

# LAKESIDE UNION SCHOOL DISTRICT

LUSD

**Governing Board Meeting Date:** January 16, 2025

JAN 16 2025

## Agenda Item:

Approve Tentative Agreements with the District and the Lakeside Teachers Association (LTA) to resolve negotiations for the 2024-25 school year.

Board Approved

## Background (Describe purpose/rationale of the agenda item):

Approval is requested of the following Tentative Agreements with LTA to resolve negotiations for 2024-25 school year:

- Articles 7 - Leaves of Absence
- Article 9 - Safety
- Article 11 - Hours of Employment
- Articles 15 - Compensation and Benefits
- Articles 25 (new) – Support Services
- Appendix 1

## Fiscal Impact (Cost):

See Disclosure of Collective Bargaining

## Funding Source:

See Disclosure of Collective Bargaining

## Addresses Emphasis Goal(s):

☐ #1: Academic Achievement      ☐ #2: Social Emotional      ☐ #3: Physical Environments

## Recommended Action:

- |  |   |
|--|---|
| <input type="checkbox"/> Informational       | <input type="checkbox"/> Denial/Rejection                       |
| <input type="checkbox"/> Discussion          | <input type="checkbox"/> Ratification                           |
| <input checked="" type="checkbox"/> Approval | <input type="checkbox"/> Explanation: Click here to enter text. |
| <input type="checkbox"/> Adoption            |   |

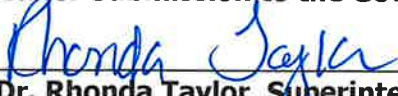
Approved by the Governing Board  
1/16/2025

**Originating Department/School:** Business Services

**Submitted/Recommended By:**

  
Lisa Davis, Assistant Superintendent

**Approved for Submission to the Governing Board:**

  
Dr. Rhonda Taylor, Superintendent

**Reviewed by Cabinet Member**

**TENTATIVE AGREEMENT**  
**Lakeside Union School District (LUSD)**  
**to the**  
**Lakeside Teachers Association (CTA/NEA)**  
**for an Agreement on Reopeners for the 2024 - 2025 year**  
**December 18, 2024**

The Lakeside Union School District ("District") and the Lakeside Teachers Association ("LTA") have reached a tentative agreement to fully resolve reopener negotiations for the 2024-25 school year. This tentative agreement shall be provided only after final ratification by the District's Governing Board.

**ARTICLE 7: LEAVES OF ABSENCE [Status quo]**

**ARTICLE 9: SAFETY [Status quo except as below]**

9.4.1: If a student is suspended, timely communication between administrator and bargaining unit members who provide instruction must take place.

**9.8 Property Damage**

An employee whose property is damaged during the course and scope of employment may submit a request for reimbursement to Business Services and/or a claim under the California Tort Claims Act (CTCA).

9.8.1 Beginning January 1, 2025, reimbursement for furniture or equipment shall be made only when approval for use of said personal property was given at the time item was brought on district property. Reimbursement request must be submitted no more than 30 days after the incident.

9.8.1.1 Items purchased before January 1, 2025 are exempt from this requirement. However, employees may be asked to submit documentation supporting the replacement cost, i.e. a printed copy of the same item with pricing.

9.8.1.2 No furniture will be approved unless it meets the Safety Code CFC 805.21.1 referenced in the LUSD School Fire Safety handbook.

9.8.2 Approval must be in written form, signed and dated by administrator or supervisor. A copy of the bill of purchase must also be included with approval. (Handwritten receipts will not be accepted). A copy should be retained by the site/department office and the employee.

9.8.3. At time of reimbursement request for damaged item, employee must submit the signed approval and copy of the original bill of purchase. Furniture and equipment will be depreciated based on the date of purchase to the time of damage and reimbursed at the current depreciated value of said item.

Move to the end of 9.6 (Workers Compensation): 9.8.4 An employee whose person is injured or damaged during the course and scope of employment by willful misconduct of a pupil or another person may request that the District initiate legal proceedings to recover damages for injury caused by the willful misconduct of that individual. The provisions of the CTCA are not altered by this article. Response to claims pursuant to the CTCA and decisions to initiate legal proceedings are solely within the discretion of the Governing Board.

## ARTICLE 11: HOURS OF EMPLOYMENT [status quo]

## ARTICLE 15: COMPENSATION AND BENEFITS (status quo except as below)

### 15.1 SALARY

The District will provide a one and seven one-hundredths percent (1.07%) increase on all of the 2023-2024 salary schedules retroactive to July 1, 2024.

[All salary schedules will be negotiated as one bargaining unit and not separately]

### 15.2 ANNUAL STIPENDS (15.2 status quo except as below)

Recipients shall be assigned at the Payer's discretion as follows:

The following Annual Stipends and Hourly Rates are tied to percentage of any negotiated salary increase:

Stipend Name	Annual Amount	Payer
District Mandated Site Coordinator (CAASPP, ELPAC, <u>etc.</u> )	\$248	District
<del>Special Education Teachers (excludes any position already receiving additional compensation on the salary schedule)</del>	<del>\$601</del>	<del>District</del>

### Hourly Rates and Daily Rates

Hourly and Daily rates are tied to any negotiated salary increase that adjusts the certificated salary schedule

Extra Period	1/7 of teacher's daily rate
<u>Extended Day</u>	<u>1/7 of teacher's daily rate per hour</u>
After School Teaching (e.g. GATE, Intervention)	1/7 of teacher's daily rate <u>per hour</u>
<u>Home Hospital</u>	<u>1/7 of teacher's daily rate</u>

The following Annual stipends are NOT tied to percentage of any negotiated salary increase:

Stipend Name	Annual Amount	Payer
<u>Masters Stipend</u>	<del>\$775</del> \$850	<u>District</u>
<u>Teaching Vice Principal</u>	\$5,150	<u>District</u>
<u>Preschool Site Supervisor</u>	\$5,150	<u>District</u>
<u>Preschool Master Teacher Permit</u>	\$412	<u>District</u>

<u>BCLAD</u>	<u>\$400</u>	<u>District</u>
<u>Doctorate Stipend</u>	<u>\$850</u>	<u>District</u>

Notes: One (1) stipend per employee, for each type of degree, regardless of the number of degrees. BCLAD stipend will be paid only to those employees who are in an Immersion teaching assignment.

#### **15.9.1 Employee Health Benefits [Status quo]**

#### **15.9.6 Retiree Benefits [Status quo except as below]**

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 lowest cost 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.

### **ARTICLE 25 (new): SUPPORT SERVICES**

#### **25.1 Equitable Distribution of Caseload**

25.1.1: The District and the Association support the successful provision of a continuum of special education services and supports on each school site.

25.1.2: The Special Education Director and the site administrator shall assign Special Day Class students to case managers, in a way that best serves students. The site administrator and Resource Specialist teachers, shall collaboratively assign students with RSP services in a way that best serves students. If an Education Specialist has a concern about inequity in their caseload, they may meet together with the administrator to discuss their caseload and attempt to collaboratively resolve the concern.

#### **25.2 Special Education Guidelines**

The District will develop and periodically update, with Special Education Leadership team input, as needed, a Special Education Policy and Procedures Handbook.

#### **25.3 Special Education Leadership Team**

The Special Education Leadership Team will strive to include members representing all certificated specialist groups and all grade spans (infant,preschool, elementary and middle school). The team will meet at least five (5) times per year and members will receive the agreed upon district stipend.

This solutions oriented committee may:

- Collect and review data collected from internal and external reviews of the program
- Discuss districtwide special education issues and recommend solutions
- Discuss co-teaching models and work towards improving co-teaching practices as applicable.
- Discuss how to retain and recruit high quality special educators
- Discuss and share best practices with all special education professionals

**APPENDIX I**

Reformat Salary Schedules for:

Teacher

Special Ed Infant Teacher

Preschool Teacher

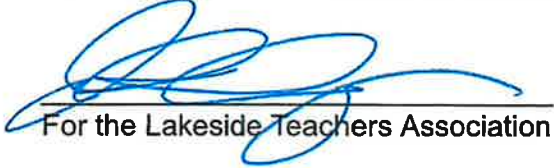
Add new groups for:

Psychologist [new schedule will be inclusive of current 7% differential paid on Teacher schedule]

Nurse, Speech Language Pathologist, Counselor, Licensed Mental Health Clinician [new schedule will be inclusive of current 5% differential paid on Teacher schedule]

Special Education Teacher [new schedule will be inclusive of \$601 stipend to every step / column and stipend will be removed from the 15.2 Stipends]

The Agreement fully resolves reopener agreement negotiations between the Parties for the period of July 1, 2024 through June 30, 2025 and is subject to the ratification by the District's Governing Board.

  
\_\_\_\_\_  
For the Lakeside Teachers Association

12/20/24  
\_\_\_\_\_  
Date

\_\_\_\_\_  
For the Lakeside Teachers Association

\_\_\_\_\_  
Date

  
\_\_\_\_\_  
For the Lakeside Union School District

12-20-24  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Date Ratified by the Governing Board