

TENTATIVE AGREEMENT

between

EL RANCHO UNIFIED SCHOOL DISTRICT

and

EL RANCHO FEDERATION OF TEACHERS (ERFT)

March 8, 2022

The El Rancho Federation of Teachers (“ERFT”) and the El Rancho Unified School District (“District”) agree to the following:

I. COMPENSATION:

1. One (1) year agreement on total compensation for the 2021-2022 school year. Increases to be as follows:
 - a. For the 2021-2022 school year:
5.0% - On salary schedule retroactive to July 1, 2021
2. The District and ERFT agree that the aforementioned 5.0% on salary schedule increase shall not apply to the hourly rate for extra-duty and/or extra-pay assignments during the 2021-2022 school year. The District and ERFT recognize that it has been past practice for salary increases to be applied to the hourly rate for extra-duty and/or extra-pay assignments. For purposes of this agreement, this section shall not be precedent setting.

II. NEW CONTRACT LANGUAGE:

ARTICLE XIV - COMPENSATION

Section C – EXTRA-DUTY, EXTRA-PAY ASSIGNMENTS

- 5.f. At the Secondary School level (Grades 6-12), when it is necessary to assign students to other teachers, students will be divided as equitably as possible, and the District shall pay each of these teachers the following: If an entire class is assigned to a teacher who is currently the teacher of record of their own class, that teacher shall receive their hourly rate for the additional class; if a class is divided between two teachers, those teachers shall receive an additional $\frac{1}{2}$ of their hourly rate; if a class is divided among three teachers, those teachers shall receive an additional $\frac{1}{3}$ of their hourly rate; if a class is divided among four teachers, those teachers shall receive an additional $\frac{1}{4}$ of their hourly rate. This will be retroactive to July 1, 2021.

III. CONTRACT LANGUAGE REVISION:

ARTICLE VII – TRANSFERS

Section A – DISTRICT INITIATED TRANSFER

5. Placement of a unit member transferred into or out of a position by the District shall ~~may~~ be based upon the following factors and in the order of preference as herein below enumerated:
 - a. ~~Unit member's area of credential including BCLAD~~ **Applicable state and federal laws**
 - b. ~~Major field of study~~ **Seniority in the District**
 - c. ~~Applicable state and federal laws~~ **Unit member's area of credentialing including BCLAD**
 - d. ~~Seniority in the District~~

IV. APPENDIX D REVISIONS

- 1) Extended Varsity CIF Season: Any HEAD VARSITY COACH who is required to coach beyond the regular season, due to an individual or team making the CIF STATE Playoffs, will be paid \$500. This will be retroactive to July 1, 2021.
- 2) Extended Varsity CIF Season: Any HEAD VARSITY COACH whose team wins a CIF STATE title will be paid \$1,000. This will be retroactive to July 1, 2021.
- 3) Extended Academic Decathlon Competition: If the District Academic Decathlon team advances to the California Academic Decathlon competition, the Academic Decathlon Coordinator will be paid \$500. This is retroactive to July 1, 2021.

This is a comprehensive agreement and concludes negotiations for the 2021-2022 school year. This agreement will become effective after signature, ERFT ratification, approval of AB 1200 and Board of Education approval.

EL RANCHO UNIFIED
SCHOOL DISTRICT

EL RANCHO
FEDERATION OF TEACHERS

Dr. Frances Esparza
Superintendent

Lilia Carreon
President

Marianne Sarrail
Chief Business Officer

Mark Matthews, Interim Director of H.R.