

SUMMARY OF TENTATIVE AGREEMENT FOR 2010-2011:

Extra Pay (Article III, Appendix I, plus a brand new Appendix L):

- Establishes a new district committee (called the Extra Pay Committee) made up of equal numbers of BHEA unit members and BHUSD administrators to review proposals for extra pay assignments and determine the level of compensation.
- Establishes a rubric to provide structure and guidance to the Extra Pay Committee and to the pre-existing site committees that distribute extra pay units when these committees determine the appropriate level of compensation for extra pay assignments.
- Establishes that the Extra Pay Committee will meet three times per year.
- Establishes a form to submit requests for evaluation of extra pay assignments to the Extra Pay Committee.
- Delineates and clarifies the different kinds of extra pay compensation methods available.
- Creates a new responsibility increment, R4, equal to \$6,321.
- Clarifies the compensation for extra teaching assignments.
- Makes editorial changes to language in the extra pay section of Article III (Salaries).
- Requires that the pre-existing site committees meet within the first month of school.
- Prohibits “double-dipping,” or receiving two kinds of extra pay compensation for the same work.
- Requires that the terms of most extra assignments not exceed three years, at which point all qualified unit members may apply if interested in the position.

Calendar (Appendix A):

- Establishes the 2012-2013 district calendar: August 22 to June 14.
- Establishes the 2013-2014 district calendar: August 8 to May 30. First semester ends on day before the winter recess.

Salaries (Article III, Appendix I):

- Replaces the word “teacher” with “unit member” in several locations throughout article to create more inclusive language.
- Establishes that either public or private institution experience will count as previous experience for salary placement for new hires. Such experience must be in the area for which the unit members is being hired.
- Changes the transcript submission deadline for changes in placement on the salary schedule for earned units to the end of the first work week of the school year or three weeks after the last day of the course, whichever is later.
- Eliminates Section 7 due to obsolescence. Credential renewal no longer requires verification of 150 clock hours of professional growth.
- Renumbers all sections subsequent to Section 7 to reflect its deletion.
- Doubles the number of units that may be earned during the school year for changes in placement on the salary schedule to 30 quarter or 20 semester units.

- Reworks language for equivalent units for salary credit to say that travel in and of itself does not count as equivalent units for change in placement on the salary schedule but rather credit is granted as a result of participation in workshops, classes, conferences, or programs for which formal university credit is not granted (which may or may not be part of the travel). Restricts credit for repeated participation in a particular class, workshop, conference, or program.
- Eliminates obsolete language Section 10, extra duty assignments.
- Adds program specialists to the teacher support personnel salary schedule.

Reimbursement of BHEA President's Release Time (Article II):

- Clarifies how BHEA should reimburse the district for the BHEA President's release time by establishing a formula.

Professional Assessment (Article IX, Appendix B):

- Moves the deadlines at several places throughout the article and the appendix to be earlier than they currently are. Changes to May and June deadlines were required to comply with Education Code, which requires that the final evaluation conference be held at least 30 days prior to the end of the school year. Other changes were made to April deadlines to provide adequate time to process the evaluation as a result of moving up deadlines occurring later in the school year.

Hours (Article IV):

- Equalizes the amount of additional preparation/conference time provided, when possible, to all special education teachers (PreK-12) as 250 minutes/week. Moves special education language from its current location to Section 1, subsection 4.
- Removes the responsibility of "supervising" instructional assistants and replaces it with "providing direction."
- Removes the requirement that teachers consult with their BHEA branch representative before leaving campus during the day.
- Establishes a consistent ending time for all five schools on Back-to-School Night and Open House.

Class Size (Article VIII):

- Extends until the end of the 2011-2012 school year the provision that allows the individual K-3 class size maximum to be 22 while also requiring that all students receiving instruction by a K-3 general education teacher at any point in the day be included toward the 22 maximum and also requiring that the average class size remain at 20:1. This 22:1 provision will sunset at the end of the 2011-2012 school year, reverting back to the 20:1 language originally in the contract.