

**THE SOUTH TAHOE EDUCATORS ASSOCIATION
AND THE
LAKE TAHOE UNIFIED SCHOOL DISTRICT**

ELEMENTARY PREP TIME AND

ONE-DAY REDUCTION OF WORK YEAR FOR 2010-2011

MEMORANDUM OF UNDERSTANDING

FOR THE PERIOD OF JULY 1, 2010 TO JUNE 30, 2011

This MOU is intended to reduce the current work year specified in ARTICLE XI from 185 work days to 184 work days and to establish a one-year pilot program to increase the elementary prep time provided for in Article XI D for the 2010-2011 school year. Pending ratification by both parties, the District and STEA agree to the following:

1. The work year for all bargaining members shall be reduced by one (1) work day. The work year for regular certificated personnel shall be one hundred eighty four (184) days.
2. Rendering service on one hundred eighty-four (184) days shall constitute a full year of service for 2010-2011 and will be reported to STRS as a full year.
3. The one-day reduction shall be effected by eliminating one (1) student contact day which will be Wednesday, November 24, 2010 with a minimum day on Tuesday, November 23, 2010. An amended school calendar for 2010-2011 will be agreed to by both parties.
4. For the 2010-2011 school year, the 2007-2008 salary schedule, ARTICLE XXVII, SECTION A, shall be maintained, but only one hundred eighty-four (184) days shall be paid.
5. November 24, 2010 will also be taken as a day off without pay for all district management and confidential employees.

During the 2010-2011 school year, Article XI D., shall be as follows:

Article XI- Unit Member Hours

D. The teacher work day shall include:

1. At least thirty (30) minute duty-free lunch period at all levels.
2. At least the legally required number of minutes of recess at the elementary schools.

3. Preparation Time

- a. Unit members teaching grades K-5 shall receive a minimum of 140 minutes of preparation time per week, to be given during student contact hours during regularly scheduled weeks. Site administration will maximize PE and Library schedules in an effort to increase the amount of weekly prep time to 160 minutes on regularly scheduled weeks. During reduced student contact weeks site administration will collaborate with site staff to determine the minimum day prep schedules that will reflect equitability, as closely as possible, amongst all members at the site.
- b. Preparation periods at the middle and high school will be comparable to a regular teaching period.
- c. Preparation time shall be provided to full time employees on a regularly scheduled basis. In the event of a cancellation of prep time due to the inability to fill the absence of the PE teacher or Librarian, the site administrator will reschedule the missed prep time within the next regularly scheduled week.
- d. This preparation time shall be used for professional, job-related work.

This MOU shall only be effective for the 2010-2011 school year. This MOU expires on June 30, 2011 and the current contract language regarding any topic or issue addressed in this MOU shall prevail.

Carla Zula STEA Neg. Chair
Association Representatives
for the SOUTH TAHOE
EDUCATORS ASSOCIATION

Janet Terwater
District Representative
for the LAKE TAHOE
UNIFIED SCHOOL DISTRICT

6/15/10
Date

6/15/10
Date

**Tentative Agreement Between the
South Tahoe Educator Association
and the
Lake Tahoe Unified School District
May 19, 2010**

Article XIX - Early Retirement Incentive Program

Two Early Retirement Incentive Programs are available to unit members who retire early. Unit members may participate in either or both of these programs.

A. Eligibility for Early Retiree Insurance Program

The unit member must:

1. Have been employed by the District continuously in a full-time certificated position for at least ten (10) years;
2. File a letter of intent with the Superintendent by no later than **February 1**, of the year they enter the program;
3. Have reached the age of fifty-five (55) and be no more than age sixty-five (65) prior to July 1 of the year of entry into the program;
4. Unit members approved for this program shall be eligible for a period of no more than five (5) years or to the age of sixty-five (65), whichever comes first.

C. Eligibility for Cash Payment Incentive Program

The unit member must:

1. Have been employed by the District continuously in a full-time, half-time, or combination certificated position for at least ten (10) years;
2. File a letter of intent to retire with the Superintendent by no later than **February 1** of the year they enter into the program.
3. Have reached fifty-five (55) years of age and be no more than age sixty-five (65);
4. Unit members approved for this program shall be eligible for a period of no more than five (5) years.


Article IV – Negotiation Procedures

A. The Association shall present its initial proposal no later than the **first** regularly scheduled school board meeting in February. The District shall present its initial proposal no later than the **first** regularly-scheduled school board meeting in March. The parties shall begin to meet and negotiate in good faith by the fourth Tuesday in April. A timetable of subsequent negotiations sessions shall be mutually agreed upon.



STEA Negotiations Chair

5/19/10
Date



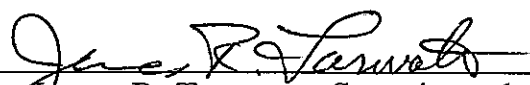
LTUSD Superintendent

5/19/10
Date

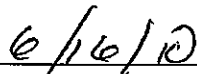
Lake Tahoe Unified School District
Tentative Agreement
California School Employees Association
June 16, 2010

The California School Employees Association, Chapter #286, and the Lake Tahoe Unified School District agree as follows:


1. This Tentative Agreement is intended to reduce the current work year for all Classified employees by one (1) furlough day to be taken on November 24, 2010. This furlough day is for the 2010-2011 school year only.
2. There will be no Reduction in Force to the Classified employees in the 2010-2011 school year. The transportation department staffing work hours to be adjusted by October 1, 2010.
3. The abolished Attendance Technician position at South Tahoe High School will not be vacated by the current employee until January 30, 2011, pending notification of retirement from said employee.
4. The abolished Pupil Services Secretary position at South Tahoe Middle School will not be vacated by the current employee until November 30, 2010, pending notification of retirement from said employee.




Dr. James R. Tarwater, Superintendent
Superintendent



Date



Bernadette Santana, President
C.S.E.A. Chapter #286



Date

STEA and LTUSD met June 15, 2010 for the third negotiations session from 9:50 a.m. – 2:10 p.m.

A mutually agreed upon MOU regarding elementary prep time and the school calendar was tentatively signed. Both parties need to take the tentative agreement back for ratification.

STEA and LTUSD met June 9, 2010 for the second negotiations session from 9:40 a.m. – 3:35 p.m.

The District and Association met for their second day of negotiations on Wednesday, June 9, 2010. They discussed Article XI Unit Member Hours and Article XXVII Compensation and Benefits. Proposals were presented by each and discussions ensued. The next scheduled meeting will be on Tuesday, June 15, 2010.

The next meeting will be June 15, 2010.

STEA and LTUSD met May 19, 2010 for the first negotiations session from 1:30 p.m. – 4:00 p.m.

Two Tentative Agreements were achieved:

- 1) Article XIX Early Retirement Incentive Program - language was amended to change the dates for letters of intent to retire to be filed from March 15th to Feb 1st. Both teams felt it was mutually beneficial for long term fiscal planning and to avoid potential unnecessary RIFS.
- 2) Article IV Negotiations Procedures - Due to the change in scheduling of Board meetings, and to expedite the timeline for negotiations, we have changed the dates for initial proposals for STEA to no later than the first regularly scheduled school Board meeting in February and the District shall present its initial proposals no later than the first regularly scheduled school Board meeting in March.

Our next meeting will be June 9, 2010.