

**Tentative Agreement
between the
Lakeside Union School District
and the
Lakeside Teachers Association**

June 9, 2021

The Lakeside Union School District ("District") and the Lakeside Teachers Association ("LTA") have reached a tentative agreement to fully resolve limited reopener negotiations for the 2020-2021 school year. This Agreement is subject to ratification by the District's Governing Board.

The Parties Agree to amend Article 12: CLASS SIZE, as follows:

Article 12: CLASS SIZE

12.1 PUPIL-TEACHER RATIOS: The following school site pupil-teacher ratios shall be the guidelines for establishing class sizes through the Lakeside Union School District.

TK-3	24:1
4-5	28.5:1
6-8	27.5:1
Independent Study	30:1

Special Education: The District will comply with state requirements governing class size and caseloads in special education. If special day classes average more than 13 students, or if any one class exceeds more than 14 students, for more than ten days, the Special Education Director, teacher and administrator will meet to find a resolution and, if the issue remains unsolved, a class-size committee shall be convened to make recommendations.

[No other changes to Article 12: CLASS SIZE.]

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The Parties agree to amend Article 13: REDUCED WORKLOAD/SHARED CONTRACT as follows:

Article 13: REDUCED WORKLOAD

13.2 PART-TIME EMPLOYMENT OR SHARED CONTRACTS: Part-time employment or a shared contract may be requested by a unit member through a written notice of intent on or before February 15 of the preceding school year and may be granted at the discretion of the District. Approval of a unit member's request for a shared contract and/or part-time employment shall be predicated upon current site staffing. Partnering teachers acknowledge and agree that some professional assignments/duties, such as District-wide professional development and planning meetings, Open House, Back to School Night, and Kindergarten Orientation occur outside of the scheduled school day but nevertheless may require the attendance of both teaching partners as part of their regular duties and that compensation beyond 1.0 FTE total for the partnered teachers is not provided. No shared contract may proceed in the absence of a conference with the site principal and a written agreement between the teaching partners including a calendar depicting the teachers' responsibilities for all professional assignments/duties for the following year.

13.2.9 No more than two shared contracts and/or part-time employment arrangements may be granted per site. However, this limit shall not preclude the District, in its discretion, from granting a third shared contract and/or part-time employment arrangement at the school site to which the Association President is assigned.

[Following ratification, the language in Article 13.2.9 shall permit the District to approve previously denied shared contract requests for the 2021-2022 school year at the school site to which the Association President is assigned. No other changes to Article 13: REDUCED WORKLOAD]

The Parties agree to amend Article 15: COMPENSATION AND BENEFITS as follows:

ARTICLE 15: COMPENSATION AND BENEFITS

The District shall provide a one-time, only, "off" schedule salary payment in the amount of two percent (2%) of current employees' 2020-2021 base salary earned for the period of July 1, 2020 to June 30, 2021. This payment shall only be paid after final ratification of this Agreement by the Governing Board and only to bargaining unit members who are in paid status on June 11, 2021.

This payment will be paid with applicable taxes withheld and will be issued within a reasonable period following LTA chapter ratification and Board approval.

15.9.6 Retiree Benefits

Members of the bargaining unit shall be eligible for retiree health benefits as follows:

Bargaining unit members must have a minimum of fifteen (15) years of full-time service with the District and must have attained the age of 55 years.

The coverage will only provide health benefits as covered under one of the health plans offered by the District. During open enrollment, the employee may elect from one of the health plans offered by the District.

For eligible employees who retired before October 12, 2017, the District shall contribute an amount equal to the premium for one individual under the most expensive HMO that is available to bargaining unit members.

For eligible employees who retire after October 12, 2017, the District shall contribute a maximum amount equivalent to the cost of employee only health coverage under the UHC1 health plan offered by the District annually in any twelve-month period, or prorated portion thereof, to the total cost of retiree health benefit coverage provided under this Article on behalf of each eligible retiree who is entitled to receive such benefits. Any amounts in excess of the maximum DISTRICT contribution shall be paid for by the retiree by monthly payments. Such health benefits coverage is for the retiree only.

The District will continue to provide this coverage until the retiree reaches the age of sixty-five (65). After the age of sixty-five (65) the retiree may continue in the District-sponsored health programs but the total premium cost shall be borne by the retiree.

Spouse Coverage: Eligible retired unit members shall have the opportunity to purchase District provided medical insurance plans for themselves and their spouses as provided for under Education Code sections 7000-7008.

[No other changes to Article 15: COMPENSATION AND BENEFITS.]

The Parties agree to amend Article 23: TERM as set forth below:

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Article 23: TERM

- 23.1 This Agreement shall remain in full force and effect from the date of final ratification by both parties through and until June 30, 2023.
- 23.2 The District and the Association agree that there shall be re-opener negotiations on Compensation and Benefits and two (2) additional or new Articles of each party's choice during negotiations for the 2021-2022 and 2022-2023 school years; however, the parties may reopen additional existing or new Articles by mutual agreement. Reopener negotiations will commence on or after April 14 during the 2021-2022 and 2022-2023 school years unless the parties mutually agree to commence negotiations before April 14.

[No other changes to Article 23: TERM.]


This Agreement fully resolves 2020-2021 reopener negotiations between the Parties and is subject to ratification by the District's Governing Board.

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For the Lakeside Teachers Association

6/9/2021

Date

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For the Lakeside Union School District

6/9/2021

Date

Date Ratified by the Governing Board: 6/24/21

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