

TENTATIVE AGREEMENT

between

EL RANCHO UNIFIED SCHOOL DISTRICT

and

EL RANCHO FEDERATION OF TEACHERS (ERFT)

April 16, 2024

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

I. COMPENSATION:

1. Two (2) year agreement on compensation for the 2023-2024 and 2024-2025 school years. Increases to be as follows:
 - a. Effective July 1, 2023 the salary schedule shall be increased by 7%.
 - b. Effective July 1, 2024, the salary schedule shall be increased by the State funded COLA for 2024-2025.
 - c. There shall be no re-opener for Article XIV for 2024-2025.
2. Early Childhood Teachers: \$8,000 shall be added to each step of Classes I – V of the Early Childhood teachers' Certificated Salary Schedule, retroactive to July 1, 2022.
3. Stipends: Effective July 1, 2024, the following stipends shall be added to the Agreement:
 - a. Dual Language Stipend: \$2,000 annually for teachers in a dual language assignment.
 - b. National Board Stipend: Any Nurses, Psychologists, or SLPs shall receive this annual stipend if they are Nationally Board Certified.
 - c. Robotics Stipend: \$2,500 annually to be placed in Appendix D.
 - d. Song Coach Stipend shall replace current Drill Team Stipend on Appendix D.
4. Summer Compensation for Varsity Head and Assistant Athletic Coaches/Advisors: Effective Summer 2024, Varsity Head and Assistant Athletic Coaches/Advisors

can submit timesheets for summer hours up to 50 hours maximum at the hourly rate.

II. NEW CONTRACT LANGUAGE:

1. Add New Article XVII-SPECIAL EDUCATION AS FOLLOWS:

ARTICLE XVII – SPECIAL EDUCATION

The District and ERFT agree and recognize that several variables impact the work of Special Education Staff.

A. SPECIAL EDUCATION DEFINITIONS

1. "Special Education Unit Members" is defined as Special Education Teachers (Resource Specialist Program, Special Day Class, Adaptive Physical Education), Special Education Program Specialists, School Psychologists, and Speech and Language Pathologists.
2. Caseload is defined as the number of students with IEPs assigned to a "Special Education Unit Member" and each student is counted as "one," no matter the needs or severity.
3. Workload is defined as the responsibilities required of the "Special Education Unit Member" and is based on the severity of student needs.

B. CASELOADS

Before the beginning of the school year, each Special Ed Teacher including SDC, APE, and RSP, shall be given one (1) full paid business days to be paid at extra duty pay to review incoming IEPs, review special education students' schedules for appropriateness, review testing schedules and/or other special education compliance issues as necessary to be prepared to service students on the first day of instruction. The work shall be done onsite.

C. ASSESSMENTS

Upon request, up to three (3) days of substitute coverage shall be provided to Special Education Teachers each school year to be scheduled upon dates that are mutually agreed upon by the teacher and site administrator to complete assessments and relevant documentation with the work to be completed on site.

D. ASSIGNED ROOMS

Psychologists and Speech and Language Pathologists will be assigned their own designated clean, properly ventilated, private room to conduct student assessments and speech and language therapy services at every school site. This designated meeting space shall be available during regular school hours when assessment, counseling sessions, or meetings are scheduled. The school Psychologists and Speech and Language Pathologists, in coordination with the Site Administrator, are responsible for managing the schedule of this space and coordinating with other staff members as necessary to ensure its availability for critical activities and a secure location for their individual files and instructional materials.

E. EXTRA DUTY PAY

1. When Special Education Unit Members cover the caseload of another specialist on leave, the District shall compensate said staff at the hourly rate of pay for additional caseload coverage upon approval by the Director of Special Education.
2. When Psychologists and Speech and Language Pathologists cover the caseload of another specialist on leave, the District shall ask for volunteers to cover the additional workload. Psychologists and Speech and Language Pathologists who volunteer shall be compensated at the hourly rate of pay for additional caseload coverage, upon approval by the Director of Special Education.

F. RECRUITMENT AND RETENTION WORKGROUP

The District will implement a Special Education Educator Recruitment Workgroup composed of five (5) members appointed by the District and five (5) members appointed by the ERFT. The recruitment and retention workgroup may meet six (6) times per year, outside of daily obligations, to provide recommendations on staff recruitment and retention and deal with special education issues as they arise.

G. FUTURE NEGOTIATIONS

For the 2024-2025 school year, the District and ERFT mutually agree to discuss Special Education caseload and class size.