Grievance" is defined as a statement by a unit member, or by the Association on behalf of one or more unit members, that the District has violated an express term of this Agreement and that by reason of such violation the unit member's rights have been adversely affected. All other matters and disputes of any nature are beyond the scope of this procedure; also excluded are those matters so indicated elsewhere in this Agreement. The respondent in all cases shall be the District itself, rather than any individual administrator. The Association may grieve on its own behalf only with respect to alleged violations by the District of rights expressly reserved to the Association in this Agreement. The filing or pendency of a grievance shall not delay or interfere with implementation of any District action during the processing thereof. If a unit member believes that the District has violated a provision of this Agreement, he or she should continue to follow the direction of the administrator while processing the grievance.

2. Confidentiality: The purpose of these procedures is to secure, at the lowest possible administrative level, solutions to grievances. In order to encourage a professional and harmonious disposition of complaints, it is agreed that from the time a grievance is filed until it is processed through the final step of these procedures, neither the grievant or the Association nor the District should make public either the grievance or evidence regarding the grievance.

3. Representation Rights: The grievant shall be entitled, upon request, to representation by the Association at all grievance meetings (except that such representation will normally not occur at the informal level), and administrators shall be entitled to invite other members of management to grievance meetings if the grievant is accompanied by a representative. In situations where the Association has not been invited to represent the grievant, the District shall not agree to a final resolution of the grievance beyond the informal level until the Association has received a copy of the grievance and the proposed resolution, and has been given an opportunity to state in writing its view on the matter.

B. Informal Level

Before filing the formal written grievance, the grievant shall make a reasonable attempt to discuss and resolve the matter by means of an informal conference with the immediate administrator. Such a conference shall normally be limited to the grievant and immediate administrator; however, if the grievant feels that he or she cannot make such an attempt without a representative or other advisor being present, he or she may be accompanied by such a person. If this occurs, the administrator may invite another management representative to attend.

C. Formal Steps

1. Step One: Within twenty (20) working days* after the grievant knew, or reasonably should have known, of the occurrence of the act or omission giving rise to the grievance, the grievant must present the grievance in writing to the immediate administrator.

The written grievance shall fully state the facts surrounding the grievance and identify the provisions of this Agreement alleged to have been violated, the circumstances involved, the decision (if any) rendered at the informal conference, and the remedy sought. The statement will be signed and dated by the unit member(s) or by an Association Representative on behalf of the unit member(s). A meeting with the grievant and immediate administrator will be arranged to review and discuss the grievance at a mutually agreed upon time. Such meeting will take place within five (5) working days from the date the written grievance is received by the immediate administrator. The immediate administrator will give a written reply by the end of the fifth working day following the date of the meeting, and the giving of such reply will terminate Step One.

2. Step Two: If the grievance is not settled in Step One, the grievant may present the grievance to the Superintendent or his designee within five (5) working days after the termination of Step One and a meeting will be arranged to review and discuss the grievance. Such a meeting will take place within five (5) working days from the date the grievance is received by the Superintendent or his designee. A written decision shall be rendered by the Superintendent or his designee within five (5) working days from the date of such meeting. Said decision shall be delivered to both the grievant and the Association and such delivery shall terminate Step Two.

3. Step Three: If the grievance is not settled in Step Two, and the Association desires to proceed further, it shall within ten (10) working days after the termination of Step Two, so notify the District. Within the ten (10) working days following such notice, either the Association or the District may, by notice to the other, cause the matter to be submitted to mediation. If neither party requests mediation, then Step Three is deemed terminated. If mediation is requested, the parties shall contact the State Mediation and Conciliation Service for the assignment of a mediator and schedule the mediation. Unless mutually agreed otherwise, the completion of the mediation process without an agreement shall terminate Step Three.

4. Step Four: Grievances which are not settled at Step Three and which the Association desires to contest further, shall be submitted to arbitration as provided herein, but only if the Association gives written notice to the District of its desire to arbitrate the grievance within ten (10) working days after the termination of Step Three. It is expressly understood that the only matters which are subject to arbitration are grievances as defined above, which were processed and handled in accordance with the limitations and procedures of this Article. Processing and discussing the merits of an alleged grievance by the District shall not constitute a waiver by the District of a defense that the dispute is not grievable.

* A "working day" is a day in which the District central office is open for business, except days which fall during the winter or spring break.

D. Selection of an Arbitrator

As soon as possible, and in any event not later than ten (10) working days after the District receives the written notice of the Association's desire to arbitrate, the parties shall attempt to agree upon an arbitrator. If no agreement is reached within said ten days, the parties shall request a list of arbitrators from the American Arbitration Association. The arbitrator will then be selected from such list by alternate striking of names, with the choice of first strike determined by coin toss.

E. Determination of Arbitrability

If the District claims that the grievance should be dismissed because, for example, it falls outside the scope of the procedure, or was filed or processed in an untimely manner, or that the dispute has become moot, such a claim shall, at the option of the District, be heard and ruled upon by the arbitrator prior to any hearing on the merits of the grievance, with a suitable continuance between such a ruling and any further proceedings which may be necessary. The District may also, at its option, have such a claim heard without prejudice along with the merits of the case. If the District should instead choose to refuse to proceed to arbitrate a dispute, nothing in this section shall preclude the Association from seeking, through appropriate administrative or judicial proceedings, to compel the District to proceed to arbitration.

F. Limitations upon Arbitrator

The arbitrator shall have no power to alter, amend, change, add to, or subtract from any of the terms of this Agreement, but shall determine only whether or not there has been a violation of this Agreement in the respect alleged in the grievance and the appropriate remedy, if any. The decision of the arbitrator shall be based solely upon the evidence and arguments presented by the respective parties, and upon arguments presented in briefs.

The function and purpose of the arbitrator is to rule on any question of arbitrability (if submitted), determine disputed interpretations of terms actually found in the Agreement, determine the facts in dispute, and determine appropriate remedies (if any). The arbitrator shall therefore not have authority to decide any issue not submitted or to interpret or apply the Agreement so as to change what can fairly be said to have been the intent of the parties as determined by generally accepted rules for contract construction. Past practice of the parties in interpreting or applying terms of this Agreement may be relevant evidence, but shall not be used so as to justify, or result in, what is in effect a modification (whether by addition, detraction or revision) of the written terms of this Agreement. The arbitrator shall have no power to render an award on any grievance occurring before or after the term of this Agreement.

The arbitrator may hear and determine only one grievance at a time unless the District expressly agrees otherwise. However, both parties will in good faith endeavor to handle in an expeditious and convenient manner cases which involve the same or similar facts and issues.

G. Arbitrator's Decision

The decision of the arbitrator within the limits herein prescribed shall be deemed final and binding on all parties.

This grievance and arbitration procedure is to be the unit members' and Association's sole and final remedy for any claimed breach of this Agreement.

H. Expenses

All fees and expenses of the arbitrator shall be borne by the non-prevailing party (as determined by the arbitrator if the final result is mixed). However, in discipline arbitrations under Article VIII the arbitrator's fees and expenses shall be split equally between the District and the Association. Each party shall bear the expense of the presentation of its own case, with the exception of release time which shall be provided in Part J of this Article.

I. Effect of Time Limits

If the grievance is not processed by the grievant and the Association in accordance with the time limits set forth in this Article, it shall be considered settled on the basis of the decision last made by the District. If the District fails to respond to the grievance in a timely manner at any level, the running of its time limit shall be deemed a denial of the grievance and a termination of the level involved, and the grievant may proceed to the next step.

J. Reasonable Release Time for Processing Grievances

Grievance meetings will be scheduled by the District at mutually convenient times and places during District business hours. Normally such meetings shall be scheduled in such a manner that they will not conflict with regular duties. However, when such meetings are scheduled so as to conflict with the unit member's work hours, reasonable release time (including necessary travel time) without loss of salary will be provided to the grievant and his/her authorized Association representative, if any.

K. No Reprisals

There shall be no threats or reprisals against a unit member for utilizing these grievance procedures or for assisting a grievant in these procedures. The Association itself may file a grievance alleging a violation of this particular provision.

L. Separate Grievance Files

All documents, communications and records dealing with the processing of a grievance will be filed in a separate confidential grievance file located in the human resources office and will not be kept in the personnel file of any of the participants. Access to grievance files shall be limited to administrative personnel who have a legitimate need to have such access.

The grievant and the Association shall be permitted to view any grievance documents which were exchanged between the parties as a part of the grievance procedures, including the grievance itself, the replies at each step, and correspondence between the parties.

M. Expedited Arbitration Procedures

Upon mutual agreement of the District and Association, the parties may proceed to arbitration in any particular case under such expedited procedures as they may determine to be appropriate.

ARTICLE V - WORK STOPPAGE

Independently of any other applicable legal restrictions upon or remedies for strikes and lockouts, the parties hereto agree as follows:

A. No-Strike

The Association and its affiliate the California Teachers Association agree that neither they nor their officers, agents or representatives shall engage in, instigate, or condone any strike, work stoppage, slowdown, or any other concerted refusal to perform assigned duties. In the event of any such activity or threat thereof, said Associations and their respective officers, agents and representatives shall exert their best efforts to discourage and end same.

B. Unit Member's Liabilities

Any unit member engaged in any strike, slowdown or work stoppage of any nature whatsoever in violation of this Article shall receive no pay for the days involved, and shall be subject to discipline pursuant to Article VIII, or termination pursuant to applicable Education Code procedures.

C. No Lockout

The District agrees that it shall not engage in any lockout of the unit members. A lockout is defined as, and limited to, a withholding of the unit members' employment by closing the schools for the purpose of gaining concessions from or resisting demands of the Association; it does not include terminations of personnel, reductions in programs, or any closure of schools due to budgetary necessity, emergency or other similar cause.

ARTICLE VI - HOURS OF WORK

A. Mandatory Work Year

Unless otherwise noted below, the total number of mandatory assigned duty days for unit members shall be 186, composed of 180 instructional days, three (3) days of mandatory staff development for secondary staff and two (2) full days and two (2) minimum days of mandatory staff development for elementary staff; one (1) unit member "set-up" day; one (1) unit member "take down" day; and one (1) non instructional unit member duty day. No mandatory meetings will be held on the "take down" or "non instructional" duty days. Mandatory meetings on the "set-up" day shall not exceed sixty (60) minutes. The District shall be responsible for the planning and implementation of the staff development days, with input from the Association.

1. Mandatory Work Year for School Librarians. School Librarians shall work a mandatory work year of 196 days.

2. Mandatory Work Year for School Nurses. School Nurses shall work a mandatory work year of 198 days to cover ESY and summer school. During March of each school year, the nurses shall develop and submit a proposed work calendar for approval by the District. The District shall retain the final right to assign work days to all nurses for the upcoming school year, including ESY for the upcoming summer, following consultation with these unit members.

3. Mandatory Work Year for Agricultural Teachers. Agricultural teachers shall work a mandatory work year of 211 days.

4. Mandatory Work Year for Secondary Counselors. Secondary Counselors shall work a mandatory work year of 198 days. Counselors' work year will begin eight (8) days before the return-to-work date for certificated teachers. The remaining days will be added after the close of the regular school year, once the work year for all other certificated staff has ended in collaboration with the site administration.

5. Mandatory Work Year for Teachers on Special Assignment. Teachers on Special Assignment shall work a mandatory work year of 206 days. Days worked in excess of their mandatory 206 duty days shall be paid on a per diem basis. TOSAs' work year will begin ten (10) days prior to the beginning of certificate teachers' return to work date. The additional ten (10) days will be mutually agreed upon between the TOSA and administration.

6. Mandatory Work Year for Program Specialists. Program Specialists shall work a mandatory work year of 209 workdays per year. Each Program Specialist's annual work calendar will be collaboratively developed with Student Support Services' administration to ensure appropriate coverage for ESY as well as start of the year professional development and program planning.

7. Mandatory Work Year for School Psychologists. School Psychologists shall work a mandatory work year of 198 days.

8. Mandatory Work Year for Activities and Athletic Directors. Activities and Athletic Directors shall work a mandatory work year of 215 days. Athletic Director will be given an additional five (5) per diem days on a timecard.

9. Mandatory Work Year for Middle School Activities and Athletic Directors. Activities and Athletic Directors shall work a mandatory work year of 190 days.

The parties recognize that unit members in these positions shall be granted the flexibility to work shorter days on extended work year days. This is due to the extra obligations required for activities/events for which these positions are responsible that occur outside of the regular duty day during the Mandatory Professional Work Year. The parties also recognize that the program needs for these positions are different from the instructional program offered to secondary students. Nonetheless, the parties intend these unit members receive per diem pay and benefits equal to that provided to all secondary unit members for performing equivalent, even if different, work. Thus, the on-site obligation for these unit members shall be equitable to the on-site obligation applicable to all secondary unit members.

B. On Site Obligations

1. The professional duties of unit members require both on-site and off-site hours of work, and the total time necessary to perform all professional duties will vary from day to day and from unit member to unit member. However, the normal scheduled on-site obligation shall not exceed the following:

Elementary Teachers Full Day TK,and Full Day K)*	7 hrs. and 10 min., including half-hour lunch (PS,
Secondary Teachers	7 hrs. and 40 min., including half-hour lunch
School Librarians	8 Hours, including half-hour lunch
SchoolNurses	7 hrs. and 40 min., including half-hour lunch
Counselors	8 hrs., excluding half-hour lunch
Psychologists	8 hrs., excluding half-hour lunch
Program Specialists	8 hrs., excluding half-hour lunch
Elementary Music Teachers (annualized)	7 hrs. and 40 min., including half-hour lunch

The following teachers shall observe the normal scheduled on-site obligation of elementary or secondary teachers listed above:

Special Education Teachers
Speech/Language Hearing Teachers

The 6th grade teachers at Los Osos Middle School will follow the contract language for secondary teachers.

Teacher Start Time: The start time for all elementary and secondary teachers is 20 minutes before the start of the student school day.

2. Elementary Instructional Time

The number of instructional minutes for an elementary teacher is the length of the duty day minus lunch minus prep.

3. Secondary Instructional Time

Given a regular 7 hour and 40 minute on-site work day for full-time middle school and high school teachers, the District shall reserve three hours of that work day (annualized) for non teaching activities, unless a school chooses to develop and approve a schedule, as provided below, with less than three hours of non-teaching time. Activities designated as "non-teaching" shall include a 30-minute duty-free lunch, preparation time, and passing periods.

Other activities designated as "non-teaching" shall include but not be limited to supervision duties, teacher collaboration, and in-class time where full student attendance is not required.

4. Management Team

The Management Teams at high schools and middle schools shall determine the structure of the instructional day/year (e.g. block schedule, six period schedule, etc.) on a two-year cycle. The structure of the instructional day/year will be consistent with the following:

a. The schedule must comply with District policy and standards, and State and Federal laws and regulations;

b. The schedule must comply with provisions of this Article and this Agreement; c. Teachers shall be teaching students in regular classroom instruction for 280 minutes per day on an annualized average, although minor variances are acceptable if they are necessary to make a particular schedule work;

d. The schedule must insure compliance with the minimum number of annual instructional minutes as required by law and

e. To permit the Management Team flexibility to determine the instructional day/year schedule, it may include class sizes that exceed the individual class maximum of 35. If such class sizes are disclosed as part of the plan prior to approval, approval of the plan shall be regarded as automatically satisfying important instructional needs under Article X Section C.

The Management Team shall be composed of no less than twelve (12) people, two-thirds of whom shall be classroom teachers with one-half the classroom teachers elected by their associates. Changes in the structure of the instructional day/year are subject to approval by a secret ballot majority vote of the site SLCTA members, plus approval by the Board of Education.

If, after all reasonable efforts, the Management Team's proposed instructional day/year schedule remains unacceptable to either the site SLCTA members or the School Board, the instructional day/year schedule at that school shall revert to a six-period day in which teachers teach five regular periods, consistent with the above-described minimum standards.

C. Exceptions to On-Site Obligation

Unit members may leave campus once the student day has ended and their professional on-site responsibilities are completed. Site responsibilities are outlined in Sections D1 and D2 of this Article. If a unit member needs to leave campus before student dismissal, they must notify the site administrator and school office and submit written notification prior to leaving the site.

D. Additional Duties Relating to Unit Member's Regular Assignment

Each unit member is responsible for performing duties which are reasonably related to his/her regular assignment, depending upon the educational program and pupil needs. See also sections 1, 2 and 3, below, which contain related provisions.

1. Professional duties which may routinely require work outside the described normal scheduled on site hours include:

- Planning and preparing lesson plans.
- Selecting materials for instruction.
- Reviewing and evaluating work of pupils.
- Conferring with pupils and/or parents.

- Keeping records.
- Department and/or grade level meetings
- Complete mandatory legally required training
- Proper use and control of District property, equipment, material, and supplies. (This is not intended to have any bearing upon the financial liability, if any, of unit members who are entrusted with District property, equipment, material, or supplies.)

2. Professional duties under the direction of the site or District administration and required within the normal scheduled on-site hours (excluding lunch) include:

- Conferences with staff, teacher and parent and/or student.
- Supervising pupils and activities related to the unit member's regular assignment.
- Participating in professional activities related to the unit member's regular assignment.
- Participating in staff development programs relating to the unit member's regular assignment.
- Other reasonably related duties as assigned.

3. Professional duties under the direction of the site or District administration and required beyond the normal scheduled on-site hours include:

- Participating and supervising Back-to-School, Open House, an information night, and graduation.
- Attendance at faculty meetings–There shall be no more than two per month which require attendance beyond the normal scheduled on-site duty hours, and with no single meeting exceeding 75 minutes beyond such duty hours.

*Counselors may be exempted from attending faculty meetings if the principal determines the topic/learning is not germane to the counselors work. Counselors are still required to be on campus during these times, if excused.

E. Additional Duties with Extra Pay

Selected duties beyond the normal scheduled on-site hours and/or regular work year for which additional compensation is provided include:

1. Assigned or approved curriculum development (creating and/or writing new programs and/or new curriculum) will be paid as follows:

- If on a day which is not a normal scheduled work day, compensation will be paid based on the unit member's per diem rate.
- If on a scheduled work day but outside the normal scheduled on-site hours, compensation will be paid at the teacher hourly rate.

2. Participation in District offered in-services and District offered workshops, beyond the normal scheduled on-site hours or on a day that is not a scheduled work day will be paid at the teacher hourly rate.

3. General Education Members' Compensation for Attendance at SST, 504, and IEP Meetings

General education classroom teachers attending an IEP, 504, and SST meetings after their duty day that extend past three (3) hours a month can time-card (teacher hourly) the extra hours. Unit members are responsible for logging their time and getting administrative approval.

4. Mandatory AP and AVID Training
    - The district will pay SLCTA members their per diem rate for attendance at mandatory training for AP and AVID training. If conference or training is a half day, teachers will receive a half day of per diem pay. Members will not be paid to arrive the evening prior to a conference to register for events.
    - Mileage reimbursement for travel to conferences.
    - Hotel cost covered for attendance at the conference.
    - Daily meal allotment.
    - Should another training or conference be required, the district will provide this compensation to SLCTA members attending district approved training.
    - Approval must be obtained prior to attending the conference or training

F. Supervisory and Advisory Duties Beyond Those Relating to a Unit Member's Regular Assignment.

1. Elementary Supervisory and Advisory Duties

Each unit member shall also be responsible for the performance of supervisory and advisory duties in addition to those which are directly related to his or her other regular instructional assignment. Such duties shall be equitably distributed among unit members at the site. Preschool, Transitional Kindergarten and Kindergarten Teachers who supervise TK/K students before, during, and after school shall be exempt from any other school wide duty schedule. Examples are supervising of playground, campus, bus and cafeteria activities, and preparing for and supervising after-school and/or evening events and activities other than those referred to in Section D.1. above.

Elementary itinerant unit members teaching art, music, or PE, who are required to attend more than three after-hours events (such as open houses, performances) in a given academic year shall be compensated at teacher hourly rate of pay.

2. Secondary Supervision Duties Within the Duty Day

Middle and high school classroom teachers (except Continuation Education personnel) may also be assigned pupil supervision duties during their normal on-site hours. Such supervision time is to be used pursuant to the reasonable direction of the site administrator and must be equitably distributed among the teaching staff over the course of the school year.

3. Secondary Supervisory and Advisory Duties Beyond the Normal On-Site Duty Hours

Duties of this kind shall be reasonably and equitably assigned among the staff at the site, with consideration given to the voluntary preferences of individual staff members. Distribution of extracurricular time and assignments are to be based upon a maximum of four-hour time segments with the total not to exceed 10 hours per year. Secondary counselors will be given supervisory and advisory hours credit for all after-school meetings such as "information nights."

G. Secondary Preparation Period

Each regular, full-time middle and high school classroom teacher shall be afforded preparation periods equivalent to a class, consistent in length with the master schedule cycle of classes for the site. Preparation periods shall be used for professional, job related work including preparation for classes, preparation of teaching materials, and conferences with administrators, staff, counselors, students and parents. During the scheduled preparation period, unit members shall not normally be expected to perform pupil supervision or classroom teaching duties. However, they may be required to do so in emergencies, or where another unit member is absent and no substitute is readily available to cover the assignment or when needed to cover for a teacher who is engaged in assigned athletic or other extra curricular activities. The affected unit member shall be paid for such duties at the teacher hourly rate. Reasonable effort shall be made to limit the number of such assignments, and such assignments shall be reasonably distributed to the extent individual schedules permit.

H. Elementary Preparation/ Supervision Time

Within the normal scheduled on-site obligation of full-time elementary classroom teachers, all time not scheduled for classroom instructions, recess or lunch shall be devoted to the performance of non-classroom teaching duties, preparation, conferences with pupils, parents, staff and administrators, and the supervisory and other duties indicated in Section B of this Article.

The District shall provide each full-time classroom teacher of grades 4-6 preparation time of 150 minutes per week. The District shall provide each full-time classroom teacher of grades 1-3 preparation time of 100 minutes per week. The District shall provide each full time classroom teacher of Preschool, TK and K preparation time of 150 minutes a week. In the event of a multigrade combination class, (e.g., K/1 or 3/4), the unit member shall receive the higher amount of weekly preparation time designated for the grades served. The District shall provide each full-time elementary music and P.E. teacher preparation time of 100 minutes per week. Preparation time will not include travel, lunch or breaks. Preparation time lost as a result of minimum days, holidays, and non-student days shall not be the responsibility of the District, excepting that, on minimum days, a modified preparation schedule will be maintained so that over the course of the year, the preparation time on such days is distributed equitably. The District shall avoid scheduling meetings during this time, as it has been allocated primarily for individual preparation.

Itinerant unit members serving two or more locations as part of their assignment in a workday or work week, will be provided reasonable travel time, which is defined as the time required to conclude professional duties at the departing site, transit to the vehicle, drive to the receiving site, park, and enter the workspace. This travel time shall not reduce the preparation or duty-free lunch time.

I. Elementary Teacher Collaboration Time (TCT)

1. TCT shall be for teacher collaboration and shall be scheduled within the teacher duty day.

2. TCT shall be used only for department meetings, grade level meetings, interdisciplinary meetings, cross-grade level meetings, staff development activities, improvement planning, preparing assessments, analyzing data, and designing instructional strategies as a group.

3. Notwithstanding the definition of TCT in 2b) above, 60% of TCT may be used by teachers for preparation annually.

4. Twenty percent (20%) of TCT shall be directed by classroom and itinerant teachers.

5. Twenty percent (20%) of TCT shall be directed by site administrators.

6. The schedule for TCT and ACT days will be structured by the site administration in consultation with the site leadership team.

J. Secondary Teacher Collaboration Time (TCT)

1. TCT - Teacher Collaboration Time - is defined as a unit member deciding what other staff they collaborate with, including but not limited to: department chair, special education staff, department staff.

2. ACT - Admin. Collaboration Time - is defined as the collaboration time coordinated by (school) site or district admin. including tasks pushed out to ILT to be addressed in the department.

3. TCT time will be 50% of late start Mondays

4. ACT time will be the other 50% of late start Mondays

5. Both TCT and ACT should be focused on student learning, student well-being, and growing as educators in Professional Learning Communities discussing students, sharing strategies, and lesson planning together.

6. TCT will not be used for: LCAP presentation from admin., tutoring students who need help, trainings

7. The schedule for TCT and ACT days will be structured by the site administration in consultation with the site leadership team.

K. Duty-Free Lunch

During the 30-minute uninterrupted duty-free portion of the lunch period, unit members will not be expected to perform pupil supervision or classroom teaching duties, except when their services are needed in emergency situations which could not normally be anticipated.

L. Parent Conferences and Focus Weeks

Regarding parent conferences, unless a parent requests otherwise, the second trimester parent conference shall be optional for students in grade K-6 who are demonstrating progress toward meeting end-of-year grade level academic and behavior expectations as determined by students receiving all 3's, C's, or U's. Exceptions can be made on a case by case basis.

Elementary teachers will not be required to attend any meeting, workshop, or in-service for longer than 15 minutes during the week prior to elementary parent conferences and during the week of elementary parent conferences unless needed to comply with the law or in an emergency. During the last week of a semester or trimester, secondary teachers will not be required to attend any meeting, workshop, or in service for longer than thirty (30) minutes during the week prior to secondary finals and the week of secondary finals. These weeks shall be declared *Focus Weeks*.

By banking minutes, elementary schools will be dismissed at 1:00 p.m. during parent conference weeks. Prior to parent conference weeks, there will be a full student-free day for preparation for conferences.

M. Pre-School, Transition Kindergarten, and Kindergarten Teachers

The parties recognize that the District's pre-school program requires flexibility to allow for appropriate site based implementation. The parties also recognize that the instructional program for pre-school students is different from the instructional program offered to elementary students. Nonetheless, the parties intend that pre-school teachers receive pay and benefits equal to that provided to elementary teachers for performing equivalent even if different work. Thus, the on-site obligation for pre-school teachers shall be equitable to the on-site obligation applicable to elementary teachers.

N. Instructional Calendar

Commencing on or about November 1 each year, a Superintendent's Committee (Calendar Committee), consisting of two administrators, two teachers appointed by the Association, and other advisory members as approved by both, shall develop potential school year calendar proposals for the following two years. No later than December 1 of the year prior to the year of implementation, the Committee shall recommend instructional calendars to the Board of Education for approval. No year round calendar or a modified/traditional intersession calendar shall be implemented without the negotiated approval of the Association.

The District reserves the right to change the calendars in the event of emergencies such as fire, flood or epidemic, governmental action such as declaration of holidays or school closing, or for any other extraordinary condition. Whenever practicable, the District shall consult with the Association about such changes.

O. Unit Members Teaching Adult School Classes

The foregoing provisions A through L are not applicable to hourly personnel.

Unit members who teach mandated classes for the Adult School will be paid at the teacher hourly rate. Teachers of non-mandated classes whose enrollment exceeds the minimum paid registration requirements will be paid at the teacher hourly rate. Teachers who teach non-mandated classes whose enrollment has not met minimum enrollment requirements may, if both the District and the teacher agree, teach the course and be paid an amount equal to 80% of the total registration fees paid for that class. Also, the District and a teacher of a non-mandated class may in their discretion agree to a rate of pay in excess of the teacher hourly rate.

P. Special Education Release Days and Supplemental Supports

All unit members teaching special education will receive two (2) release days per year, with the location to be determined at unit members' discretion.

The district desires to provide supplemental support to designated special education teachers as appropriate on an individualized basis. The District's special education supplemental support procedure shall not be subject to negotiations and the grievance machinery of the collective bargaining agreement. The District retains its management prerogative to change its special education supplemental support procedure without negotiations.

Q. Co-Teaching

1. For the purposes of this article, "co-teaching" is defined as two teachers, typically a general education teacher and a special education teacher, who work together to prepare, organize, and implement instruction for a class that includes students with disabilities in the general education setting. The intent of the co-teaching model is to increase student outcomes and provide a more inclusive learning environment.
2. For purposes of planning and collaboration, co-teaching partners term If a common preparatory period is not possible, a co-teacher partnership may time card two hours per term spent planning together outside of their duty day. Compensation will be paid at the teacher hourly rate.
3. The site administrator will make every effort to identify co-teaching partners who have a desire to co-teach. Co-teachers will be notified of their co-teaching assignment prior to the end of the preceding school year. Schedules are subject to change up to the start of each term, based on student need. Site administration will make every effort to communicate changes as soon as possible.
4. In collaboration with the site SPED department, Administrators will make every effort to keep co-teaching partners together and/or to keep special education teachers in the same content area from year to year.
5. In recognition of the value of each member in a Co-Teaching environment, when either of the co-teaching partners are absent, a substitute will be provided for that teacher whenever possible.

6. Every effort will be made to assign no more than 2 co-taught classes to general education teachers, 3 is the maximum per instructional term. Special Education co-teachers will be assigned a maximum of 4 co-taught classes per instructional term.

R. Work Schedule of Part Time Unit Members (See appendix J for associated information)

1. Unit members who work less than full time on a daily basis shall have their assigned periods and prep time scheduled within the appropriate percentage of their work day.
2. By March 15 of each year, a current or newly designated part time unit member may put in a written request to the site principal requesting to teach or not teach certain periods of the day and explaining the reasons for such request. While this request will be considered in designing a master schedule, part-time classroom teachers are not guaranteed that their requests will be granted.
3. Once a part-time unit member has been given their schedule by June 30, if any schedule changes occur which will result in a part-time classroom teacher working outside of the hours originally assigned, the principal will immediately consult with the part-time unit member.
4. Part-time unit members teaching less than a .75 FTE will be assigned contiguous periods.
5. When teaching four (4) periods (or three periods at SLOHS), unit members will have a full prep period within their contractual day.
6. Every effort will be made to create schedules for part-time unit members with contiguous periods.

S. Responsibilities for Part Time Employees (See appendix J for associated information)

1. Part-time unit members will be responsible for participating in after school/evening events (back to school night, open house, graduation, etc), site and district professional development (TCT, Staff Meetings, etc) at a commensurate percentage of their FTE.
2. Part-time unit members will be responsible for all professional duties occurring on their regularly scheduled workday. Other assignments and duties of the part-time position for each unit member shall be reduced to be equivalent to the percentage of time worked.

ARTICLE VII - EVALUATION PROCEDURES

A. Evaluation Frequency and Time Lines

1. There shall be a formal written evaluation for unit members new to the profession or the school district (Probationary Certificated Employees) twice each year. These unit members shall be referred to as "Track 1" employees. The first evaluation shall be completed by December 15 and the second evaluation shall be completed no later than thirty (30) calendar days prior to the last student instructional day.

Unless the unit member is designated to receive targeted or intensive assistance, as described below, permanent unit members shall be designated as Track 2 employees.

Track 2 employees shall be formally evaluated at least once every other year unless the Track 2 employee meets the requirements of the law that allows for less frequent evaluations and the Track 2 employee and the evaluator agree to reduce the frequency of evaluations. Education Code 44664(a)(3).

In any year in which Track 2 employees are not subject to a formal evaluation, the Track 2 employee will participate in a self-directed process.

2. Track 2 employees may meet the requirements of the law that allow for less frequent evaluations. Should those conditions be met, at the end of the first self-directed year, the evaluator and the employee may agree to extend the self-directed track for a second year. If there is no agreement, the standard schedule will apply.

3. For Track 2 unit members, final written evaluations shall be finalized during a meeting held between the unit member and the evaluator to discuss the evaluation not later than thirty (30) calendar days before the last student instructional day.

4. Unit members designated as Track 3 employees shall be evaluated no sooner than the 90th school day of the subsequent school year, or earlier by mutual agreement.

5. For unit members designated as Track 4 employees, a minimum of two written evaluations shall be completed during the school year as determined by the improvement plan, but no later than 30 calendar days before the last student instructional day.

6. Unit members employed as temporary certificated employees new to the District shall be evaluated as Track 1 employees. Unit members employed as temporary certificated employees who have worked in the District at least two years shall be evaluated as Track 2 employees.

B. Evaluators

1. The evaluator of each unit member shall be that unit member's principal or immediate supervisory administrator, unless the Superintendent determines otherwise.

2. Unit members shall not participate in the evaluation of other unit members.

3. Evaluators shall have successfully completed calibration training in using the District's prescribed evaluation system (as approved by the Evaluation Committee). Recalibration shall be completed at least every two years.

4. The evaluator shall endeavor to give unit members advance notice of cancellation of a formal observation. If the evaluator cancels a formal observation the day of the evaluation, the evaluator and unit member shall attempt to mutually agree upon a new date. After two cancellations for the same evaluation, unit members are allowed to choose the date and time of the formal evaluation that also fits the

availability of the evaluator.

C. Evaluation Rating and Track System

1. Unit members shall be rated as performing in one of four categories: "Distinguished," "Proficient," "Basic," or "Unsatisfactory."

2. Track 2 unit members who receive an "Unsatisfactory" rating in one or more components shall be designated "Track 3" employees. Track 2 unit members who receive two or more "Basic" ratings in any single domain, or a majority of "Basic" ratings overall, shall also be designated "Track 3" employees. Track 3 employees who show evidence of a persistent lack of progress or improvement in the targeted components shall become Track 4 employees.

3. All Track 4 designations shall be approved by the Director of Human Resources.

4. All permanent unit members not designated as Track 3 or 4 employees shall be considered Track 2 employees.

5. The Evaluation Matrix and SMART Cards are incorporated herein by reference. These documents, evaluation forms, and rubrics shall all be made available to employees in electronic format in a location accessible to all certificated employees. No changes shall be made to any of these documents without the approval of the Evaluation Committee.

D. Remediation Assistance for Track 3 and Track 4 Employees

1. Track 3 employees shall receive targeted assistance for improvement. Track 4 employees shall receive intensive assistance for improvement.

2. If the evaluator determines that a Track 3 employee has shown evidence of sufficient progress or improvement, that unit member will be returned to Track 2 with a formal evaluation cycle beginning in the subsequent school year. If the evaluator determines that a Track 3 employee has not shown evidence of having made sufficient progress or improvement to return to Track 2, that unit member may be retained as a Track 3 employee receiving targeted assistance or they may become a Track 4 employee receiving intensive assistance.

3. All Track 4 designations shall be approved by the Director of Human Resources.

E. Evaluation Content

1. Evaluations shall be based on the District's adopted Frameworks for Professional Practice applicable to that unit member. For unit members who work as classroom teachers, the four domains shall be "Planning and Preparation," "Classroom Environment," "Instruction," and "Professional Responsibilities." The domains and components may change as determined by the District's Evaluation Committee.

2. Unit members who do not work as classroom teachers (e.g., counselors, nurses, library media specialists, instructional specialists, school psychologists, and therapeutic specialists) shall be evaluated using the domains and components applicable to that unit member's duties.

3. Track 1 employees shall be evaluated in all domains using eight (8) components selected by the evaluator (3 each from domains 2 and 3 and one each from domains 1 and 4).

4. In a formal evaluation year, Track 2 employees shall be evaluated in at least two domains. Track 2 employees shall select two components, the evaluator shall select two components and the Track 2 employee and the evaluator shall jointly select one other component so that five (5) components are used as the basis for each evaluation.

5. In their self-directed year, Track 2 employees shall select at least one component from any domain (for goal-setting purposes only as no formal evaluation will occur in that year).

6. Track 3 and Track 4 employees shall be evaluated in those domains and components in which the employee was rated below proficient in the previous evaluation.

F. Records, Personnel Files and Evaluation Conferences

1. A copy of all written evaluations shall be given to unit members during the time frame in which the evaluation is conducted and discussed.

2. Unit members shall sign completed evaluation forms to acknowledge that the unit member has read the evaluation.

3. If the evaluator requests the Superintendent or designee to be present during the evaluation conference, the unit member may request an Association representative to be present. If the unit member disagrees with any part of the evaluation, the unit member may attach a statement of disagreement, and such statement, if attached, will become part of the unit member's personnel file.

4. Materials in personnel files of the unit members shall be made available for the inspection of the unit member upon request.

5. The following confidential file material is not to be made available for inspection: ratings, reports or records which a) were obtained prior to the unit member's employment; b) were prepared by identifiable examination committee members; or c) were obtained in connection with a promotional examination.

6. Information of a derogatory nature, except confidential material mentioned in the above, shall not be placed into a unit member's personnel file until the unit member is given notice and an opportunity to review and comment. A unit member shall have the right to attach his/her own comments to any derogatory statement entered into the unit member's personnel file.

7. A unit member's review of his/her personnel file shall take place during normal business hours, and the unit member shall be released from other than classroom duties or the primary duties of the position for this purpose without salary reduction.

G. The Effect of Evaluation on Other Proceedings

1. Terminations, suspension, discipline and non-reelection of unit members may be undertaken pursuant to applicable Education Code provisions and independently of the evaluation and PAR procedures of this Agreement. Disputes regarding termination, suspension, and discipline procedures applicable to permanent unit members, and all non-reelection and release procedures and decisions regarding probationary and temporary unit members, shall be processed as required by law and shall not be subject to the grievance/arbitration provisions of this Agreement.

2. Non-substantive procedural errors by the District in administering this Article shall not constitute grounds for setting aside any termination or non-reelection of unit members.

H. Compliance with Law/Grievance Standards

1. The District shall implement evaluation standards and practices that meet all requirements of law as those legal requirements may change from time to time. If a conflict develops between the District's evaluation standards and practices and the law, the parties shall immediately meet and, to the extent required by law, negotiate changes to this Article to ensure compliance with the law.

2. If any conflict develops between the Article and the District's documents that implement its evaluation procedures, the provisions of this Article shall prevail. However, if such a conflict develops, the parties shall immediately refer the matter to the Evaluation Committee to resolve the conflict. Any changes to this Article are subject to ratification by both parties.

3. The District retains the responsibility for the evaluation and assessment of performance of each unit member, subject only to the procedural requirements of this Article. Accordingly, no grievance arising under this Article may challenge the substantive content, assessment techniques, or evaluation ratings determined by the evaluator or District, nor may a grievance be used to contest the judgment of the evaluator. Grievances shall be limited to a claim that the procedures of this Article have been violated or applied in an arbitrary or capricious manner.

I. Evaluation Review Procedures

1. An Evaluation Committee composed of six (6) administrators and six (6) unit members shall be maintained. Each party shall be responsible for appointing its own members. The number of members may vary with the consent of both the Association and the District.

2. The Evaluation Committee shall meet at least annually to review the evaluation system for certificated employees and school administrators and, if necessary, suggest changes.

3. Recommended changes to the evaluation system that conflict with this Agreement shall be subject to approval by both the District and Association through the District's standard negotiation procedures.

4. Unit members serving on the Evaluation Committee shall be entitled to release time for days actually served working on the Committee. If the Evaluation Committee elects to meet on an unscheduled work day (e.g., spring break or the summer), participating unit members shall receive their per diem rate of pay.

ARTICLE VIII - DISCIPLINE

A. General

1. Disciplinary actions by the District shall be intended as a corrective measure.

2. No unit member shall be subject to discipline, warnings, reprimands, or suspensions without pay (15 working days maximum) except for just cause, and in accordance with principles of progressive discipline consistent with the nature of the offense.

3. The purpose of progressive discipline is to ensure that the employee is aware of the District's expectations so that there is a reasonable opportunity to conform conduct to those expectations and avoid disciplinary action. For example, the problem of tardiness normally lends itself to full progressive discipline because any one incident is minor and it is only when a pattern appears, and then does not improve after notice, that the situation justifies disciplinary action. On the other hand, situations such as child abuse or violation of corporal punishment prohibitions, or intentional violation of a specific and reasonable administrative directive, do not require progressive discipline because the expectations and possible consequences are clear at the time the conduct occurs.

4. Full progressive discipline, for each separate and similar infraction, consists of at least one oral notice first, then a written reprimand and then suspension without pay. An oral notice should make it clear that the matter or problem identified could, if repeated, be cause for further action.

5. For cases involving discipline short of suspension, and where full progressive discipline is being utilized, the responsible administrator may impose discipline without prior District level review. However, if in the view of the responsible administrator, the nature of the offense justifies omitting one or more step(s) of progressive discipline, or if the proposed penalty is a suspension without pay, there shall be no discipline imposed until the responsible administrator has reviewed the matter with the Director of Human Resources or designee and until the unit member (and unit member's representative if requested) has been given the opportunity to be heard by the Director of Human Resources or designee. However, in an emergency situation demanding prompt action an immediate suspension may be imposed with the administrative review to occur as soon as possible thereafter.

6. Unit members shall, upon request, be entitled to Association representation at any meeting which is likely to result in any disciplinary action against the unit member. The administrator shall advise the unit member of this right, in advance of the meeting. However, unavailability of such representation shall not unreasonably delay imposition of discipline.

7. All disciplinary actions, investigations, appeals and related proceedings shall be conducted in an atmosphere of confidentiality.

8. Specific additional provisions governing disciplinary actions are set forth in Sections B and C below.

B. Reprimands and Warnings — Notices, Rebuttal, and Review

1. A written reprimand and/or warning shall provide the following information:

   a. A statement of the cause(s) for the reprimand and/or warning, including the specific acts or omissions upon which the cause(s) is (are) based;

   b. A statement advising the employee of his/her right to be represented, right of rebuttal, and right to appeal to the Director of Human Resources or designee, or to the Superintendent or designee if the Director of Human Resources has previously reviewed the case as provided in Section A; and

c. A statement advising the employee as to whether the District intends to place the reprimand and/or warning in the employee's personnel file.

2. The employee may attach a statement of rebuttal which shall be permanently attached to the reprimand and/or warnings. In addition, the employee may appeal the reprimand/warning by providing a copy of the reprimand/warning and rebuttal to the reviewing administrator (or designee) within ten (10) work days from the date of receipt of the reprimand. The reviewing administrator (or designee) shall respond in writing to the Appeal within ten (10) days from the date of receipt of the appeal, and this response shall be attached to the reprimand. The reviewing administrator shall have the right to affirm, affirm with modification, or withdraw the reprimand/warning. Warnings and Reprimands are not subject to challenge in the grievance and arbitration procedures of Article IV, except in the context of a subsequent suspension predicated in part upon the prior warning/reprimand.

C. Suspensions — Notices, Rebuttal, and Review

1. Notice of suspension shall provide the following information:

a. A statement of the cause, including the specific acts or omissions upon which the cause(s) is (are) based;

b. The date(s) upon which the suspension is to be imposed; and

c. A statement advising the employee of his/her right to representation, right of rebuttal, right to prior administrative review (see Section A above), and right to subsequent grievance review under Article IV.

2. Any days of suspension imposed in excess of one (1) day shall not be implemented until completion of grievance procedures, if any.

3. Grievances challenging suspensions must be filed within ten (10) working days after issuance of the above Notice of Suspension, and shall be initiated directly at the level of arbitration under Article IV, bypassing all prior steps. Because the Association controls access to arbitration, any such grievance is subject to Association approval.

D. Relationship to Other Proceedings

1. This Article is intended to supplant the District's right to suspend employees under Education Code Section 44934, but nothing in this article shall limit the District's right to institute dismissal and immediate suspension and mandatory leave of absence proceedings as set forth in the other provisions of the California Education Code (including but not limited to Section 44939 et seq.), nor shall discipline under this Article be regarded as a precondition to proceedings under the California Education Code.

2. Proceedings under this article may be undertaken independently of the Evaluation Procedures of Article VII.

ARTICLE IX - LEAVES OF ABSENCE

A. General Provisions

1. All unit members are eligible to apply for leaves under this Agreement. A leave guarantees the unit member the right to District employment upon the expiration of the leave, provided the unit member would otherwise have retained District employment. A unit member on short-term leave of absence (less than a unit member's mandatory work year) normally will be returned to his or her previous school upon expiration of the leave, unless the unit member would otherwise have been transferred. Those on long-term leave have no assurance of being returned to their previous school.

2. The District reserves the right to verify leave usage by any appropriate means.

3. A probationary unit member's leave of absence(s) shall not be counted towards the attainment of permanent status.

4. The credential or permit held at the time the leave was granted, properly authorizing the service, must be maintained in full force by the unit member, or the leave terminates.

5. While on a paid leave of absence unit members shall, unless otherwise provided by this Agreement, continue to receive their regular wages, fringe benefits, and credit for salary schedule advancement, subject to the provisions of Articles XIV and XVI (Salary and Fringe Benefits). When unit members are on unpaid leaves of absence, the District will pay its contribution towards health and welfare benefits only for the month in which they have their last paid working day. Thereafter, unless covered by the Family Medical Leave Act ("FMLA") and California Family Rights Act ("CFRA"), unit members and their eligible dependents shall continue to receive their health and welfare benefits at their own expense, provided they make advance payment of the premium in a manner reasonably required by the District. Apart from health and welfare benefits, the unit member shall receive no wages, fringe benefits and credit for salary schedule advancement during the duration of the unpaid leave.

6. With respect to the permissive leaves of this Article (i.e., those which use terms such as "the District or Board `may in its discretion' grant the leave"), the District retains sole discretion to authorize or deny such leaves and District decisions regarding such leaves shall not create precedents or binding past practices. The District is to have substantial leeway in granting or denying such leave requests.

7. "Member(s) of the immediate family" as used in this Article shall mean the parent, spouse, registered domestic partner, child, grandparent, grandchild, brother, sister, brother-in-law, sister sister-in-law, or parent of the unit member or spouse or registered domestic partner of the unit member with whom the unit member has lived or other person(s) living in the home of the unit member. "Child" means a biological, adoptive, or foster child, stepchild, legal ward, a child of the unit member or the unit member's domestic partner, or child to whom the unit member stands in loco parentis. "Parent" means a biological, adoptive, or foster parent, the parent of a spouse or domestic partner, stepparent, or legal guardian of a unit member or a person who stood in loco parentis when the unit member was a minor child. The parties agree that FMLA and CFRA are not completely consistent, when there is inconsistency between the contract, FMLA, and CFRA, the rule more beneficial to the employee shall apply.

For purposes of CFRA leave, "Designated Person" means any individual related by blood or whose association with the employee is the equivalent of a family relationship. The designated person may be identified by the employee at the time the employee requests the leave for CFRA reasons. An employer may limit an employee to one designated person per 12-month period for family care and medical leave.

8. The unit member is responsible for notifying the work location by 2:30 P.M. when planning to return to work the following day. If the unit member fails to do so, and both the unit member and the substitute report to work, and the substitute is not reassigned, the returning unit member shall resume his/her duties, but will be charged for the cost of the substitute. It is understood that the District has no obligation to reassign the substitute in such circumstances.

The Parties acknowledge that the District may require a doctor's note when there is reason to believe that a unit member's leave is not being taken in accordance with this agreement or applicable law.

9. The parties agree that the rights of the District and of the unit members with respect to such matters as District-initiated leaves on account of physical or mental disability, absences without leave, abuse of leave privileges, and failure to return from leaves are not to be addressed in this Article, unless so indicated by the express language. The District and the unit members reserve whatever legal rights and obligations they may have with respect to such matters.

10. Disputes regarding this Article, including Sick Leave as described in Section B below, are subject to the grievance procedures of Article IV.

B. Sick Leave

1. Sick leave may be used as follows:

a. The unit member's personal injury or illness or quarantine, regardless of whether or not the cause of the injury or illness arises out of or in the course of employment.

b. An injury or illness or quarantine of an immediate family member in accordance with Labor Code sections 233 and 246.5.

c. Medical and dental appointments of a unit member or a unit member's immediate family member, in accordance with Labor Code sections 233 or 246.;

d. Unit members who are victims of domestic violence, sexual assault or stalking may take sick leave in order to obtain medical care or legal assistance.;

e. Any other purpose allowed by state or federal law.

2. Annual Amount

Twelve (12) days of sick leave credit shall be granted to full-time regular unit members employed for the full regular school year on July 1st of every year. Sick leave for part-time unit members shall be prorated consistent with their assigned amount of FTE. Unused sick leave shall be accumulated without limitation.

3. Usage During Summer School

No additional sick leave is earned or accrued during summer school. Unit members employed for summer school may utilize sick leave earned or accrued during the regular school year. Such benefits shall be payable at the regular summer school rate of pay and charged against the unit member's sick leave on the basis of one-half day of sick leave for each day of summer school absence.

4. Amount Paid

The unit member shall receive full salary during absence chargeable to sick leave.

5. Entitlement to Sick Leave

An annual allotment of sick leave shall be granted to unit members at the beginning of each school year. Accrued sick leave may be used at any time during the school year. A unit member is not entitled to a payout of earned, unused days of sick leave upon separation from employment. In the event an employee separates from District employment prior to the completion of the assigned work year, any advanced leave accruals that have been utilized shall be subject to reimbursement to the District.

6. Medical Examinations

The District may require, at no additional cost to the unit member, a medical statement or examination by either the unit member's or the District's physician or licensed practitioner whenever there is reasonable cause to believe that sick leave is being used for other than its intended purpose, or reasonable cause to believe that a unit member is not medically fit to report to work, or whenever additional medical information would be helpful to determine if a unit member is disabled or to determine reasonable accommodations for a unit member.

C. Differential Leave

After all available sick leave has been exhausted, the unit member shall receive the difference between the unit member's regular salary and the salary actually paid a substitute, or if no substitute was hired, the amount a substitute would have been paid according to the substitute salary schedule, during any period of absence due to the unit member's illness or injury up to five (5) school months. A school month is any month in which the schools of the District are in session for at least one day. A unit member shall not be provided more than one five-month period per accident or illness. If a school year terminates before the five-month period is exhausted, the unit member may take the balance of the five-month period in a subsequent school year. A unit member shall not be provided more than one differential leave period per school year.

D. Personal Necessity Leave

1. Personal necessity leave comes out of an employee's sick leave. In any one fiscal year, a unit member may use up to 12 days of current or accrued sick leave for personal necessity for the purposes listed below:

a. Death of an immediate family member which results in a compelling need for the unit member to be temporarily absent for a specific purpose which cannot be attended to except during regular duty hours (e.g., estate executor duty requiring travel).

b. Accident involving the unit member's person or property, or the person or property of a member of the unit member's immediate family, creating a compelling emergency need for the unit member to be temporarily absent for a specific purpose which cannot be attended to except during regular duty hours (e.g., house fire, or automobile accident)

c. Appearance in court or other governmental tribunal as a litigant, or as a non-subpoenaed witness who does not qualify for Legal Commitment Leave.

d. Absence for parent to meet legal compliance for adoption.

e. Major religious observances;

2. Personal Business Leave

Personal business leave comes out of an employee's annual personal necessity leave. In any one fiscal year, a unit member may use up to five (5) days of personal necessity leave for personal business leave; no more than three (3) consecutive school days may be used. Personal business days are "no tell days" but cannot be used on Professional Development Days, in cases of work stoppage, or the days immediately before or after school vacations or a school holiday. Should a unit member need more than five (5) personal business days, more than three (3) consecutive days, or to use a personal business day on a Professional Development Day, prior approval would be required from the Assistant Superintendent of Human Resources.

3. Notice Requirements

Unit members shall notify the district not less than three (3) work days prior to the beginning date of the personal necessity leave except for leave taken for: (1) death of an immediate family member, (2) accident involving the unit member's person or property, or the person or property of a member of the unit member's immediate family, or (3) when extenuating circumstances make such notice impracticable. The unit member shall request a substitute if needed and shall notify the immediate supervisor of the expected duration of the absence.

4. Other Provisions

Unused personal necessity leave entitlement, including personal business leave entitlement, shall not be accumulated from year to year.

E. Industrial Accident Leave

1. "Temporary Disability Compensation" Defined

As used in this section, "temporary disability compensation" means two-thirds of the wages a unit member loses because the unit member is recovering from a work-related accident.

2. General Provisions

All work-related accidents, however minor, should be reported to the immediate administrator as soon as practicable, even though no absence from service is required. When a unit member is compelled to be absent because of injury or illness incurred within the course and scope of assigned duties and which qualifies for Worker's Compensation coverage, the unit member shall receive Industrial Accident Leave. For any such absence, the unit member must file with the immediate administrator the required insurance and claim report forms. In order to qualify for industrial accident or illness leave coverage, a unit member claiming such leave shall be subject to examination by a District-appointed physician, at District expense, to verify his/her condition and to evaluate any claims.

3. Duration and Pay

For the first sixty (60) working days of absence for any given injury or illness hereunder, the unit member shall be paid full compensation without use of sick leave credit. During this period, any Worker's Compensation payments shall be endorsed to the District. Allowable leave shall be for not more than sixty (60) days (in any one fiscal year) during which the schools of the District are required to be in session or when the unit member would otherwise have been performing work for the District. Allowable leave shall not be accumulated from year to year. If the same illness or injury extends into the next fiscal year, the unit member shall be allowed to use only the amount of leave remaining from the previous fiscal year. Industrial accident or illness leave shall commence on the first day of absence, and shall be charged by one day for each day of authorized absence regardless of a temporary disability compensation award.

After the sixty-day period, the unit member will use that portion of sick leave which, when added to the temporary disability compensation, will equal the unit member's regular salary. After a unit member has used all available sick leave, the unit member shall be entitled to differential pay pursuant to Section C above. At no time shall the combination of sick leave or differential pay, plus a unit member's temporary disability compensation exceed the unit member's normal salary.

4. Return to Service

A unit member shall be deemed to have recovered from an industrial accident or illness and there by able to return to work at such time as the medical specialist verifies that the unit member is able to perform the essential functions of their job. The District, at its own expense, may request the opinion of another medical specialist.

F. Bereavement Leave

1. General Provisions

Up to five (5) days of leave of absence, without loss of compensation, will be allowed for the death of any member of the unit member's immediate family. Leave due to bereavement in addition to the days allowed above may be allowed under the personal necessity provisions of this Article (see Section D above).

2. Limitations on Use

Use of this leave shall commence within one calendar year from the date of the death of the family member unless prior written authorization is obtained from the District.

G. Parental Leaves

1. Optional Unpaid Portion

The District may grant an unpaid pre-childbirth leave of absence to a pregnant unit member pursuant to the Personal Leave provisions outlined in Section J below, prior to the period of the unit member's actual disability.

2. Utilization of Sick Leave

During that period of time during which the unit member (including hourly unit members) is physically disabled and unable to perform their regular duties due to pregnancy, miscarriage, childbirth and recovery therefrom, the unit member shall be permitted to utilize their accrued sick leave pursuant to Section B, above.

3. California Family Rights Act-Baby Bonding Leave

Qualified unit members may choose to take up to twelve (12) weeks of parental leave pursuant to California law. Sick leave will be applied towards these twelve (12) workweeks of leave until all sick leave is exhausted. Thereafter, the unit member may use differential leave for the balance of the bonding period up to twelve (12) workweeks. However, at no point during the twelve (12) workweeks of baby-bonding leave may a unit member be paid less than 50% of their compensation.

4. Reproductive Loss Leave

A unit member shall be granted five (5) days of leave of absence on account of a reproduction loss event. "Reproductive loss event" means a failed adoption, failed surrogacy, miscarriage, stillbirth, or unsuccessful assisted reproduction. The reproductive loss event applies to any person who would have been a parent as a result of the unsuccessful adoption, surrogacy, assisted reproduction, or pregnancy. Bargaining unit members may use accrued sick leave for purposes of reproductive loss leave.

5. Pregnancy Disability Leave

A bargaining unit member disabled by pregnancy, childbirth, or a related medical condition may take a leave for a reasonable period of time not to exceed four months and thereafter return to work. During such pregnancy disability leave the District shall maintain a bargaining unit member's health and welfare benefits at the same levels previously provided. The bargaining unit member shall be responsible for any required contribution towards the cost of those benefits during any unpaid portion of pregnancy disability leave. During pregnancy disability leave, bargaining unit members shall be entitled to use accrued sick leave and upon exhaustion of sick leave they shall be entitled to use differential leave.

6. Family Medical Leave Act

A unit member's entitlement to parental leaves shall run concurrently with a unit member's entitlement to take the same leave under the Family Medical Leave Act ("FMLA") and/or The California Family Rights Act ("CFRA").

H. Legal Commitment Leave

1. Jury Duty

Unit members required to serve on jury duty (excluding Grand Jury) shall receive full compensation for such absence from duty, less paid jury compensation. In order to avoid undue disruption of the educational program, it shall be a condition of such paid leave that the unit member, if asked to serve on a trial which is expected to last more than 10 days, use best efforts to confine his/her jury duty to 10 days or less, by asserting hardship to the students and program. In such a case the unit member must also advise Human Resources of the problem so that the District can lend assistance.

2. Subpoenaed Witness

Unit members appearing as a witness under subpoena in court other than as a litigant or to respond to an official order from another governmental jurisdiction, for reasons not brought about through the initiation, connivance or misconduct of the unit member, shall receive full compensation for such absence from duty, less paid witness fees.

I. Military Leave

1. The District shall grant military leave in accordance with applicable state and federal laws to unit members performing military duties on a voluntary or involuntary basis in a uniformed service, including active duty, active duty for training, initial active duty for training, inactive duty training, full-time National Guard duty, examination to determine fitness for duty, and performance of funeral honors duty.

2. A unit member who needs to be absent from the District to fulfill their military service shall provide advance written notice or verbal notice to the Superintendent or designee, unless the giving of such notice is precluded by military necessity or is otherwise impossible or unreasonable.

3. A unit member who has been employed by the District for one calendar year or more shall receive his/her full usual pay for the first thirty (30) days of such required military service.

J. Personal Leave

The Board may, upon application of the unit member and recommendation of the Superintendent, grant a leave without pay to a unit member for a period not to exceed two (2) years (with the exception of items number 8, 9, and 10 below). The unit member must indicate in the application the length of the leave and must adhere to the length of the leave as requested without the possibility for extending or shortening the leave period. With regard to leave to serve in a public office, for reasons of ill health, or for infant care leave (items 8, 9, and 10 below), the initial leave request may be for a period of up to one year.

The following list is illustrative of the purpose of personal leaves:

1. To participate in unpaid exchange teaching programs.

2. To participate in foreign or military teaching programs.

3. To participate in a full-time Peace Corps or Job Corps program.

4. To participate in a travel or work experience program directly related to the individual's discipline. Requests for leave for employment in another school district will be denied except as otherwise provided.

5. To study full-time at an accredited college or university in a program that will specifically enhance the individual's teaching effectiveness.

6. To serve as an elected officer of a professional organization at the state or national level.

7. To campaign for a public office for which the unit member is a candidate.

8. To serve in a public office.

9. For reasons of ill health.

10. Child care. If leave is granted, all rights of tenure, retirement, accrued leave with pay, and other benefits provided by law shall be preserved and available to the unit member after termination of the leave of absence, except that salary schedule increment credit will not be granted for time on leave.

K. General Leave of Absence Without Pay

Absence without pay beyond that authorized by Personal Necessity Leave pursuant to Section D above, may be granted by the District. Arrangements for a substitute must be completed before the unit member may consider himself/herself excused.

L. FMLA and Other Leaves Provided by Law

The District shall provide FMLA/CFRA leave and other leaves as required by state or federal law according to the relevant statutes and regulations; therefore, if there is any change in state or federal laws applicable to unit member leaves provided by this Article, those changes are deemed incorporated into this Article as of the effective date of the statutory change. Nothing in this Article is intended to change either the District's or unit member's rights and obligations under the Americans with Disabilities Act or comparable state law.

ARTICLE X - CLASS SIZE

The following are to be the teacher-pupil ratios and class-size maximums:

A. Grades TK-3: The District and the Association agree to a collectively bargained alternative class size ratio to implement the local control funding formula CSR grade span adjustment program. School site average class sizes shall not exceed a teacher-pupil ratio of 1:28, with individual class maximums for single grade classes in TK-3 at 33, and maximums for split-grade classes in K-3 at 30. The school site average ratio of students to teachers shall be calculated as required by State regulations. The parties agree that this negotiated school site average class size limit meets all requirements of law and fulfills the LCFF collective bargaining exception requirements to obtain funding. If state regulations are modified in a manner that causes the District to incur a CSR (Class size reduction) penalty or to lose CSR funds, then the parties agree to immediately meet and renegotiate this provision. This provision shall remain in effect until renegotiated by the District and the Association or, the State of California no longer provides CSR funding, or CSR funding is changed substantially.

Grades 3-4: Split-grade/combo class maximums of 30.

Grades 4-12: The overall District teacher-pupil ratio in grades 4-12 shall not exceed 1:32, with individual class maximums of 35 and split/combo class maximums of 33.

B. Classes in physical education, on-line classes, team teaching classes and music classes are exempt from the above restrictions. However, individual class maximums for elementary physical education and music classes are 70 students. If an elementary physical education class exceeds 70 students, an instructional aide will be assigned for that period of time the class is over the 70-student maximum; such aide assignment will be deemed to bring the class size into compliance.

C. If it appears necessary to exceed the above-stated maximums for a particular class, the principal (or designee) shall consult with the affected teacher and request the teacher's concurrence. The district will notify the SLCTA President prior to making a final decision regarding exceeding max cap for class size in a particular class. If the teacher consents, the situation shall be deemed resolved. If the teacher does not consent, he or she may utilize the grievance procedure. In order to prevail in such a case, the District must demonstrate an exceptional need for its action, such as space limitations, avoidance of an extensive reorganization of the school, or important instructional needs.

ARTICLE XI - TRANSFER PROCEDURES

A. General Provisions

1. Definitions

A transfer is a change from a regular probationary or permanent unit member's assigned school to another school. However, contract temporary employees who have successfully served five or more years in the same assignment may avail themselves of the voluntary transfer procedures of section C below. Paid extra duty assignments such as coaching shall not cause a particular position classification to be deemed different or separate. Also, changes in the school or area assignments of those who are not normally assigned to a particular site (such as psychologists or nurses) are not deemed transfers hereunder.

2. Non-Transfer Assignment Changes

Grade-level and subject matter changes in assignment at the same site are not "transfers" within the meaning of this Article. However, before making such changes, the site administrator shall notify and consult with the affected unit member(s) and consider in good faith the preferences and alternatives proposed by the unit member(s). If the District reassigns a unit member to a new subject matter or grade level at the same site, and the decision is made and implemented after or immediately before the school year has commenced, the District shall provide one day of release time for the unit member to prepare for this new assignment.

3. Determination of Openings

Subject to the consultation rights of the Association regarding curriculum, the District retains sole discretion to determine staffing patterns, decide what classes are to be formed and taught, and determine whether, when, and where an unfilled position exists. The District also retains sole discretion to determine whether any unfilled position is to be filled on a substitute/temporary contract basis or by a regular probationary or permanent contract employee. However, once the District determines that it is going to fill such a position with a regular, probationary or permanent employee on either a temporary or permanent basis, the following transfer procedures and limitations are to become applicable.

B. District-Initiated Transfers

1. Definition and Timing

District-initiated transfers are those which are initiated by the District without prior request of the affected unit members. In circumstances involving transfer decisions resulting from program changes, enrollment changes, grade reconfigurations and other general staffing changes, the standards of Part D of this Article apply. As to transfer decisions involving more individualized circumstances, the decisions must be based upon reasonable, program-related considerations, and are not to be based upon arbitrary or capricious grounds. This provision shall not constitute a waiver by the Association or by unit members of any rights they may have to enforce, in an appropriate non-contractual forum, statutory restrictions upon the hiring of temporary personnel.

Unit members who are involuntarily transferred due to a District-mandated programmatic change that do not hold credential authorization for that change shall be offered a position aligned to their current FTE within the District for which they are qualified, the teacher's interest will be considered when being placed. Such unit members shall be notified of all available vacancies before the District initiates external recruitment or interviews outside candidates.

2. Notice and Consultation

In any event, once the District has initiated and made a tentative transfer decision, it shall notify the

affected unit member(s), explaining the basis for the decision (in writing, if requested). The unit member(s) shall then be allowed three working days from such notice in which to consider the situation (including the current list of available openings), explore alternatives, state objections, state preferences for other openings, and have such matters considered in good faith by an administrator. The District shall make a reasonable effort to find less onerous solutions to the problem if the unit member disagrees with the proposed transfer. During the summer recess the time for such activity shall be five calendar days rather than three working days. The District may in its discretion extend such time limits.

3. Release Time and Moving Assistance

The District shall provide two days of release time for the unit member to relocate and prepare for the new assignment, or if the unit member opts, the District will compensate the unit member for 8 hours at the teacher hourly rate, and shall upon request, provide assistance in moving the unit member's materials to the new work site. Up to one (1) additional release days can be requested for members with extraordinary circumstances that may need additional time, (i.e. science classrooms, music, Physical Education, kindergarten, etc.)

If a teacher is required and directed by the District to move at the same site outside the duty day, the District will compensate for 16 hours at the teacher hourly rate.

C. Unit Member-Initiated Transfer Requests

Unit members who desire transfers are encouraged to file requests for same with the Human Resources department on the interest survey disseminated in January and may request any specific location(s) or positions, even if there are no known openings at the time. All such requests shall automatically expire two weeks before the start of school of the same calendar year. Transfer requests may be amended or withdrawn at any time upon written notification to Human Resources. See also section E below.

D. Transfer Standards

In making any transfer, in either a District-initiated (except as indicated in B.1. above) or unit member initiated situation, the District shall objectively base its decision upon reasonable job-related factors listed below, both when determining whether a particular unit member should be transferred, and when determining the destination of transferred unit members. No transfer decision shall be based upon arbitrary or capricious grounds, or based solely upon disciplinary or punitive considerations. The following factors are not listed in order of priority, and the applicability and weight to be given to any factor will vary according to the circumstances of the particular case:

- District seniority;

- Academic training, major and minor fields of study, experience, credential authorization and legal limitations.

- Stated preferences and particular needs of the affected unit member, including matters of health, child care and transportation;

- Enrollment patterns, curriculum demands, demonstrated instructional strengths, program continuity factors, and contract waivers; and

- Balancing of staff with respect to experience, special skills and talents.

Unit members requesting a transfer who do not receive an available position will be advised (by the site administrator and/or Director of Human Resources), at the unit member's request, as to why the transfer request was not granted.

E. List of Openings

Probationary and Permanent Unit Members

Known vacancies will be published to employees electronically until two weeks before the start of school. Employees will have three (3) work days to express interest in the open position and will be scheduled to participate in the interview process with other transfer candidates soon thereafter. After the position has been posted internally for three (3) work days, current employees who are still interested but missed the deadline must apply online and compete with outside applicants.

Each such posting shall announce a deadline date for internal applicants, and interested unit members may express interest within three (3) work days. Employees may express interest in multiple sites, but once assigned to a requested opening must serve there for at least the upcoming school year. Before outside candidates are considered, all unit members appropriately credentialed who have expressed interest in the opening by the end of the three (3) work days deadline shall be interviewed and notified of the result. It is understood that the District will, at the same time as the above, be posting and recruiting external applicants as deemed appropriate.

Temporary Unit Members

The district may continue any temporary unit member at the same school site or position the following year without complying with posting and application procedures.

F. Late Openings

1. For unanticipated openings which occur two weeks prior to the school year and throughout the current school year, the District may, without complying with the posting and application procedures, fill the opening on a permanent basis with a unit member who has been declared "surplus" from his or her work location by virtue of an unanticipated drop in enrollment, program change or the like.

2. In the event that the District does not designate a "surplused" unit member to fill such a position, it may at its option fill the position on an interim basis for the balance of the year with a unit member or a new employee without regard to posting and application procedures.

ARTICLE XII – DUES

A. Payment of Dues

Any unit member who has freely and voluntarily consented in writing to be a dues paying Association member shall have dues deducted from his/her wages. Dues shall be collected by mandatory payroll deduction in an amount determined by the Association in compliance with applicable law. The Association shall have the sole and exclusive right to payroll deduction of regular membership dues for consenting Association members.

The District shall not be obligated to put into effect any new or changed deductions until the pay period commencing thirty (30) calendar days or more after such submission.

The District shall provide to the Association the home address of each unit member, unless the unit member has opted out of such disclosure. The Association agrees to furnish any information needed by the District to fulfill the provisions of this Article and all requirements of law.

The Association (and its parent/affiliates) agrees to indemnify, defend and hold the District harmless against any and all monetary liabilities, costs and expenses, including reasonable attorneys' fees and other costs of litigation arising from the District's compliance or attempted compliance with this Agreement, with the Association's requests in furtherance of this Agreement, or any action challenging the legality of the organization security provisions of this Agreement. The Association shall have the exclusive right to determine whether any such action or proceeding shall or shall not be compromised, resisted, defended, tried or appealed. Any underpayments or overpayments to the Association resulting from the District's failure to make required deductions shall be remedied by additional deductions from, or credits to, the affected employee.

When drawing orders for salary payments to unit members covered by this Agreement, the District shall reduce the order by the amount which has been voluntarily authorized in writing by the unit member to be deducted for the purpose of paying the monthly unified membership dues of the unit member in the Association and its affiliates California Teachers Association and National Education Association.

Pursuant to such authorization, the District shall deduct dues from the regular salary check of the unit member monthly. Deductions for unit members who submit their initial authorization after the commencement of the school year, shall if the authorization so provides, be appropriately prorated to complete payments by the end of the school year. The District shall on a monthly basis draw its order upon the funds of the District in favor of the Association for an amount equal to the total of the dues deductions made during the month, and shall furnish to the Association an alphabetical list of unit members for whom deductions have been made, and indicating any changes in personnel from the list previously furnished.

If a unit member changes his/her dues deduction status or withdraws consent to be a dues paying Association member, the Association agrees to promptly notify the District's Human Resources Department of this change in writing.

B. Other Deductions

Upon appropriate written authorization from the unit member, the District shall deduct from the salary of the unit member and make appropriate remittance for annuities, credit union, savings bonds, and charitable donations currently authorized by the Board of Education. The District shall also deduct for additional plans or programs jointly approved by the Association and the Board.

ARTICLE XIII - SAFETY CONDITIONS

A. General Duty Clause

The District shall, subject to financial constraints, provide places of employment which are as safe as the nature of the employment and assigned duties reasonably permits. A unit member shall not be required to perform duties under conditions which pose a serious threat of bodily harm provided that he/she has exercised reasonable care to avoid the condition.

B. Reimbursement for Theft or Vandalism

Reimbursement shall be made to a unit member for loss, destruction, or damage by theft, vandalism or other cause not contributed to by lack of reasonable care by the unit member, of personal instructional property used in the schools of the District pursuant to the following provisions. Reimbursement shall be made only when written approval of the use of the property is obtained in advance of the loss. Approval or disapproval is the sole prerogative of the District. It is understood that such approval is to be for special instructional aides such as musical instruments, demonstration materials and the like, and not for personal items such as jewelry, eyeglasses, and the like. The maximum reimbursement hereunder for any occurrence is $250.00.

C. Pupil Threats

In the event that during a class a pupil threatens the safety of a unit member or of others present in the classroom, the unit member may, subject to applicable law, suspend the pupil from the class for the remainder of the day and for the day following. The unit member shall immediately report such a suspension to the principal or his/her designee, and send the pupil to the office. The pupil shall not be returned to the class from which he/she was suspended, for the period of the suspension, without the concurrence of the unit member.

D. Safety Conditions of Employment

1. Employees shall not be required to work in unsafe conditions or to perform tasks that endanger their health and safety, as determined by the District's Health and Safety Officer. Employees shall report immediate concerns to their supervisor for evaluation prior to leaving the workplace.

2. Employees shall be safety-conscious in their own conduct and actions and cooperate with the District in implementation of its safety program.

3. Employees shall report any unsafe or unhealthy conditions directly to their supervisor on the form developed by the District.

4. An employee shall immediately report any physical or verbal assaults or threats from students and/or parents and/or guardians in connection with their employment to the immediate supervisor, who shall immediately report the incident to the appropriate law enforcement agency as required by law. The employee will self-report the same information in the Incident Report/Workplace Violence Prevention report. The bargaining unit member will work with district and site administration, which may include providing time out of the classroom to develop a plan to move forward with a safe classroom environment.

5. With the unit member’s written consent, the District Safety Coordinator shall notify SLCTA of all incidents where a unit member requires medical treatment beyond the care provided by the District, as a result of assault by a student.

E. Safety and Representation in Administrator/Unit Member/Parent Meetings

1. Right to a Safe Meeting Environment
   - The District and the Association recognize the importance of maintaining a safe, professional, and respectful environment in all meetings involving unit members, administrators, and parents/guardians.
   - Site administrators will be trained in best practices in relation to developing and maintaining expected norms in parent/guardian/unit member/administrator.
   - If requested by the unit member, prior communication will be made between the site administrator and unit member to establish agreed upon norms and guidelines.
   - Administration and unit member will maintain the expected norms, and may pause, request a caucus, or reschedule a meeting if the parent/guardian is unable to maintain the expected norms.

2. Right to Union Representation

If a prior meeting has been suspended due to a violation of agreed upon norms, the unit member has the right to union representation to subsequent meetings regarding the same student.

F. District Safety Committee Participation

1. The District shall maintain a District Safety Committee responsible for implementing the Injury and Illness Prevention Program (IIPP) and planning for district-wide safety, emergency, and disaster preparedness.

2. The Association shall appoint three (3) unit member representatives to serve on the District Safety Committee:
   - One (1) representative from the elementary level
   - One (1) representative from the middle school level
   - One (1) representative from the high school level

3. Association-appointed representatives shall be provided release time if meetings occur during the contractual workday. If meetings take place outside of the duty day, unit members shall be compensated at the established teacher hourly rate.

4. In instances when SLCTA is unable to secure volunteers for the District Safety Committee, the committee's work will continue uninterrupted.

G. Instructional Continuity Plan in the Event of an Emergency and School Closure(s)

In the event of an emergency that closes one of our schools or all of our district's schools, the district has developed an Instructional Continuity Plan to ensure that our students continue to receive instruction and that unit members are supported in that effort. This plan is designed to keep our students engaged and to continue their education. When an emergency occurs that necessitates the enactment of this plan, the district will immediately consult with SLCTA leadership on return-to-work plans and safety procedures. Depending on the length of the emergency, this plan will also be reevaluated and negotiated with SLCTA's bargaining team.

ARTICLE XIV - SALARY SCHEDULES AND RULES

A. General

The Parties agreed to increase all 2025-2026 certificated salary schedules by 2% for each of the next three-years, 2026-27, 2027-28, and 2028-29, effective July 1, 2026.

The Parties agreed that when property taxes come in at 5% or higher in 2026 and any of the subsequent years of the agreement, salary schedules, including hourly pay, shall be increased by an additional one percent (1%) for all unit members retroactive to July 1, in each of the three years of the agreement.

1. Salary Schedules

The current salary schedules are attached as Appendix A. Bargaining unit members, except those positions with designated separate salary schedules in the appendix and defined work years listed in Article VI and sections F, G, H and I below, shall be paid in accordance with Appendix A, which is based on a work year of 186 duty days.

2. Full-time unit members who have a mandatory work year in excess of 186 annual duty days of service in their regular assignment (excluding summer school) shall receive salary in the ratio that the number of days actually served bears to the required annual number of days. Unit members with a mandatory work year in excess of 186 duty days shall be placed on the Base Salary Schedule as required by this Agreement and then receive the appropriate per diem pay. The per diem pay calculations for each cell are set forth on the Base Salary Schedule. Unit members who serve full-time one full semester shall receive not less than one-half of the annual salary.

3. Part-time unit members in secondary schools (excluding shared contract unit members and full time teachers teaching an extra period as overtime) shall receive pay based on the number of periods taught, in relation to the number of periods taught by full-time (280 minutes annualized) unit members on the same site.

4. Part-time unit members in elementary schools are normally assigned on a half-time basis for either morning or afternoon sessions. Such unit members shall be paid at the rate of one-half of the full-time contract rate. Deviations from this pattern shall be compensated on a basis proportionate to the full-time unit members.

5. Full-time and part-time unit members working less than 200 duty days will be paid monthly over an 11 (eleven) month period from August – June. Full-time and part-time unit members working every month of the year and 200 duty days or more will be paid monthly over a 12 (twelve) month period. Hourly paid unit members shall receive their paychecks on the 10th day of each month following the month worked.

6. Full-time unit members in secondary schools who teach an additional class period shall be paid at their regular rate as compensation for the additional service. Pay for such classes shall be pro-rated, based on the unit member's regular rate and the number of periods taught each grading period by that unit member, as compared to full-time (280 minutes annualized) unit members on the same site. (This provision is intended to cover e.g., the high school teacher who voluntarily agrees to teach an additional regular class; it does not cover the teacher who occasionally teaches an extra period to cover for an absent teacher under Article VI-C.)

B. Initial Salary Placement

1. Initial Column Placement

Unit members who have satisfied statutory credentialing requirements shall be placed on the appropriate column of the salary schedule in accordance with the following degree and unit requirements:

Column I Education Units Less than Column II
Column II Bachelor's Degree plus 45 semester units
Column III Bachelor's Degree plus 60 semester units

2. Initial Step Placement

a. Teachers

Commencing July 1, 2022, credit for non-District teaching experience shall be granted at the rate of one step for each year of full-time comparable teaching experience in a similar setting up to a maximum of ten (10) years of service. Prior experience shall be verified by official statements from previous employers in order to receive credit. Military service does not count toward initial salary placement.

b. Specialists and Career Technical Education Teachers

Commencing July 1, 2022, Specialists such as School Nurses, Librarians, Counselors, Psychologists, and Speech Language Pathologists and Career Technical Education Teachers shall be subject to the same prior experience credit rules as described in the paragraph above so long as the full-time comparable experience is within the relevant field of study.

C. Column Advancement

1. The intent of this section is to encourage unit members to continue their formal education and at the same time provide reasonable parameters so that the courses taken will enhance employees' job performance. Courses taken for purposes of meeting requirements for salary track advancement must be taken outside of the unit member's work day, must not be duplicative of courses previously taken, and must meet one of the following criteria:

a. Be in a subject directly related to the unit member's assignment; or

b. Be in the unit member's major or minor field of study, if that field is directly related to a potential or pending assignment in the District; or

c. Be part of a credential or degree program directly related to a potential assignment in the District; or

d. Other courses as approved by the District.

In order to avoid later disputes, unit members are highly encouraged to obtain prior approval by the District of any courses which might be considered questionable under the above criteria.

2. In order to receive salary credit from a college or university, such semester units must be taken after the date of the Bachelor's Degree, and unit members must have received a grade of "C" or better. For unit members hired after July 1998, units completed prior to the issuance of the Bachelor's Degree shall be counted as post-bachelor units if certified by the registrar of the institution that the units are applicable to the teaching credential, or Master's Degree, or are graduate level courses. Cumulative credit for post-graduate completion of lower division undergraduate courses shall be limited to 15 units for Column II, and 20 for Column III.

3. The term "semester unit" or "unit" refers to a unit of work equivalent to the University of California's semester unit (one hour lecture or three hours laboratory per week for one semester). Quarter units are converted to semester units by multiplying by two-thirds. For the purposes of salary advancement, ten (10) hours of Continuing Education Units (CEUs) are equivalent to one quarter unit and fifteen (15) hours of CEU's are equivalent to one semester unit.

4. College credit will be allowed only for units received from a college or university having accreditation from the Western Association of Schools and Colleges or another equivalent regional accrediting authority.

5. Credit for travel will be allowed only when such travel is recognized for credit as part of a regular college course and is recorded on a college transcript.

6. Generally, the District will not give credit toward column advancement for courses which are paid for by the District with the exception that the District may from time to time sponsor specific training which would count towards column advancement. District-sponsored training would follow all other contract requirements for column advancement.

7. Column advancement will be accomplished only on an annual basis, with salary adjustments effective with the first day of paid service for the school year. Normally transcripts shall be submitted no later than October 1 to become effective during the current school year. If by October 1 the unit member is unable to submit supporting records or transcripts verifying completion of post graduate units of study, official notices in the form of a grade card or letter from the College or University shall be submitted. Such temporary verifications which indicate satisfactory completion of the course(s) shall be sufficient evidence to meet the above requirements. The unit member shall provide the official transcript or affidavit document to the District as soon as it is available, but no later than November l. Failure to comply with these provisions shall result in denial of column advancement for that year, and appropriate adjustments to recover the earlier overpayments.

D. Step Advancement

A unit member who has been in paid status at least .75 FTE of the mandatory work year for the position will advance one step on the salary schedule upon their return to work the following school year. Commencing July 1, 2022, unit members who work less than full time will advance as follows: .49 FTE or less of the mandatory work year of the position will advance one step every third year; .5 FTE to .74 FTE of the mandatory work year of the position will advance one step every other year.

E. Other Schedules/Extra Duty Pay

The Extra Duty Schedule is as set forth in Appendix H. Summer school shall be paid at the rate in effect when summer school commences.

Appendix A: Salary Schedule (General Certificated Unit Members) Appendix B: Program Specialists
Appendix C: School Psychologists
Appendix D: Speech and Language Pathologists
Appendix E: SPED
Appendix F: Elementary Counselors
Appendix G: Secondary Counselors
Appendix H: TOSAs
Appendix I: School Nurses
Appendix J: School Librarians
Appendix K: Agriculture Teachers

Appendix L: Secondary Activities and Athletics Directors Appendix M: Middle School Activities and Athletics Directors
Appendix M: Middle School Activities and Athletics Directors
Appendix N: Extra Duty Pay
Appendix O: Part-Time Secondary Teacher Pay Graph

F. Salary Schedule for Program Specialists

The salary schedule for Program Specialists is set forth in Appendix B.

G. Salary Schedule for School Psychologists

The salary schedule for School Psychologists is set forth in Appendix C.

H. Salary Schedule for Speech Language Pathologists

The salary schedule for Speech Language Pathologists is set forth in Appendix D.

I. Salary Schedule for Counselors

Elementary and Secondary Counselors receive a responsibility factor of 5% for possession of a Pupil Personnel Services credential. The salary schedules for Counselors are set forth in Appendices F and G.

J. Responsibility Factor for Currently Assigned Special Education Unit Members

Elementary and Secondary Special Education unit members currently assigned will receive a responsibility factor of 5% for possession of a Special Education (Education Specialist Instruction) Credential. The salary schedule for Special Education members is set forth in Appendix E.

K. Bonuses for Hard to Fill Positions

For unit members initially employed for the 2019-20 school year and thereafter, the District may offer a one-time signing bonus of $5,000 to unit members who currently have a regular credential qualifying them to serve as special education, math, or science teachers, speech and language pathologists, or other hard to fill positions as determined by the District. The availability of such bonuses at any time may be communicated in the job announcement for these positions or may be added following initial interviews if there is a small applicant pool. Unit members who qualify for signing bonuses shall receive $1,250 (25% of the bonus on the first payroll following reporting to work as a first year probationary employee), $1,250 (25% of the bonus) on the first payroll following reporting to work as a second year probationary employee, and $2,500 (50% of the bonus) on the first payroll following reporting to work in his/her third consecutive year of employment.

To assist in the recruitment of hard to fill positions, the district may allow up to 20 years of service credit for new hires. When the district designates a position as hard to fill and hires new employees with this incentive, current employees serving in, or transferring to, the identified position will be eligible for a salary adjustment if they were not previously credited with more than 10 years of experience when initially hired in SLCUSD. This salary adjustment will not be retroactive to original date of hire and will take effect in the school year for which the incentive was authorized. Employees will receive an email from Human Resources notifying them their current assignment was designated as Hard to Fill Position. Employees will work with the Human Resources Analyst to verify years of service credit.

L. Payroll Errors

Any payroll error resulting in an incorrect payment shall be corrected as soon as practicable after discovery thereof, and normally will be remedied by a supplemental warrant within five (5) working days. If the error

resulted in overpayment, the amount in question shall be deducted from subsequent warrants via a mutually agreed upon written repayment agreement in a reasonable manner so as to minimize hardship to the employee.

M. Standard Per Diem Hourly for all Unit Members.

All unit members who receive per diem, will have it calculated by a seven (7) hour and ten (10) minute work day.

ARTICLE XV - FRINGE BENEFITS

A. Medical/Dental/Vision Care

1. The District shall annually contribute $6000 for each full-time employee and their eligible dependents for a SISC Blue Cross medical insurance health plan, a MetLife plan and a Family Vision Service Plan. To the extent that the total cost of all benefits exceeds $6000 per employee per year ($600/employee/month), the District shall share the additional cost on a 50:50 basis. All costs to be borne by employees shall be paid through monthly payroll deductions.

2. The District shall offer employees participation in an IRS Section 125 Plan, with administrative expenses thereof to be borne by the District.

B. Part-Time Personnel Benefit Contributions

1. Salaried Contract Personnel: For regular part-time contract salaried personnel working 50% or more of a full-time assignment, the District shall contribute a pro rata portion of the above amounts in the same proportion as the unit member's percentage of full-time salary earned. The unit member must contribute the balance of the cost, if he or she desires any coverage; if the unit member decides not to contribute the balance of the cost, he/she shall not be entitled to participate and the District shall have no obligation to contribute any sum on his/her behalf. Employees working less than 50% of a full-time assignment shall not be eligible for fringe benefits nor shall the District be required to make any financial contributions for insurance for such employees. A unit member shall be entitled to accumulate all hours worked, whether as a certificated or as a classified employee, to determine the unit member’s percentage of a full-time assignment.

New employees must submit an enrollment form within 30 days of initial employment to be eligible. There is an open enrollment period during the first half of September for additional enrollment and adding dependents. Newly born children may be added within 30 days of birth.

2. Hourly Personnel: Hourly-paid personnel who are working at least 50% of a full-time assignment (e.g. more than 18 hours per week) shall be entitled to participate in the above-described benefits on the same basis as described in the preceding Section B.1, except that in determining the hourly unit member’s proportionate contribution a full-time assignment shall be deemed 35 hours per week.

C. District’s Obligations Limited

The District’s obligations are limited to payment of the above-stated contributions. All terms and conditions and claims arising under any of the various programs available pursuant to this Article are to be determined by the carriers’ respective plans and appeal procedures, and are to be resolved between the carrier and the unit member. However, the District shall, whenever requested, offer aid and assistance to the unit members in obtaining proper services from the carriers.

ARTICLE XVI - RETIREMENT

A. Reduced Work Schedule Program

The District has a program where, pursuant to a mutual agreement with a unit member, the unit member will undertake a specified reduced work schedule for a specified period of time prior to an agreed upon retirement date. Salary will be prorated based upon the reduction in workload, but District-paid health insurance will not be reduced. Both the teacher and the District will make full STRS contributions, and the teacher will be treated by STRS the same as if employed full time. (See Board Policy 4117.11.)

B. Retirement Medical Plan

The District shall continue its contributions for health and accident/major medical insurance for all unit members who retire from the District and with CALSTRS between the ages of 55 and 65 with at least 10 full years of District service. The contribution level from the District shall be the same as for active employees. Contributions shall commence upon retirement and shall terminate at age 65.

Upon retirement of a current eligible unit member from the District and with CalSTRS at age 65 or older, the retiree and his/her eligible dependents shall be permitted to participate, at his/her own option and expense, in a District-sponsored retirement group medical plan supplemental to Medicare. The retiree must obtain Medicare Part A and B coverage, at the retiree's expense, make all required payments in advance, and comply with all requirements imposed by the District's benefit providers.

It is contemplated that the benefits under this Retirement Medical Plan, together with Medicare, will approximate the benefits provided to current employees pursuant to this Article.

ARTICLE XVII - EFFECT OF AGREEMENT

A. Effect upon Negotiations

The District and Association agree that this Agreement is intended to cover all matters relating to wages, hours and all other terms and conditions of employment, and that during the term of the Agreement neither the District nor the Association will be required to meet and negotiate on any further matters affecting these or any other subjects not specifically set forth in this Agreement, even though such subject or matters may not have been within the knowledge or contemplation of either or both the District or Association at the time they negotiated and executed this Agreement, or even though such subjects or matters were proposed and later withdrawn. The foregoing notwithstanding, the parties shall meet and negotiate during the term hereof as required by the express provisions of other articles of this Agreement, and may meet and negotiate on other matters if they mutually desire to do so. Provided also, that if the District contracts out unit work or assigns unit work to non-unit personnel pursuant to Article II.A.(6), the District shall negotiate with the Association with respect to the negotiable impacts of such decisions.

B. Effect upon Individual Contracts

Any individual contract between the District and a unit member dealing with services covered by this Agreement shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be deemed controlling.

C. Effect upon Board Policies and Rules

In the event of a conflict between the terms of this Agreement and any Board policies, rules or procedures, the terms of this Agreement shall prevail.

D. Waivers

Pursuant to the Continuous Improvement Process, individual schools may cooperatively develop school plans and programs which are intended to change the delivery of educational services for that school. Such plans or programs may involve departure from the terms and conditions of the Agreement. However, any such plans shall identify the provisions of the Agreement which are affected or to be "waived" by the new plan or program. In order to become effective, the "waiver" elements of the plan or program must be approved by the Association and by the District. Waiver(s) shall automatically terminate at the end of the school year. In the event that a subsequent waiver(s) is not developed, then the contract language in the Agreement between the District and the Association shall be in full force and effect. If the plan or program is terminated, the waiver shall also terminate and the Agreement shall again fully apply.

E. Separability and Savings

If any provision of this Agreement should be held invalid by any tribunal of competent jurisdiction, or if compliance with or enforcement of any provision should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement or the application of such article or section as to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

ARTICLE XVIII - DURATION AND RENEGOTIATION

A. This Agreement shall be effective for the period July 1, 2026 to June 30, 2029.

B. The Association and the District shall meet upon the request of either party to discuss matters of mutual concern and to discuss the impact of any new legislation that falls within the required scope of negotiations.

C. There shall be no reopeners for the duration of this Agreement except upon mutual agreement of both parties, with the exception of Article VI Hours of Work, Section H Elementary Preparation/Supervision Time in the second year of the agreement .

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

SAN LUIS COASTAL TEACHERS ASSOCIATION

Effective July 1, 2026

Annual Salary (186 days)

	I		II		III		
Step			BA + 45		BA + 60		Step
	No Masters	W Masters	No Masters	W Masters	No Masters	W Masters	
1	63,612	64,612	65,288	66,288	66,127	67,127	1
2	64,110	65,110	66,352	67,352	67,388	68,388	2
3	65,988	66,988	67,981	68,981	68,574	69,574	3
4	68,274	69,274	69,764	70,764	71,275	72,275	4
5	71,255	72,255	72,746	73,746	74,339	75,339	5
6	74,239	75,239	75,730	76,730	77,242	78,242	6
7	77,222	78,222	78,709	79,709	80,223	81,223	7
8	80,203	81,203	81,695	82,695	83,824	84,824	8
9	83,184	84,184	85,054	86,054	87,457	88,457	9
10	86,167	87,167	88,672	89,672	91,124	92,124	10
11					94,743	95,743	11
12					98,386	99,386	12
13					102,053	103,053	13
14					103,350	104,350	14
15					104,391	105,391	15
16					105,895	106,895	16
17					108,876	109,876	17
18					111,858	112,858	18
19					114,842	115,842	19
20					116,332	117,332	20
21					117,823	118,823	21
22					119,313	120,313	22
23					120,804	121,804	23
24					122,298	123,298	24
25					123,788	124,788	25

Unit members who hold a bilingual certification as required by their position and a masters degree will receive a one-time additional $1,000 payment no later than the end-of-September pay period of the applicable school year.

Approved by the Board of Education: June 16, 2026

Teacher	Hourly	43.36
Summer	School	43.36

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

SAN LUIS COASTAL TEACHERS ASSOCIATION

Effective July 1, 2027

Annual Salary (186 days)

	I		II		III		
Step			BA + 45		BA + 60		Step
	No Masters	W Masters	No Masters	W Masters	No Masters	W Masters	
1	64,884	65,884	66,594	67,594	67,450	68,450	1
2	65,392	66,392	67,679	68,679	68,736	69,736	2
3	67,308	68,308	69,341	70,341	69,945	70,945	3
4	69,639	70,639	71,159	72,159	72,701	73,701	4
5	72,680	73,680	74,201	75,201	75,826	76,826	5
6	75,724	76,724	77,245	78,245	78,787	79,787	6
7	78,766	79,766	80,283	81,283	81,827	82,827	7
8	81,807	82,807	83,329	84,329	85,500	86,500	8
9	84,848	85,848	86,755	87,755	89,206	90,206	9
10	87,890	88,890	90,445	91,445	92,946	93,946	10
11					96,638	97,638	11
12					100,354	101,354	12
13					104,094	105,094	13
14					105,417	106,417	14
15					106,479	107,479	15
16					108,013	109,013	16
17					111,054	112,054	17
18					114,095	115,095	18
19					117,139	118,139	19
20					118,659	119,659	20
21					120,179	121,179	21
22					121,699	122,699	22
23					123,220	124,220	23
24					124,744	125,744	24
25					126,264	127,264	25

Unit members who hold a bilingual certification as required by their position and a masters degree will receive a one-time additional $1,000 payment no later than the end-of-September pay period of the applicable school year.

*** 26-27 Salary Schedule plus 2%*

Approved by the Board of Education: June 16, 2026

Teacher Hourly	44.23
Summer School	44.23

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

SAN LUIS COASTAL TEACHERS ASSOCIATION

Effective July 1, 2028

Annual Salary (186 days)

	I		II		III		
Step			BA + 45		BA + 60		Step
	No Masters	W Masters	No Masters	W Masters	No Masters	W Masters	
1	66,182	67,182	67,926	68,926	68,799	69,799	1
2	66,700	67,700	69,033	70,033	70,110	71,110	2
3	68,654	69,654	70,727	71,727	71,344	72,344	3
4	71,032	72,032	72,582	73,582	74,155	75,155	4
5	74,134	75,134	75,685	76,685	77,342	78,342	5
6	77,238	78,238	78,789	79,789	80,363	81,363	6
7	80,342	81,342	81,889	82,889	83,464	84,464	7
8	83,443	84,443	84,995	85,995	87,210	88,210	8
9	86,545	87,545	88,490	89,490	90,990	91,990	9
10	89,648	90,648	92,254	93,254	94,805	95,805	10
11					98,571	99,571	11
12					102,361	103,361	12
13					106,176	107,176	13
14					107,525	108,525	14
15					108,608	109,608	15
16					110,173	111,173	16
17					113,275	114,275	17
18					116,377	117,377	18
19					119,482	120,482	19
20					121,032	122,032	20
21					122,583	123,583	21
22					124,133	125,133	22
23					125,684	126,684	23
24					127,239	128,239	24
25					128,789	129,789	25

Unit members who hold a bilingual certification as required by their position and a masters degree will receive a one-time additional $1,000 payment no later than the end-of-September pay period of the applicable school year.

*** 27-28 Salary Schedule plus 2%*

Approved by the Board of Education: June 16, 2026

Teacher	Hourly	44.23
Summer	Hourly	44.23

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

SAN LUIS COASTAL TEACHERS ASSOCIATION

Effective July 1, 2026

Program Specialists (209 days)

Step	I BA		II BA + 45		III BA + 60		Step
	No Masters	W Masters	No Masters	W Masters	No Masters	W Masters	
1	71,482	72,482	72,385	73,385	74,194	75,194	1
2	74,194	75,194	76,006	77,006	77,813	78,813	2
3	77,813	78,813	79,623	80,623	81,434	82,434	3
4	81,434	82,434	83,241	84,241	85,052	86,052	4
5	85,052	86,052	86,861	87,861	88,670	89,670	5
6	88,670	89,670	90,482	91,482	92,293	93,293	6
7	92,293	93,293	94,100	95,100	95,910	96,910	7
8	95,910	96,910	97,721	98,721	99,529	100,529	8
9	99,529	100,529	101,337	102,337	103,148	104,148	9
10	103,148	104,148	104,957	105,957	106,769	107,769	10
11					110,385	111,385	11
12					114,007	115,007	12
13					117,625	118,625	13
14					121,243	122,243	14
15					124,864	125,864	15
16					128,485	129,485	16
17					132,102	133,102	17
18					135,721	136,721	18
19					139,342	140,342	19
20					141,150	142,150	20
21					142,957	143,957	21
22					144,768	145,768	22
23					146,579	147,579	23
24					148,390	149,390	24
25					150,199	151,199	25

Approved by the Board of Education: June 16, 2026

2% added to 2025-26 salary schedule

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

SAN LUIS COASTAL TEACHERS ASSOCIATION

Effective July 1, 2027

Program Specialists (209 days)

Step	I BA		II BA + 45		III BA + 60		Step
	No Masters	W Masters	No Masters	W Masters	No Masters	W Masters	
1	72,911	73,911	73,832	74,832	75,678	76,678	1
2	75,678	76,678	77,527	78,527	79,369	80,369	2
3	79,369	80,369	81,215	82,215	83,062	84,062	3
4	83,062	84,062	84,906	85,906	86,753	87,753	4
5	86,753	87,753	88,598	89,598	90,444	91,444	5
6	90,444	91,444	92,292	93,292	94,139	95,139	6
7	94,139	95,139	95,982	96,982	97,829	98,829	7
8	97,829	98,829	99,676	100,676	101,519	102,519	8
9	101,519	102,519	103,364	104,364	105,211	106,211	9
10	105,211	106,211	107,056	108,056	108,904	109,904	10
11					112,593	113,593	11
12					116,287	117,287	12
13					119,978	120,978	13
14					123,667	124,667	14
15					127,362	128,362	15
16					131,055	132,055	16
17					134,744	135,744	17
18					138,435	139,435	18
19					142,129	143,129	19
20					143,973	144,973	20
21					145,817	146,817	21
22					147,664	148,664	22
23					149,511	150,511	23
24					151,358	152,358	24
25					153,203	154,203	25

Approved by the Board of Education: June 16, 2026

*** 26-27 Salary Schedule plus 2%*

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

SAN LUIS COASTAL TEACHERS ASSOCIATION

Effective July 1, 2028

Program Specialists (209 days)

Step	I BA		II BA + 45		III BA + 60		Step
	No Masters	W Masters	No Masters	W Masters	No Masters	W Masters	
1	74,369	75,369	75,309	76,309	77,192	78,192	1
2	77,192	78,192	79,077	80,077	80,957	81,957	2
3	80,957	81,957	82,839	83,839	84,723	85,723	3
4	84,723	85,723	86,604	87,604	88,488	89,488	4
5	88,488	89,488	90,370	91,370	92,253	93,253	5
6	92,253	93,253	94,138	95,138	96,022	97,022	6
7	96,022	97,022	97,901	98,901	99,785	100,785	7
8	99,785	100,785	101,669	102,669	103,550	104,550	8
9	103,550	104,550	105,432	106,432	107,316	108,316	9
10	107,316	108,316	109,197	110,197	111,082	112,082	10
11					114,845	115,845	11
12					118,613	119,613	12
13					122,377	123,377	13
14					126,141	127,141	14
15					129,909	130,909	15
16					133,676	134,676	16
17					137,439	138,439	17
18					141,204	142,204	18
19					144,972	145,972	19
20					146,852	147,852	20
21					148,733	149,733	21
22					150,617	151,617	22
23					152,501	153,501	23
24					154,385	155,385	24
25					156,267	157,267	25

Approved by the Board of Education: June 16, 2026

**27-28 Salary Schedule plus 2%*

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT
SAN LUIS COASTAL TEACHERS ASSOCIATION
Effective July 1, 2026
Annual Salary
School Psychologists 198 days

Step	Years on step	Annual Salary	Per Diem
1	1-3	$94,103	$475.27
2	4-6	$101,342	$511.83
3	7-9	$110,029	$555.70
4	10-12	$120,164	$606.89
5	13-15	$130,296	$658.06
6	16 }	$140,406	$709.12

School Psychologists who are bilingual, and are required to use Spanish as a regular part of their work, will receive an additional $1,000 annually.

Approved by the Board of Education: June 16, 2026
2% added to 2025-26 salary schedule

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT
SAN LUIS COASTAL TEACHERS ASSOCIATION
Effective July 1, 2027
Annual Salary
School Psychologists (198 days)

Step	Years on step	Annual Salary	Per Diem
1	1-3	$95,985	$484.77
2	4-6	$103,369	$522.06
3	7-9	$112,229	$566.81
4	10-12	$122,567	$619.03
5	13-15	$132,902	$671.22
6	16 }	$143,215	$723.31

School Psychologists who are bilingual, and are required to use Spanish as a regular part of their work, will receive an additional $1,000 annually.

Approved by the Board of Education: June 16, 2026
**26-27 Salary Schedule plus 2%*

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

SAN LUIS COASTAL TEACHERS ASSOCIATION

Effective July 1, 2028

Annual Salary

School Psychologists (198 days)

Step	Years on step	Annual Salary	Per Diem
1	1-3	$97,905	$494.47
2	4-6	$105,436	$532.51
3	7-9	$114,474	$578.15
4	10-12	$125,019	$631.41
5	13-15	$135,560	$684.65
6	16 }	$146,079	$737.77

School Psychologists who are bilingual, and are required to use Spanish as a regular part of their work, will receive an additional $1,000 annually.

Approved by the Board of Education: June 16, 2026

**27-28 Salary Schedule plus 2%*

SAN LUIS COASTAL TEACHERS ASSOCIATION

SPEECH LANGUAGE PATHOLOGISTS

Effective July 1, 2026

186 days

Step	Annual Salary	Daily Salary	Annual Salary w/ Bilingual	Daily Salary w/ Bilingual
1	78,913	424.26	79,913	429.64
2	83,775	450.40	84,775	455.78
3	90,620	487.20	91,620	492.58
4	93,258	501.39	94,258	506.76
5	93,694	503.73	94,694	509.11
6	96,764	520.24	97,764	525.61
7	99,834	536.74	100,834	542.12
8	102,908	553.27	103,908	558.64
9	105,977	569.77	106,977	575.15
10	107,129	575.96	108,129	581.34
11	110,111	591.99	111,111	597.37
12	113,092	608.02	114,092	613.40
13	116,077	624.07	117,077	629.44
14	117,566	632.07	118,566	637.45
15	119,057	640.09	120,057	645.47
16	120,547	648.10	121,547	653.48
17	122,039	656.12	123,039	661.50
18	123,531	664.15	124,531	669.52
19	125,022	672.16	126,022	677.54

SLPs who are bilingual and are required to use Spanish as a regular part of their work, will receive an additional $1,000 annually.

Approved by the Board of Education: June 16, 2026

2% added 2025-26 salary schedule

SAN LUIS COASTAL TEACHERS ASSOCIATION

SPEECH LANGUAGE PATHOLOGISTS

Effective July 1, 2027

186 days

Step	Annual Salary	Daily Salary	Annual Salary w/ Bilingual	Daily Salary w/ Bilingual
1	80,491	432.75	81,491	438.12
2	85,451	459.41	86,451	464.79
3	92,432	496.95	93,432	502.32
4	95,123	511.42	96,123	516.79
5	95,567	513.80	96,567	519.18
6	98,699	530.64	99,699	536.02
7	101,830	547.47	102,830	552.85
8	104,966	564.33	105,966	569.71
9	108,097	581.17	109,097	586.54
10	109,272	587.48	110,272	592.86
11	112,313	603.83	113,313	609.21
12	115,354	620.18	116,354	625.56
13	118,398	636.55	119,398	641.92
14	119,917	644.72	120,917	650.09
15	121,438	652.89	122,438	658.27
16	122,958	661.07	123,958	666.44
17	124,480	669.25	125,480	674.62
18	126,002	677.43	127,002	682.81
19	127,522	685.60	128,522	690.98

SLPs who are bilingual and are required to use Spanish as a regular part of their work, will receive an additional $1,000 annually.

Approved by the Board of Education: June 16, 2026

*** 26-27 Salary Schedule plus 2%*

SAN LUIS COASTAL TEACHERS ASSOCIATION

SPEECH LANGUAGE PATHOLOGISTS

Effective July 1, 2028

186 days

Step	Annual Salary	Daily Salary	Annual Salary w/ Bilingual	Daily Salary w/ Bilingual
1	82,101	441.40	83,101	446.78
2	87,160	468.60	88,160	473.98
3	94,281	506.88	95,281	512.26
4	97,026	521.64	98,026	527.02
5	97,479	524.08	98,479	529.46
6	100,673	541.26	101,673	546.63
7	103,867	558.42	104,867	563.80
8	107,065	575.62	108,065	581.00
9	110,259	592.79	111,259	598.16
10	111,457	599.23	112,457	604.61
11	114,559	615.91	115,559	621.29
12	117,661	632.59	118,661	637.96
13	120,766	649.28	121,766	654.66
14	122,315	657.61	123,315	662.99
15	123,867	665.95	124,867	671.33
16	125,418	674.29	126,418	679.66
17	126,969	682.63	127,969	688.01
18	128,522	690.98	129,522	696.36
19	130,073	699.32	131,073	704.69

SLPs who are bilingual and are required to use Spanish as a regular part of their work, will receive an additional $1,000 annually.

Approved by the Board of Education: June 16, 2026

**27-28 Salary Schedule plus 2%*

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

SAN LUIS COASTAL TEACHERS ASSOCIATION

SPECIAL EDUCATION TEACHER

Effective July 1, 2026

Annual Salary (186 days)

Step	I		II		III		Step
			BA + 45		BA + 60		
	No Masters	W Masters	No Masters	W Masters	No Masters	W Masters	
1	66,793	67,793	68,552	69,552	69,433	70,433	1
2	67,316	68,316	69,670	70,670	70,757	71,757	2
3	69,287	70,287	71,380	72,380	72,003	73,003	3
4	71,688	72,688	73,252	74,252	74,839	75,839	4
5	74,818	75,818	76,383	77,383	78,056	79,056	5
6	77,951	78,951	79,517	80,517	81,104	82,104	6
7	81,083	82,083	82,644	83,644	84,234	85,234	7
8	84,213	85,213	85,780	86,780	88,015	89,015	8
9	87,343	88,343	89,307	90,307	91,830	92,830	9
10	90,475	91,475	93,106	94,106	95,680	96,680	10
11					99,480	100,480	11
12					103,305	104,305	12
13					107,156	108,156	13
14					108,518	109,518	14
15					109,611	110,611	15
16					111,190	112,190	16
17					114,320	115,320	17
18					117,451	118,451	18
19					120,584	121,584	19
20					122,149	123,149	20
21					123,714	124,714	21
22					125,279	126,279	22
23					126,844	127,844	23
24					128,413	129,413	24
25					129,977	130,977	25

Approved by the Board of Education: June 16, 2026

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

SAN LUIS COASTAL TEACHERS ASSOCIATION

SPECIAL EDUCATION TEACHER

Effective July 1, 2027

Annual Salary (186 days)

	I		II		III		
Step			BA + 45		BA + 60		Step
	No Masters	W Masters	No Masters	W Masters	No Masters	W Masters	
1	68,128	69,128	69,923	70,923	70,822	71,822	1
2	68,662	69,662	71,063	72,063	72,173	73,173	2
3	70,673	71,673	72,808	73,808	73,443	74,443	3
4	73,121	74,121	74,717	75,717	76,336	77,336	4
5	76,314	77,314	77,911	78,911	79,617	80,617	5
6	79,510	80,510	81,107	82,107	82,726	83,726	6
7	82,705	83,705	84,297	85,297	85,919	86,919	7
8	85,897	86,897	87,495	88,495	89,776	90,776	8
9	89,090	90,090	91,093	92,093	93,666	94,666	9
10	92,285	93,285	94,968	95,968	97,594	98,594	10
11					101,470	102,470	11
12					105,371	106,371	12
13					109,299	110,299	13
14					110,688	111,688	14
15					111,803	112,803	15
16					113,414	114,414	16
17					116,606	117,606	17
18					119,800	120,800	18
19					122,996	123,996	19
20					124,592	125,592	20
21					126,188	127,188	21
22					127,784	128,784	22
23					129,381	130,381	23
24					130,981	131,981	24
25					132,577	133,577	25

Approved by the Board of Education: June 16, 2026

** 26-27 Salary Schedule plus 2%*

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

SAN LUIS COASTAL TEACHERS ASSOCIATION

SPECIAL EDUCATION TEACHER

Effective July 1, 2028

Annual Salary (186 days)

Step	I		II		III		Step
			BA + 45		BA + 60		
	No Masters	W Masters	No Masters	W Masters	No Masters	W Masters	
1	69,491	70,491	71,322	72,322	72,238	73,238	1
2	70,035	71,035	72,484	73,484	73,616	74,616	2
3	72,087	73,087	74,264	75,264	74,912	75,912	3
4	74,584	75,584	76,212	77,212	77,862	78,862	4
5	77,840	78,840	79,469	80,469	81,209	82,209	5
6	81,100	82,100	82,729	83,729	84,381	85,381	6
7	84,359	85,359	85,983	86,983	87,637	88,637	7
8	87,615	88,615	89,245	90,245	91,571	92,571	8
9	90,872	91,872	92,915	93,915	95,540	96,540	9
10	94,131	95,131	96,867	97,867	99,546	100,546	10
11					103,499	104,499	11
12					107,479	108,479	12
13					111,485	112,485	13
14					112,902	113,902	14
15					114,039	115,039	15
16					115,682	116,682	16
17					118,938	119,938	17
18					122,196	123,196	18
19					125,456	126,456	19
20					127,083	128,083	20
21					128,712	129,712	21
22					130,340	131,340	22
23					131,969	132,969	23
24					133,601	134,601	24
25					135,228	136,228	25

Approved by the Board of Education: June 16, 2026

**27-28 Salary Schedule plus 2%*

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

SAN LUIS COASTAL TEACHERS ASSOCIATION

Effective July 1, 2026

Annual Salary

Elementary Counselors (186 days)

Step	I BA			II BA + 45			III BA + 60
	No Masters	w/Masters or Bilingual	w/ MA & Bilingual	No Masters	w/Masters or Bilingual	w/ MA & Bilingual	No Masters
1	66,793	67,793	68,793	68,552	69,552	70,552	69,433
2	67,316	68,316	69,316	69,670	70,670	71,670	70,757
3	69,287	70,287	71,287	71,380	72,380	73,380	72,003
4	71,688	72,688	73,688	73,252	74,252	75,252	74,839
5	74,818	75,818	76,818	76,383	77,383	78,383	78,056
6	77,951	78,951	79,951	79,517	80,517	81,517	81,104
7	81,083	82,083	83,083	82,644	83,644	84,644	84,234
8	84,213	85,213	86,213	85,780	86,780	87,780	88,015
9	87,343	88,343	89,343	89,307	90,307	91,307	91,830
10	90,475	91,475	92,475	93,106	94,106	95,106	95,680
11							99,480
12							103,305
13							107,156
14							108,518
15							109,611
16							111,190
17							114,320
18							117,451
19							120,584
20							122,149
21							123,714
22							125,279
23							126,844
24							128,413
25							129,977

Approved by the Board of Education: June 16, 2026

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

SAN LUIS COASTAL TEACHERS ASSOCIATION

Effective July 1, 2027

Annual Salary

Elementary Counselors (186 days)

Step	I BA			II BA + 45			III BA + 60			Step
	No Masters	w/Masters or Bilingual	w/ MA & Bilingual	No Masters	w/Masters or Bilingual	w/ MA & Bilingual	No Masters	w/Masters or Bilingual	w/ MA & Bilingual	
1	68,128	69,128	70,128	69,923	70,923	71,923	70,822	71,822	72,822	1
2	68,662	69,662	70,662	71,063	72,063	73,063	72,173	73,173	74,173	2
3	70,673	71,673	72,673	72,808	73,808	74,808	73,443	74,443	75,443	3
4	73,121	74,121	75,121	74,717	75,717	76,717	76,336	77,336	78,336	4
5	76,314	77,314	78,314	77,911	78,911	79,911	79,617	80,617	81,617	5
6	79,510	80,510	81,510	81,107	82,107	83,107	82,726	83,726	84,726	6
7	82,705	83,705	84,705	84,297	85,297	86,297	85,919	86,919	87,919	7
8	85,897	86,897	87,897	87,495	88,495	89,495	89,776	90,776	91,776	8
9	89,090	90,090	91,090	91,093	92,093	93,093	93,666	94,666	95,666	9
10	92,285	93,285	94,285	94,968	95,968	96,968	97,594	98,594	99,594	10
11							101,470	102,470	103,470	11
12							105,371	106,371	107,371	12
13							109,299	110,299	111,299	13
14							110,688	111,688	112,688	14
15							111,803	112,803	113,803	15
16							113,414	114,414	115,414	16
17							116,606	117,606	118,606	17
18							119,800	120,800	121,800	18
19							122,996	123,996	124,996	19
20							124,592	125,592	126,592	20
21							126,188	127,188	128,188	21
22							127,784	128,784	129,784	22
23							129,381	130,381	131,381	23
24							130,981	131,981	132,981	24
25							132,577	133,577	134,577	25

Approved by the Board of Education: June 16, 2026

**26-27 Salary Schedule plus 2%*

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

SAN LUIS COASTAL TEACHERS ASSOCIATION

Effective July 1, 2028

Annual Salary

Elementary Counselors (186 days)

Step	I BA			II BA + 45			III BA + 60			Step
	No Masters	w/Masters or Bilingual	w/ MA & Bilingual	No Masters	w/Masters or Bilingual	w/ MA & Bilingual	No Masters	w/Masters or Bilingual	w/ MA & Bilingual	
1	69,491	70,491	71,491	71,322	72,322	73,322	72,238	73,238	74,238	1
2	70,035	71,035	72,035	72,484	73,484	74,484	73,616	74,616	75,616	2
3	72,087	73,087	74,087	74,264	75,264	76,264	74,912	75,912	76,912	3
4	74,584	75,584	76,584	76,212	77,212	78,212	77,862	78,862	79,862	4
5	77,840	78,840	79,840	79,469	80,469	81,469	81,209	82,209	83,209	5
6	81,100	82,100	83,100	82,729	83,729	84,729	84,381	85,381	86,381	6
7	84,359	85,359	86,359	85,983	86,983	87,983	87,637	88,637	89,637	7
8	87,615	88,615	89,615	89,245	90,245	91,245	91,571	92,571	93,571	8
9	90,872	91,872	92,872	92,915	93,915	94,915	95,540	96,540	97,540	9
10	94,131	95,131	96,131	96,867	97,867	98,867	99,546	100,546	101,546	10
11							103,499	104,499	105,499	11
12							107,479	108,479	109,479	12
13							111,485	112,485	113,485	13
14							112,902	113,902	114,902	14
15							114,039	115,039	116,039	15
16							115,682	116,682	117,682	16
17							118,938	119,938	120,938	17
18							122,196	123,196	124,196	18
19							125,456	126,456	127,456	19
20							127,083	128,083	129,083	20
21							128,712	129,712	130,712	21
22							130,340	131,340	132,340	22
23							131,969	132,969	133,969	23
24							133,601	134,601	135,601	24
25							135,228	136,228	137,228	25

Approved by the Board of Education: June 16, 2026

**27-28 Salary Schedule plus 2%*

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

SAN LUIS COASTAL TEACHERS ASSOCIATION

Effective July 1, 2026

Annual Salary

Secondary Counselors (198 days)

Step	I BA			II BA + 45			III BA + 60			Step
	No Masters	w/Masters or Bilingual	w/ MA & Bilingual	No Masters	w/Masters or Bilingual	w/ MA & Bilingual	No Masters	w/Masters or Bilingual	w/ MA & Bilingual	
1	71,102	72,102	73,102	72,975	73,975	74,975	73,913	74,913	75,913	1
2	71,658	72,658	73,658	74,164	75,164	76,164	75,322	76,322	77,322	2
3	73,758	74,758	75,758	75,985	76,985	77,985	76,648	77,648	78,648	3
4	76,313	77,313	78,313	77,978	78,978	79,978	79,667	80,667	81,667	4
5	79,645	80,645	81,645	81,311	82,311	83,311	83,092	84,092	85,092	5
6	82,980	83,980	84,980	84,647	85,647	86,647	86,337	87,337	88,337	6
7	86,314	87,314	88,314	87,976	88,976	89,976	89,669	90,669	91,669	7
8	89,646	90,646	91,646	91,314	92,314	93,314	93,694	94,694	95,694	8
9	92,978	93,978	94,978	95,068	96,068	97,068	97,754	98,754	99,754	9
10	96,312	97,312	98,312	99,112	100,112	101,112	101,853	102,853	103,853	10
11							105,898	106,898	107,898	11
12							109,970	110,970	111,970	12
13							114,069	115,069	116,069	13
14							115,519	116,519	117,519	14
15							116,682	117,682	118,682	15
16							118,363	119,363	120,363	16
17							121,695	122,695	123,695	17
18							125,028	126,028	127,028	18
19							128,364	129,364	130,364	19
20							130,029	131,029	132,029	20
21							131,696	132,696	133,696	21
22							133,361	134,361	135,361	22
23							135,028	136,028	137,028	23
24							136,698	137,698	138,698	24
25							138,363	139,363	140,363	25

Approved by the Board of Education: June 16, 2026

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

SAN LUIS COASTAL TEACHERS ASSOCIATION

Effective July 1, 2027

Annual Salary

Secondary Counselors (198 days)

	I			II			III			
Step	BA			BA + 45			BA + 60			Step
	No Masters	w/Masters or Bilingual	w/ MA & Bilingual	No Masters	w/Masters or Bilingual	w/ MA & Bilingual	No Masters	w/Masters or Bilingual	w/ MA & Bilingual	
1	72,524	73,524	74,524	74,435	75,435	76,435	75,391	76,391	77,391	1
2	73,092	74,092	75,092	75,648	76,648	77,648	76,829	77,829	78,829	2
3	75,233	76,233	77,233	77,505	78,505	79,505	78,181	79,181	80,181	3
4	77,839	78,839	79,839	79,538	80,538	81,538	81,260	82,260	83,260	4
5	81,238	82,238	83,238	82,937	83,937	84,937	84,754	85,754	86,754	5
6	84,640	85,640	86,640	86,340	87,340	88,340	88,063	89,063	90,063	6
7	88,041	89,041	90,041	89,736	90,736	91,736	91,462	92,462	93,462	7
8	91,439	92,439	93,439	93,140	94,140	95,140	95,567	96,567	97,567	8
9	94,838	95,838	96,838	96,970	97,970	98,970	99,709	100,709	101,709	9
10	98,239	99,239	100,239	101,095	102,095	103,095	103,890	104,890	105,890	10
11							108,016	109,016	110,016	11
12							112,170	113,170	114,170	12
13							116,350	117,350	118,350	13
14							117,829	118,829	119,829	14
15							119,016	120,016	121,016	15
16							120,731	121,731	122,731	16
17							124,129	125,129	126,129	17
18							127,529	128,529	129,529	18
19							130,931	131,931	132,931	19
20							132,630	133,630	134,630	20
21							134,330	135,330	136,330	21
22							136,028	137,028	138,028	22
23							137,728	138,728	139,728	23
24							139,432	140,432	141,432	24
25							141,130	142,130	143,130	25

Approved by the Board of Education: June 16, 2026

** 26-27 Salary Schedule plus 2%*

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

SAN LUIS COASTAL TEACHERS ASSOCIATION

Effective July 1, 2028

Annual Salary

Secondary Counselors (198 days)

Step	I BA			II BA + 45			III BA + 60			Step
	No Masters	w/Masters or Bilingual	w/ MA & Bilingual	No Masters	w/Masters or Bilingual	w/ MA & Bilingual	No Masters	w/Masters or Bilingual	w/ MA & Bilingual	
1	73,974	74,974	75,974	75,923	76,923	77,923	76,899	77,899	78,899	1
2	74,553	75,553	76,553	77,161	78,161	79,161	78,365	79,365	80,365	2
3	76,737	77,737	78,737	79,055	80,055	81,055	79,745	80,745	81,745	3
4	79,396	80,396	81,396	81,128	82,128	83,128	82,886	83,886	84,886	4
5	82,862	83,862	84,862	84,596	85,596	86,596	86,449	87,449	88,449	5
6	86,332	87,332	88,332	88,066	89,066	90,066	89,825	90,825	91,825	6
7	89,801	90,801	91,801	91,531	92,531	93,531	93,291	94,291	95,291	7
8	93,268	94,268	95,268	95,003	96,003	97,003	97,479	98,479	99,479	8
9	96,735	97,735	98,735	98,909	99,909	100,909	101,704	102,704	103,704	9
10	100,203	101,203	102,203	103,117	104,117	105,117	105,968	106,968	107,968	10
11							110,177	111,177	112,177	11
12							114,413	115,413	116,413	12
13							118,677	119,677	120,677	13
14							120,186	121,186	122,186	14
15							121,396	122,396	123,396	15
16							123,145	124,145	125,145	16
17							126,612	127,612	128,612	17
18							130,080	131,080	132,080	18
19							133,550	134,550	135,550	19
20							135,282	136,282	137,282	20
21							137,016	138,016	139,016	21
22							138,749	139,749	140,749	22
23							140,483	141,483	142,483	23
24							142,220	143,220	144,220	24
25							143,953	144,953	145,953	25

Approved by the Board of Education: June 16, 2026

**27-28 Salary Schedule plus 2%*

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

Salary Schedule for Teachers On Special Assignment (TOSA)

Effective July 1, 2026

Annual Salary (206 days)

	I		II		III		
Step			BA + 45		BA + 60		Step
	No Masters	W Masters	No Masters	W Masters	No Masters	W Masters	
1	70,452	71,452	72,308	73,308	73,237	74,237	1
2	71,004	72,004	73,487	74,487	74,634	75,634	2
3	73,083	74,083	75,291	76,291	75,948	76,948	3
4	75,615	76,615	77,266	78,266	78,939	79,939	4
5	78,917	79,917	80,568	81,568	82,332	83,332	5
6	82,222	83,222	83,873	84,873	85,548	86,548	6
7	85,525	86,525	87,172	88,172	88,849	89,849	7
8	88,827	89,827	90,479	91,479	92,837	93,837	8
9	92,129	93,129	94,200	95,200	96,861	97,861	9
10	95,432	96,432	98,207	99,207	100,922	101,922	10
11					104,930	105,930	11
12					108,965	109,965	12
13					113,026	114,026	13
14					114,463	115,463	14
15					115,616	116,616	15
16					117,282	118,282	16
17					120,583	121,583	17
18					123,886	124,886	18
19					127,191	128,191	19
20					128,841	129,841	20
21					130,492	131,492	21
22					132,142	133,142	22
23					133,794	134,794	23
24					135,448	136,448	24
25					137,099	138,099	25

Approved by the Board of Education: June 16, 2026

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

Salary Schedule for Teachers On Special Assignment (TOSA)

Effective July 1, 2027

Annual Salary (206 days)

Step	I		II		III		Step
			BA + 45		BA + 60		
	No Masters	W Masters	No Masters	W Masters	No Masters	W Masters	
1	71,861	72,861	73,754	74,754	74,702	75,702	1
2	72,424	73,424	74,956	75,956	76,127	77,127	2
3	74,545	75,545	76,797	77,797	77,466	78,466	3
4	77,128	78,128	78,811	79,811	80,518	81,518	4
5	80,495	81,495	82,180	83,180	83,979	84,979	5
6	83,866	84,866	85,550	86,550	87,259	88,259	6
7	87,236	88,236	88,916	89,916	90,626	91,626	7
8	90,604	91,604	92,289	93,289	94,694	95,694	8
9	93,971	94,971	96,084	97,084	98,798	99,798	9
10	97,341	98,341	100,171	101,171	102,941	103,941	10
11					107,029	108,029	11
12					111,144	112,144	12
13					115,287	116,287	13
14					116,752	117,752	14
15					117,928	118,928	15
16					119,627	120,627	16
17					122,995	123,995	17
18					126,363	127,363	18
19					129,734	130,734	19
20					131,418	132,418	20
21					133,102	134,102	21
22					134,785	135,785	22
23					136,470	137,470	23
24					138,157	139,157	24
25					139,841	140,841	25

Approved by the Board of Education: June 16, 2026

**26-27 Salary Schedule plus 2%*

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

Salary Schedule for Teachers On Special Assignment (TOSA)

Effective July 1, 2028

Annual Salary (206 days)

	I		II		III		
Step			BA + 45		BA + 60		Step
	No Masters	W Masters	No Masters	W Masters	No Masters	W Masters	
1	73,298	74,298	75,229	76,229	76,196	77,196	1
2	73,872	74,872	76,455	77,455	77,649	78,649	2
3	76,036	77,036	78,333	79,333	79,016	80,016	3
4	78,670	79,670	80,387	81,387	82,128	83,128	4
5	82,105	83,105	83,823	84,823	85,659	86,659	5
6	85,543	86,543	87,261	88,261	89,004	90,004	6
7	88,981	89,981	90,694	91,694	92,439	93,439	7
8	92,416	93,416	94,135	95,135	96,588	97,588	8
9	95,851	96,851	98,005	99,005	100,774	101,774	9
10	99,288	100,288	102,174	103,174	105,000	106,000	10
11					109,170	110,170	11
12					113,367	114,367	12
13					117,593	118,593	13
14					119,087	120,087	14
15					120,287	121,287	15
16					122,020	123,020	16
17					125,455	126,455	17
18					128,891	129,891	18
19					132,329	133,329	19
20					134,046	135,046	20
21					135,764	136,764	21
22					137,481	138,481	22
23					139,199	140,199	23
24					140,920	141,920	24
25					142,637	143,637	25

Approved by the Board of Education: June 16, 2026

**27-28 Salary Schedule plus 2%*

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

SAN LUIS COASTAL TEACHERS ASSOCIATION

Effective July 1, 2026

Annual Salary

School Nurses 198 days

Step	Years on step	Annual Salary	Per Diem
1	1-3	$94,103	$475.27
2	4-6	$101,342	$511.83
3	7-9	$110,029	$555.70
4	10-12	$120,164	$606.89
5	13-15	$130,296	$658.06
6	16 }	$140,406	$709.12

Approved by the Board of Education: June 16, 2026

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT
SAN LUIS COASTAL TEACHERS ASSOCIATION
Effective July 1, 2027
Annual Salary
School Nurses (198 days)

Step	Years on step	Annual Salary	Per Diem
1	1-3	$95,985	$484.77
2	4-6	$103,369	$522.06
3	7-9	$112,229	$566.81
4	10-12	$122,567	$619.03
5	13-15	$132,902	$671.22
6	16 }	$143,215	$723.31

Approved by the Board of Education: June 16, 2026

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

SAN LUIS COASTAL TEACHERS ASSOCIATION

Effective July 1, 2028

Annual Salary

School Nurses (198 days)

Step	Years on step	Annual Salary	Per Diem
1	1-3	$97,905	$494.47
2	4-6	$105,436	$532.51
3	7-9	$114,474	$578.15
4	10-12	$125,019	$631.41
5	13-15	$135,560	$684.65
6	16 }	$146,079	$737.77

Approved by the Board of Education: June 16, 2026

**27-28 Salary Schedule plus 2%*

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

SCHOOL LIBRARIAN

Effective July 1, 2026

Annual Salary (196 days)

Step	I BA		II BA + 45		III BA + 60		Step
	No Masters	W Masters	No Masters	W Masters	No Masters	W Masters	
1	67,032	68,032	68,798	69,798	69,682	70,682	1
2	67,557	68,557	69,919	70,919	71,011	72,011	2
3	69,536	70,536	71,636	72,636	72,261	73,261	3
4	71,945	72,945	73,515	74,515	75,107	76,107	4
5	75,086	76,086	76,657	77,657	78,336	79,336	5
6	78,230	79,230	79,802	80,802	81,395	82,395	6
7	81,374	82,374	82,941	83,941	84,536	85,536	7
8	84,515	85,515	86,087	87,087	88,331	89,331	8
9	87,656	88,656	89,627	90,627	92,159	93,159	9
10	90,800	91,800	93,439	94,439	96,023	97,023	10
11					99,837	100,837	11
12					103,676	104,676	12
13					107,540	108,540	13
14					108,906	109,906	14
15					110,003	111,003	15
16					111,588	112,588	16
17					114,730	115,730	17
18					117,872	118,872	18
19					121,016	122,016	19
20					122,586	123,586	20
21					124,158	125,158	21
22					125,728	126,728	22
23					127,299	128,299	23
24					128,873	129,873	24
25					130,443	131,443	25

Approved by the Board of Education: June 16, 2026

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

SCHOOL LIBRARIAN

Effective July 1, 2027

Annual Salary (196 days)

Step	I BA		II BA + 45		III BA + 60		Step
	No Masters	W Masters	No Masters	W Masters	No Masters	W Masters	
1	68,373	69,373	70,174	71,174	71,076	72,076	1
2	68,908	69,908	71,318	72,318	72,431	73,431	2
3	70,926	71,926	73,069	74,069	73,706	74,706	3
4	73,384	74,384	74,985	75,985	76,609	77,609	4
5	76,588	77,588	78,190	79,190	79,902	80,902	5
6	79,795	80,795	81,398	82,398	83,023	84,023	6
7	83,001	84,001	84,599	85,599	86,227	87,227	7
8	86,205	87,205	87,809	88,809	90,097	91,097	8
9	89,409	90,409	91,419	92,419	94,002	95,002	9
10	92,616	93,616	95,308	96,308	97,944	98,944	10
11					101,833	102,833	11
12					105,749	106,749	12
13					109,691	110,691	13
14					111,085	112,085	14
15					112,203	113,203	15
16					113,820	114,820	16
17					117,024	118,024	17
18					120,229	121,229	18
19					123,437	124,437	19
20					125,038	126,038	20
21					126,641	127,641	21
22					128,242	129,242	22
23					129,845	130,845	23
24					131,451	132,451	24
25					133,052	134,052	25

Approved by the Board of Education: June 16, 2026

** 26-27 Salary Schedule plus 2%*

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

SCHOOL LIBRARIAN

Effective July 1, 2028

Annual Salary (196 days)

Step	I BA		II BA + 45		III BA + 60		Step
	No Masters	W Masters	No Masters	W Masters	No Masters	W Masters	
1	69,740	70,740	71,578	72,578	72,497	73,497	1
2	70,286	71,286	72,744	73,744	73,880	74,880	2
3	72,345	73,345	74,530	75,530	75,180	76,180	3
4	74,851	75,851	76,485	77,485	78,141	79,141	4
5	78,119	79,119	79,754	80,754	81,500	82,500	5
6	81,391	82,391	83,025	84,025	84,683	85,683	6
7	84,661	85,661	86,291	87,291	87,951	88,951	7
8	87,929	88,929	89,565	90,565	91,899	92,899	8
9	91,198	92,198	93,248	94,248	95,882	96,882	9
10	94,468	95,468	97,214	98,214	99,902	100,902	10
11					103,870	104,870	11
12					107,864	108,864	12
13					111,884	112,884	13
14					113,306	114,306	14
15					114,448	115,448	15
16					116,096	117,096	16
17					119,365	120,365	17
18					122,634	123,634	18
19					125,905	126,905	19
20					127,539	128,539	20
21					129,174	130,174	21
22					130,807	131,807	22
23					132,442	133,442	23
24					134,080	135,080	24
25					135,713	136,713	25

Approved by the Board of Education: June 16, 2026

**27-28 Salary Schedule plus 2%*

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

AGRICULTURE TEACHER

Effective July 1, 2026

Annual Salary (211 days)

Step	I BA		II BA + 45		III BA + 60		Step
	No Masters	W Masters	No Masters	W Masters	No Masters	W Masters	
1	72,162	73,162	74,063	75,063	75,015	76,015	1
2	72,727	73,727	75,270	76,270	76,446	77,446	2
3	74,857	75,857	77,118	78,118	77,791	78,791	3
4	77,451	78,451	79,141	80,141	80,855	81,855	4
5	80,832	81,832	82,524	83,524	84,331	85,331	5
6	84,217	85,217	85,909	86,909	87,624	88,624	6
7	87,601	88,601	89,288	90,288	91,006	92,006	7
8	90,983	91,983	92,676	93,676	95,091	96,091	8
9	94,365	95,365	96,486	97,486	99,212	100,212	9
10	97,749	98,749	100,590	101,590	103,372	104,372	10
11					107,477	108,477	11
12					111,610	112,610	12
13					115,770	116,770	13
14					117,241	118,241	14
15					118,422	119,422	15
16					120,128	121,128	16
17					123,510	124,510	17
18					126,893	127,893	18
19					130,278	131,278	19
20					131,968	132,968	20
21					133,659	134,659	21
22					135,350	136,350	22
23					137,041	138,041	23
24					138,736	139,736	24
25					140,426	141,426	25

Approved by the Board of Education: June 16, 2026

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

AGRICULTURE TEACHER

Effective July 1, 2027

Annual Salary (211 days)

Step	I BA		II BA + 45		III BA + 60		Step
	No Masters	W Masters	No Masters	W Masters	No Masters	W Masters	
1	73,605	74,605	75,545	76,545	76,515	77,515	1
2	74,181	75,181	76,776	77,776	77,974	78,974	2
3	76,355	77,355	78,661	79,661	79,347	80,347	3
4	79,000	80,000	80,724	81,724	82,472	83,472	4
5	82,449	83,449	84,174	85,174	86,017	87,017	5
6	85,902	86,902	87,627	88,627	89,376	90,376	6
7	89,353	90,353	91,074	92,074	92,826	93,826	7
8	92,803	93,803	94,529	95,529	96,992	97,992	8
9	96,252	97,252	98,416	99,416	101,196	102,196	9
10	99,704	100,704	102,602	103,602	105,439	106,439	10
11					109,627	110,627	11
12					113,842	114,842	12
13					118,085	119,085	13
14					119,586	120,586	14
15					120,790	121,790	15
16					122,531	123,531	16
17					125,980	126,980	17
18					129,431	130,431	18
19					132,883	133,883	19
20					134,607	135,607	20
21					136,333	137,333	21
22					138,057	139,057	22
23					139,782	140,782	23
24					141,511	142,511	24
25					143,235	144,235	25

Approved by the Board of Education: June 16, 2026

** 26-27 Salary Schedule plus 2%*

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

AGRICULTURE TEACHER

Effective July 1, 2028

Annual Salary (211 days)

	I		II		III		
Step	BA		BA + 45		BA + 60		Step
	No Masters	W Masters	No Masters	W Masters	No Masters	W Masters	
1	75,077	76,077	77,055	78,055	78,046	79,046	1
2	75,665	76,665	78,311	79,311	79,534	80,534	2
3	77,882	78,882	80,234	81,234	80,934	81,934	3
4	80,580	81,580	82,338	83,338	84,122	85,122	4
5	84,098	85,098	85,858	86,858	87,738	88,738	5
6	87,620	88,620	89,379	90,379	91,164	92,164	6
7	91,140	92,140	92,895	93,895	94,682	95,682	7
8	94,659	95,659	96,420	97,420	98,932	99,932	8
9	98,177	99,177	100,384	101,384	103,220	104,220	9
10	101,698	102,698	104,654	105,654	107,548	108,548	10
11					111,819	112,819	11
12					116,119	117,119	12
13					120,447	121,447	13
14					121,978	122,978	14
15					123,206	124,206	15
16					124,981	125,981	16
17					128,500	129,500	17
18					132,019	133,019	18
19					135,541	136,541	19
20					137,300	138,300	20
21					139,059	140,059	21
22					140,818	141,818	22
23					142,578	143,578	23
24					144,341	145,341	24
25					146,099	147,099	25

**27-28 Salary Schedule plus 2%*

Approved by the Board of Education: June 16, 2026

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

HIGH SCHOOL ATHLETIC DIRECTOR & ACTIVITIES DIRECTOR

Effective July 1, 2026

Annual Salary (215 days)

	I		II		III		
Step	BA		BA + 45		BA + 60		Step
	No Masters	W Masters	No Masters	W Masters	No Masters	W Masters	
1	73,530	74,530	75,467	76,467	76,437	77,437	1
2	74,106	75,106	76,697	77,697	77,895	78,895	2
3	76,276	77,276	78,580	79,580	79,266	80,266	3
4	78,919	79,919	80,641	81,641	82,388	83,388	4
5	82,365	83,365	84,088	85,088	85,929	86,929	5
6	85,814	86,814	87,537	88,537	89,285	90,285	6
7	89,262	90,262	90,981	91,981	92,731	93,731	7
8	92,708	93,708	94,432	95,432	96,893	97,893	8
9	96,154	97,154	98,315	99,315	101,093	102,093	9
10	99,602	100,602	102,497	103,497	105,332	106,332	10
11					109,515	110,515	11
12					113,726	114,726	12
13					117,964	118,964	13
14					119,464	120,464	14
15					120,667	121,667	15
16					122,406	123,406	16
17					125,851	126,851	17
18					129,298	130,298	18
19					132,747	133,747	19
20					134,470	135,470	20
21					136,193	137,193	21
22					137,916	138,916	22
23					139,639	140,639	23
24					141,366	142,366	24
25					143,088	144,088	25

Approved by the Board of Education: June 16, 2026

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

HIGH SCHOOL ATHLETIC DIRECTOR & ACTIVITIES DIRECTOR

Effective July 1, 2027

Annual Salary (215 days)

	I		II		III		
Step	BA		BA + 45		BA + 60		Step
	No Masters	W Masters	No Masters	W Masters	No Masters	W Masters	
1	75,001	76,001	75,467	76,467	76,437	77,437	1
2	74,106	75,106	76,697	77,697	77,895	78,895	2
3	76,276	77,276	78,580	79,580	79,266	80,266	3
4	78,919	79,919	80,641	81,641	82,388	83,388	4
5	82,365	83,365	84,088	85,088	85,929	86,929	5
6	85,814	86,814	87,537	88,537	89,285	90,285	6
7	89,262	90,262	90,981	91,981	92,731	93,731	7
8	92,708	93,708	94,432	95,432	96,893	97,893	8
9	96,154	97,154	98,315	99,315	101,093	102,093	9
10	99,602	100,602	102,497	103,497	105,332	106,332	10
11					109,515	110,515	11
12					113,726	114,726	12
13					117,964	118,964	13
14					119,464	120,464	14
15					120,667	121,667	15
16					122,406	123,406	16
17					125,851	126,851	17
18					129,298	130,298	18
19					132,747	133,747	19
20					134,470	135,470	20
21					136,193	137,193	21
22					137,916	138,916	22
23					139,639	140,639	23
24					141,366	142,366	24
25					143,088	144,088	25

** 26-27 Salary Schedule plus 2%*

Approved by the Board of Education: June 16, 2026

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

HIGH SCHOOL ATHLETIC DIRECTOR & ACTIVITIES DIRECTOR

Effective July 1, 2028

Annual Salary (215 days)

Step	I BA		II BA + 45		III BA + 60		Step
	No Masters	W Masters	No Masters	W Masters	No Masters	W Masters	
1	75,001	76,001	75,467	76,467	76,437	77,437	1
2	74,106	75,106	76,697	77,697	77,895	78,895	2
3	76,276	77,276	78,580	79,580	79,266	80,266	3
4	78,919	79,919	80,641	81,641	82,388	83,388	4
5	82,365	83,365	84,088	85,088	85,929	86,929	5
6	85,814	86,814	87,537	88,537	89,285	90,285	6
7	89,262	90,262	90,981	91,981	92,731	93,731	7
8	92,708	93,708	94,432	95,432	96,893	97,893	8
9	96,154	97,154	98,315	99,315	101,093	102,093	9
10	99,602	100,602	102,497	103,497	105,332	106,332	10
11					109,515	110,515	11
12					113,726	114,726	12
13					117,964	118,964	13
14					119,464	120,464	14
15					120,667	121,667	15
16					122,406	123,406	16
17					125,851	126,851	17
18					129,298	130,298	18
19					132,747	133,747	19
20					134,470	135,470	20
21					136,193	137,193	21
22					137,916	138,916	22
23					139,639	140,639	23
24					141,366	142,366	24
25					143,088	144,088	25

** 26-27 Salary Schedule plus 2%*

Approved by the Board of Education: June 16, 2026

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

MIDDLE SCHOOL ATHLETIC DIRECTOR & ACTIVITIES DIRECTOR

Effective July 1, 2026

Annual Salary (190 days)

Step	I BA		II BA + 45		III BA + 60		Step
	No Masters	W Masters	No Masters	W Masters	No Masters	W Masters	
1	64,980	65,980	66,692	67,692	67,549	68,549	1
2	65,489	66,489	67,779	68,779	68,837	69,837	2
3	67,407	68,407	69,443	70,443	70,049	71,049	3
4	69,742	70,742	71,264	72,264	72,808	73,808	4
5	72,787	73,787	74,310	75,310	75,938	76,938	5
6	75,836	76,836	77,359	78,359	78,903	79,903	6
7	78,883	79,883	80,402	81,402	81,948	82,948	7
8	81,928	82,928	83,452	84,452	85,627	86,627	8
9	84,973	85,973	86,883	87,883	89,338	90,338	9
10	88,020	89,020	90,579	91,579	93,084	94,084	10
11					96,780	97,780	11
12					100,502	101,502	12
13					104,248	105,248	13
14					105,573	106,573	14
15					106,636	107,636	15
16					108,172	109,172	16
17					111,217	112,217	17
18					114,264	115,264	18
19					117,312	118,312	19
20					118,834	119,834	20
21					120,357	121,357	21
22					121,879	122,879	22
23					123,402	124,402	23
24					124,928	125,928	24
25					126,450	127,450	25

Approved by the Board of Education: June 16, 2026

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

MIDDLE SCHOOL ATHLETIC DIRECTOR & ACTIVITIES DIRECTOR

Effective July 1, 2027

Annual Salary (190 days)

Step	I BA		II BA + 45		III BA + 60		Step
	No Masters	W Masters	No Masters	W Masters	No Masters	W Masters	
1	66,280	67,280	68,026	69,026	68,900	69,900	1
2	66,798	67,798	69,135	70,135	70,214	71,214	2
3	68,755	69,755	70,832	71,832	71,450	72,450	3
4	71,137	72,137	72,690	73,690	74,264	75,264	4
5	74,243	75,243	75,797	76,797	77,456	78,456	5
6	77,352	78,352	78,906	79,906	80,481	81,481	6
7	80,460	81,460	82,010	83,010	83,587	84,587	7
8	83,566	84,566	85,121	86,121	87,339	88,339	8
9	86,672	87,672	88,621	89,621	91,125	92,125	9
10	89,780	90,780	92,391	93,391	94,945	95,945	10
11					98,716	99,716	11
12					102,512	103,512	12
13					106,333	107,333	13
14					107,684	108,684	14
15					108,769	109,769	15
16					110,336	111,336	16
17					113,442	114,442	17
18					116,549	117,549	18
19					119,658	120,658	19
20					121,210	122,210	20
21					122,764	123,764	21
22					124,316	125,316	22
23					125,870	126,870	23
24					127,427	128,427	24
25					128,979	129,979	25

*** 26-27 Salary Schedule plus 2%*

Approved by the Board of Education: June 16, 2026

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

MIDDLE SCHOOL ATHLETIC DIRECTOR & ACTIVITIES DIRECTOR

Effective July 1, 2028

Annual Salary (190 days)

	I		II		III		
Step	BA		BA + 45		BA + 60		Step
	No Masters	W Masters	No Masters	W Masters	No Masters	W Masters	
1	67,605	68,605	69,386	70,386	70,278	71,278	1
2	68,134	69,134	70,517	71,517	71,618	72,618	2
3	70,130	71,130	72,248	73,248	72,879	73,879	3
4	72,560	73,560	74,143	75,143	75,749	76,749	4
5	75,728	76,728	77,313	78,313	79,006	80,006	5
6	78,899	79,899	80,484	81,484	82,091	83,091	6
7	82,070	83,070	83,650	84,650	85,259	86,259	7
8	85,238	86,238	86,823	87,823	89,086	90,086	8
9	88,406	89,406	90,393	91,393	92,947	93,947	9
10	91,576	92,576	94,238	95,238	96,844	97,844	10
11					100,690	101,690	11
12					104,562	105,562	12
13					108,459	109,459	13
14					109,838	110,838	14
15					110,944	111,944	15
16					112,542	113,542	16
17					115,711	116,711	17
18					118,880	119,880	18
19					122,051	123,051	19
20					123,635	124,635	20
21					125,219	126,219	21
22					126,803	127,803	22
23					128,387	129,387	23
24					129,975	130,975	24
25					131,559	132,559	25

**27-28 Salary Schedule plus 2%*

Approved by the Board of Education: June 16, 2026

EXTRA DUTY PAY

Extra Duty Pay is provided to staff for coordinating school events or sports teams, serving on student focused committees, and facilitating student competitions, activities or clubs, related to, and an outgrowth of, the instructional and guidance program of the District's schools. Extra duty pay will be paid monthly for those activities and/or sports that occur over a season or school year. Neither SLCTA nor the District make any representations, warranties or guarantees regarding the tax or retirement regulations set forth by applicable agencies.

Rules:

- *The positions and extra duty pay listed shall be appropriated only if the district authorizes the position(s) to be filled.*
- *All assignments shall be for the season only and renewed at the discretion of the site principal and/or district office. Extra duty pay is listed for a full year of service and will be prorated for service of less than a full year.*
- *All athletic seasons and activities begin and end as defined by site principal, site determined season of sport and/or district office.*
- *ALL Extra Duty assignments are to be authorized through the designated site administrator on the District approved Offer of Paid Extra Duty Assignment form which requires Administrator and Employee signatures with the specific assignment and amount of the extra duty pay.*
- *All persons taking on extra duty athletic assignments, including the support services positions, must meet all minimum requirements of the California Education Code.*
- *Extra Duty Pay will be reevaluated collaboratively by a committee formed from SLCTA and the district prior to the end of this agreement. One teacher from elementary, middle and high school will join three district representatives for the committee.*

A. Instructional Leadership Teams

1. Meetings are held monthly
2. Agenda is created by site Principal with input from ILT members
3. Minutes are shared with site staff
4. Agenda topics may include:
    a. Student Progress and Data
    b. Continuous improvement of the instructional core
    c. Upcoming Professional Development (PD, grade level collaboration, department collaboration)
    d. District Focus/Input, request for site feedback (curriculum focus, IMAP discussion, district committees requiring feedback, for instance, Report Card Committee)
    e. Site Systems Discussion (for example; event calendaring, restorative practices, site specific calendars/special schedules, advisory discussions)

- Elementary Leadership Teams

The role of an Elementary Leadership Team member is to serve as an instructional leader who meets, discusses, operationalizes and assists in the implementation of the instructional goals of the school. Team members work directly with the principal to support the review of data and the development and implementation of school goals which may include activities such as participating in monthly leadership meetings and planning and facilitating discussions at staff

meetings/professional development. The District reserves the right to annually determine the specific number of members and for selection of personnel to be designated as leadership team members.

Elementary Leadership Team Extra Duty Pay per member: $1,200

- Secondary Instructional Cabinet Member (Department Chairperson):

The role of an Instructional Cabinet Member is to serve as the department's instructional leader who meets in regularly scheduled site Instructional Cabinet meetings to discuss, operationalize and assist in the implementation of the instructional goals of the school and to share the outcomes and decisions discussed in the instructional cabinet meetings. Instructional Cabinet Members will:

- Work with department members and site administration to facilitate department meetings
- Serve to assist in the development, implementation, monitoring and revision of campus instructional and curricular plans including the Single Plan for Student Achievement (SPSA) actions and goals
- Work alongside site leadership to support department budgetary needs
- Ensure an accurate inventory of department materials and supplies exists to effectively support instruction
- Work with teachers and campus administration to analyze student data, diagnose instructional needs, and implement actions to close achievement gaps through the data cycle model
- Share professional growth opportunities as well as current trends and methodologies within specific curricular areas with department members
- Collaborate with the administration to determine section allocation and teaching assignments
- Serve as a mentor for new teachers in their department
- May be involved in the interview process to provide site administration input into hiring new department members

The District reserves the right to annually determine the specific number and titles for Instructional Cabinet Members and annually select personnel to be designated as Instructional Cabinet Members.

Secondary Instructional Cabinet Extra Duty Pay per Member:

- Pacific Beach (+Teacher in Charge) $1,200
- Middle School / High School (1.0 - 4.9 FTE) $1,500
- Middle School/ High School (5.0+ FTE) $2,200

B. Elementary

1. Site Allocations

Each elementary school is to receive an annual allocation of $12 per student based on the prior year's enrollment on the annual CBEDS date. As to subsequent years, the Board retains budget control just as it does with the secondary extra duty assignments. Specific activities (assignments) and the extra duty pay amount to individual teachers will be determined at each school utilizing the management/leadership team process. Such decisions are to be guided by the following:

- Funds are to be expended to effect greatest benefit for the most students.
- Unused allocations to sites will revert to the general funds of the District.

Such decisions shall be final and are not grievable, and such annual decisions at each site are not to be precedents for future decision at a site or between sites.

2. Teacher-In-Charge

The teacher-in-charge is the principal's designee in the absence of the principal in the elementary schools only. The annual extra duty pay is $500 for each elementary school.

3. Student Success Team

Members serving on the Student Success Team will receive extra duty pay in the amount of $750 annually. Teach Elementary is allocated one (1) Student Success Team member. All other elementary schools are allocated extra duty pay for two (2) members (one classroom teacher and one special education teacher).

4. Combination Class

Each elementary teacher of a combination class will receive extra duty pay in the amount of $3,000 for a full year of service in a combination class or on a pro rata basis for service of less than a full year.

5. Overnight Curricular Trip

Each elementary unit member will receive extra duty pay in the amount of $200 per night for chaperoning an overnight trip. Each trip coordinator will receive an additional $125 per night. Should a trip coordinator be unable to attend, the unit member would receive only $125 per night to coordinate the trip.

C. Secondary

1. $750 SST stipend to secondary schools for SST Coordinators. One stipend per site to coordinate SSTs.

2. Secondary Management Teams

The bi-annual extra duty pay is $300 a position.

D. Other District Extra Duty Pay

1. Mentor Extra Duty Pay

Each district approved general education mentor will receive extra duty pay in the amount of $1,500 per mentee for mentoring certificated staff who need to clear a credential. Each district approved special education mentor will receive extra duty pay in the amount of $1,800 per special education mentee. In the case that a special education mentor is not available, a $300 amount will be given to a special education teacher providing job alike supplemental support to the special education mentee. These amounts are established by the Teacher Induction Program (TIP) consortia and subject to change annually.

2. Nursing Coordinator

Extra duty pay in the amount of $3,000 for a full year of service, or on a pro rata basis for service of less than one year, will be given to a certificated school nurse for coordinating nursing services. This total amount may be divided between selected certificated school nurses.

E. Athletic Extra Duty Schedule

1. High School

Assistant Athletic Director	$7727 per year
Varsity Head Coach Tier 1 Sport	$4121 per season
Varsity Head Coach Tier 2 Sport	$3091 per season
Junior Varsity Head Coach	$2266 per season
Assistant Coach	$2266 per season

Tier 1 Sports		Tier 2 Sports
Baseball	Swimming	Golf
Basketball	Track	Stunt Cheer
Cross Country	Volleyball	
Football	Water Polo	
Soccer	Wrestling	
Softball	Beach Volleyball	
Tennis		

2. Middle School

Athletic Director	$7727 per year
Head Coach (all middle school sports)	$1854 per season

3. Elementary Athletics

Elementary Athletics Coach	$1030 per season
Elementary School Athletics Liaison	
10-30 Students	$515/season of sport
31+ Students	$773/season of sport

4. Athletics Longevity Bonus

- 25% of coaching stipend beginning the sixth (6) year.
- 50% of coaching stipend beginning the eleventh (11) year.
- These longevity bonuses apply only to SLCTA unit members.
- Longevity bonuses are sport-specific, and members coaching multiple sports are entitled to a potential bonus for each sport coached during the school year.
- Although these bonuses are sport-specific, they are not level-specific. (eg. Frosh/JV/Varsity years of experience, or 7th/8th grade years of experience for the same sport all count toward longevity.)
- Years of experience do not have to be contiguous.
- Current bargaining unit members who are also on-campus coaches will be immediately eligible for these longevity bonuses using years already accrued within SLCUSD upon the starting date of the CBA.

F. Activities Extra Duty Schedule

The activities stipend schedule rates will be adjusted in accordance with general salary increases

negotiated between the District and SLCTA.

1. High School

Academic Competition Advisor*	$2060
Robotics Advisor (Year long)	$3091
Band Director	$4636
Class Advisor (Freshman/Sophomore)	$515
Class Advisor (Junior)	$773
Class Advisor (Senior)	$1545
Dance Director	$2576
Drama Director	$4121
Extra-Curricular Advisor (i.e. color guard, drum line)	$1545
Journalism Director	$2576
Vocal Director	$3091
Yearbook Director	$2060
Yearbook Director (Pacific Beach)	$1545

*Academic Competition Advisor positions are determined by the school site and may include Mock Trial and Skills USA but not positions that have extra duty days or another listed amount.

2. Middle School

Academic Competition Advisor* (see note above)	$1545
Activities Director	$3091
Band Director	$1545
Drama Director	$2576
Intramural Director	$2060
Vocal Director	$1030
Yearbook Director	$1545

3. Activities Longevity Bonus

- 25% of activities stipend beginning the sixth (6) year.
- 50% of activities stipend beginning the eleventh (11) year.
- These longevity bonuses apply only to SLCTA unit members.
- Longevity bonuses are activity-specific, and members advising multiple activities are entitled to a potential bonus for each activity advised during the school year.
- Although these bonuses are activity-specific, they are not level-specific.
- Years of experience do not have to be contiguous.
- Current bargaining unit members who are also on-campus activities advisors will be immediately eligible for these longevity bonuses using years already accrued within SLCUSD upon the starting date of the CBA.

G. Summer Activities

Summer Activities HS Leader/Head Coach	$1030
Summer Activities/Athletics Program Staff	$618

In order to qualify for the Summer stipends, bargaining members shall:

- Run an academic or athletic program that meets at least three times/week at minimum 6 hours per week for four-weeks.
- Stipends are available for District sponsored summer programs offered to all SLCUSD students interested in participating.
- For athletic coaches, “Safe Sports” policies and procedures will be followed per site and district guidelines.
- Full clearance for new coaches or advisors is mandatory before attending any practice or competition.
- All summer programs will be pre-approved by site administration and submitted no later than May 15. All practices must be scheduled on the site’s Google Calendar, and all competitions/overnight travel must be paid for and approved prior to the last day of the academic calendar year.
- Academic Competition Advisor positions such as Skills USA, HOSA, and FCCLA may be eligible for additional supplemental stipend amounts through the CTE grant funds for CTSO advisors. See Appendix H in the contract for this form.

Each stipend is available contingent on the District approving and offering the program.. If a summer program is folded due to low student participation, the stipend shall be prorated by the number of days the bargaining unit member supported the program.

SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

PART-TIME SECONDARY TEACHER PAY GRAPH

Effective July 1, 2025

The following charts outlines the percentage breakdown for 6 and 5 period school days.

Secondary Teacher Prorated Compensation 6 Period Day

Teaching Periods	Prep Periods	% of Salary	District PD Days, Faculty Meetings, Back to School, Open House, Information Night, & Graduation
5 (FT)	1	100%	Yes
4	1	80%	Yes
3	0	60%	Yes (same portion or percentage of the work day)
2	0	40%	Yes (same portion or percentage of the work day)
1	0	20%	Yes (same portion or percentage of the work day)

Secondary Teacher Prorated Compensation 5 Period Day

Teaching Periods	Prep Periods	% of Salary	District PD Days, Faculty Meetings, Back to School, Open House, Information Night, & Graduation
4 (FT)	1	100%	Yes
3	1	75%	Yes
2	0	50%	Yes (same portion or percentage of the work day)
1	0	25%	Yes (same portion or percentage of the work day)