

September 12, 2022

Tentative Agreement with the  
Little Lake City School District and the Little Lake Education Association  
2022-2023

**Article VII**

**Leave Provisions**

- A. Personal Illness and Injury Leave
5. An employee must contact the **Electronic Absence Reporting System** as soon as the need to be absent is known, but in no event later than 6:30 a.m. prior to the start of the work day, to permit the employer time to secure a substitute service. Failure to provide adequate notice may be grounds for denial of leave with pay. Under extenuating circumstances, an employee may petition the Superintendent for a waiver of the 6:30 a.m. deadline.
- B. Personal Leave. Accrued unused sick leave may be used for Personnel Necessity or Personal Business.
2. Personal Business Leave – Five (5) personal leave days may be used for personal business, as determined by the employee. The number of consecutive work days is limited to three (3). The employee will not be required to explain the reason for personal business leave. The employee shall provide, unless the personal business is an emergency situation, at least **two (2)** working days prior notice to the employee's immediate supervisor, prior to utilizing any of these five (5) days. None of these days may be used on the last working day prior to any holiday period. **None of these days may be used on the first or last day of school.**
- C. Bereavement Leave.
1. An employee shall be entitled to a maximum of three (3) days leave days of absence, or five (5) days leave of absence if out-of-state travel is required or if over 500 miles of travel is required in state, without loss of salary or health and welfare benefits, on account of the death of any member of his/her immediate family. Such leave shall be taken within five (5) working days of the death, unless otherwise arranged through the Superintendent or Superintendent's designee. Bereavement leave shall not be charged against unused sick leave.

**Upon return from bereavement leave the employee shall fill out an affidavit indicating relationship and if requested by the District, attach documentation. Bereavement leave documentation may include verification for the following:**

- a. Any out of state travel
- b. In state travel over 500 miles
- c. Any qualifying documentation including but not limited to:  
**Obituary, funeral program or prayer card**

## Article VIII

### Transfers

- B. Employee Initiated Transfer Request Procedure:
- 2.a. A request for transfer may be filed at any time on appropriate District forms available in the Personnel Office and the **District website**. Properly filed transfer requests shall be valid for **six (6)** months from the date the request is submitted to the Personnel Office.
- 2.f. The following criteria shall be used to determine which employee receives a voluntary transfer:
1. Possession of an appropriate credential and **recency of training and experience;**
  2. Requirements of the District's affirmative action program, including state and federal mandates;
  3. The needs and efficient operation of the District;
  4. The employee with the greatest District seniority shall receive the voluntary transfer, provided the above factors are equal.
- C. Seniority. An employee's seniority is established by the initial date of full-time service to the District. Those employees whose first day of service is the same **shall have their seniority established by contract signing date. Those employees whose contract signing date is the same** shall have their seniority established by lot. The District shall conduct the lottery in a fair, equitable, and reasonable manner with Association representatives present. Once an employee's seniority has been established by lot, such seniority date shall remain with the employee as long as that employee is employed by the District.
- D. Administer Initiated Transfer
1. Criteria: Employees may be involuntarily transferred for one or more of the following reasons:
- a. The needs and efficient operation of the District;
  - b. Affirmative action goals of the District, including state and federal mandates;
  - c. To accommodate program needs requiring specific qualifications among the teaching staff essential to the effective operation of a school;
  - d. Closing of a school or a change in projected enrollment or program at a site;
  - e. Performance renewal - an employee may be involuntarily transferred no more than once every three (3) years in order to improve his/her performance if deficiencies in performance have been reflected in the employee's most recent official written evaluation as less than met;
  - f. Possession of the appropriate credential;
  - g. Major/minor field of study;

- h. Bilingual education program requirements, categorically funded program requirements, or other federal/state requirements;
  - i. **Overstaffed at a school site**
- 2.f. During the summer recess, the District shall make a reasonable effort to notify employees **via phone call** who are being involuntarily transferred regarding vacancies as they occur. Such notices will be **emailed** to their District email address

**Article XX Compensation**

**The District agrees to increase the salary schedule by 10% effective August 1, 2022.**

- B. The bilingual stipend shall be provided pursuant to the following language:
  - 1. Employees who are required to use bilingual skills in bilingual assignments, as required by the statutes enacted by Proposition 227 shall receive a stipend as follows:

In order to be eligible for a stipend, teachers must possess for at least 75% of the school year either:

- a. Bilingual Credential (BCC)
    - b. Bilingual Cross-Cultural Language Academic Development (BCLAD) Certificate
  - 2. Employees teaching in a designated alternative (bilingual) class shall receive an annual stipend of **\$2,500** per year.
  - 3. Employees teaching a Structured English Immersion (SEI) class shall receive an annual stipend of **\$1,500**.
  - 4. **Teachers on Special Assignment (TOSA) who are required to use bilingual skills shall receive an annual stipend of \$1,500.**
  - 5. **Resource Specialists who are required to use bilingual skills shall receive an annual stipend of \$1,500.**
- C. A nurse may qualify for a bilingual stipend by passing the multi-culture and language (Spanish) portions of the exam approved by the California Commission on Teacher Credentialing.
- 1. A nurse who has passed one of the two portions and has received notice of passage in the first twenty five percent (25%) of the school year shall receive \$150.00 per year.
  - 2. A nurse who has passed both the multi-culture and language portions of the exam and has received notice of passage in the first twenty-five percent (25%) of the school year shall receive **\$1,500** per year.

- E. An annual stipend of **\$2,500** is offered to special education teachers in special education assignment holding the following credentials:
  - 1. Intern (**no longer eligible after October 1, 2022 for new hires**)
  - 2. Preliminary
  - 3. Clear or Professionals Clear Special Education Credentials
  
- I. The hourly rate for teachers performing designated extra assignments (where the teacher has received prior approval for the paid assignment) including summer school assignments, shall be **\$45.00** per hour beginning the 2022-2023 school year.
  
- M. K-5 General education teachers assigned to a combination classroom shall be paid an annual stipend of **\$1,000**.
  
- O. **Middle school teachers who are assigned to teach four or more varying subject matter of grade level courses with four or more different groups of students shall receive an annual stipend of \$1,000. This does not include Special Day Class, Music, PE or Session 6 elective courses.**

**Article XXI                    Health and Welfare Benefits**

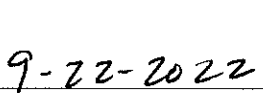
**The District agrees to make a one-time contribution for the 2023 calendar year covering the cost over Cap (2.4%) for all current plans as set forth in the attached schedules. The District health insurance Cap remains in full force and effect.**

This tentative agreement settles all negotiations for the 2022-2023 school year.

  
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 Eric Marsoobian, LLEA Representative

  
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 Date

  
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 Sonya Cuellar, District Representative

  
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 Date