

Side Letter of Agreement
between the
Santa Barbara Teachers Association (SBTA)
and the Santa Barbara Unified School District

Article IV Wages

Unit members shall receive a one time, off schedule two (2) percent bonus on the base salary, payable on June 30, 2013. The base salary does not include any salary differentials, position differentials, co-curricular stipends or stipends for Masters or Doctorate degree.

This side letter of agreement between the Santa Barbara Teachers Association (SBTA) and the Santa Barbara Unified School District is agreed upon on this day May 30, 2013, by both parties.



Ken Stevens, Chief Negotiator



David Cash, Chief Negotiator

Side Letter of Agreement
between the
Santa Barbara Teachers Association (SBTA)
and
the Santa Barbara Unified School District

Speech-Language Pathologists currently work a 185 day calendar and are on the certificated salary schedule I. Current Speech-Language Pathologists will be moved to the new Speech-Language Pathologist 185 work day salary schedule. Due to the agreement of a new 200 day work calendar for speech language pathologists, they may voluntarily opt into the new 200 day salary schedule. They will provide a signed letter to human resources requesting this change no later than August 1, 2013.

This side letter of agreement between the Santa Barbara Teachers Association (SBTA) and the Santa Barbara Unified School District is agreed upon on this day May 30, 2013, by both parties.



Ken Stevens, Chief Negotiator



David Cash, Chief Negotiator

Tentative Agreement between the Santa Barbara Teachers Association (SBTA) and the Santa Barbara Unified School District

“EXHIBIT B”
SANTA BARBARA UNIFIED SCHOOL DISTRICT
720 Santa Barbara Street
Santa Barbara, California 93101

SALARY SCHEDULES FOR CERTIFICATED PERSONNEL – 2011-12-2013-14

SCHEDULE I: Certificated Personnel other than Administrative Management and Children's Center employees. (Schedule I applies to teachers, librarians, nurses, counselors, etc. For **School Psychologist, Speech Language Pathologists and** Children's Centers, see Children's Center **respective** Schedules.)

BASIC SCHEDULE (06): 185 Working Days

STEP	CLASS I (BA + less than 45 units)	CLASS II (BA + 45 - 59 units)	CLASS III (BA + 60 units)
1	43,986	46,152	49,036
2	45,793	47,955	51,202
3	47,595	49,754	53,364
4	49,397	51,558	55,531
5	51,202	53,364	57,687
6	53,364	55,523	59,848
7	55,531	57,685	62,013
8	57,687	59,848	64,544
9	59,848	62,013	67,062
10	62,626	64,794	69,588
11	62,626	64,794	72,722
12	62,626	64,794	72,722
13	62,626	64,794	72,722
14	62,626	64,794	72,722
15	63,853	66,022	73,948
16	63,853	66,022	73,948
17	63,853	66,022	73,948
18	63,853	66,022	73,948
19	65,689	67,856	75,784
20	65,689	67,856	75,784
21	65,689	67,856	75,784
22	65,689	67,856	75,784
23	69,758	71,926	79,853

Salaries listed below are the last salary step in the classes above, compaction from the 2007-08 school year plus the career increment on page 2. Step 23 includes an additional \$1000.

*15	63,853	66,022	73,948
*19	65,689	67,856	75,784
*23	69,758	71,926	79,853

TRAINING CLASSES (EXCEPT FOR SCHOOL NURSES):

- CLASS I:** Certificated personnel with a Bachelor's Degree or a Designated Subject credential and less training than a Bachelor's Degree and less than 45 semester units (67-1/2 quarter units) of upper division or graduate work after completion of the Bachelor's Degree, said work to be in accordance with a plan developed by the Class Transfer and Leave Committee.
- CLASS II:** Certificated personnel with between 45 and 59 semester units (67- 1/2 to 89-1/2 quarter units) of upper division or graduate work after completion of the Bachelor's Degree, said work to be in accordance with a plan developed by the Class Transfer and Leave Committee; and with Bachelor's Degree plus regular Class A Vocational Arts Credentials.
- CLASS III:** Certificated personnel with 60 semester units (90 quarter units) of upper division or graduate work after completion of the Bachelor's Degree, said work to be in accordance with a plan developed by the Class Transfer and Leave Committee.

***CAREER INCREMENTS (C.I.):** Career increments shall be paid annually upon attainment of the following number of years of credited service:

	Index Rate	Increment
15th year of credited service	.02794	1,228
19th year of credited service	.06965	3,063
23rd year of credited service	.16213	7,132

TIME FACTOR: All certificated personnel who work beyond the number of days regular teachers are required to be on duty shall be paid by using the following time factor times their salary:

1.025 - 5 days	1.15 - 27 days
1.050 - 9 days	1.20 - 36 days
1.075 - 14 days	1.25 - 48 days
1.081 - 15 days	1.10 - 18 days

SALARY DIFFERENTIALS FOR SPECIAL CERTIFICATED ASSIGNMENTS:

Position	No. Positions in Dept.	Index Rate (*CI 1 St 1)	Differ- ential	Annual Service
Supply Manager			300	
PLC Team Leader – Level 1 (2-5)			600	
PLC Team Leader – Level 2 (6+)			900	
District PLC Liaison (must be a PLC Leader – differential not in addition to PLC Team Leader differential)			1200	
Department Chairpersons,	1-14 periods	.0271	1,192	T.Y.*
Head Counselors, & other	15-29 "	.0542	2,384	T.Y.
Chairpersons: Special Ed.,	30-54 "	.0677	2,978	T.Y.
Pupil Personnel	55 & more "	.0814	3,580	T.Y.
G.A.T.E. Site Coordinator, Secondary		.0542	2,384	T.Y.
Curriculum Coordinator Chair, Secondary		.0542	2,384	T.Y.
Curriculum Coordinator, Elementary		.0379	1,667	T.Y.
Head Teacher, Alternative/Continuation		.1124	4,944	T.Y.

Teacher-in-Charge Stipend, Elementary	.0189	831	T.Y.
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**note: at this time there is no curriculum council to pay a stipend to.

District Library Master Plan Coord.	2500
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Voluntary Student Study Team Members (Elem. And Secondary):

Max. of 3 for schools of less than 450 enrollment.	.0255	1122	T.Y.
" " 4 " " " 450 to 600 enrollment.	.0255	1122	T.Y.
" " 5 " " " more than 600 enrollment	.0255	1122	T.Y.

3. T.Y. means the number of days regular teachers are required to be on duty.

****Elementary Curriculum Coordinator will receive a \$539 stipend for four meetings per school year. One coordinator per school**

POSITION DIFFERENTIALS:

		Position FactorRate	Index	Differential
Counselor				
Psychometrist		1 st year	.0492	2,164 for assigned service year
Social Worker/	"X"	2 nd year	.0656	2,885 " " " "
Attendance Worker		3 rd year	.0820	3,607 " " " "
Asst to Administrator				
Children's Centers				

Psychologist	"Y"	.2830	12,448	"	"	"	"
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SALARY

(Position on Basic Schedule + Appropriate Position Differential) x Time Factor + Career Increment + Master's Degree Stipend + Doctor's Degree Stipend + Special Assignment Differential.

PAYMENTS: Salary warrants are generally issued on the last workday of the calendar month.

There are two choices of payment plan:

1. **12-payment plan:** 16.67% will be withheld each month (September – June) from your net pay. Prior to the 16.67% being withheld, you pay taxes and retirement on 1/10 of your gross salary each month. The withholding will be paid in two equal payments in July and August.
2. **10-payment plan:** 10 equal payments, September through June.

SALARY FOR PARTIAL YEAR:

Any partial payments for persons working less than a full year shall be made on the basis of the ratio of days worked to the days in the contract year. (The annual salary is divided by the number of days in the employee's contract year; this daily rate is multiplied by actual days worked.) EXCEPTION: A person who serves a complete semester shall receive not less than one-half of the established annual-rate.

SCHEDULE II: Certificated School Psychologists

BASIC SCHEDULE (06): 200 Working Days

Step	Class I BA <45 units	Class II BA + 45 Units	Class III BA + 60 Units
1	60,949	63,970	67,168
2	62,777	65,889	69,183
3	64,660	67,866	71,259
4	66,600	69,902	73,397
5	68,598	71,999	75,599
6	70,656	74,159	77,867
7	72,776	76,383	80,203
8	74,959	78,675	82,609
9	77,208	81,035	85,087
10	79,524	83,466	87,640
11	79,524	83,466	91,984
12	79,524	83,466	91,984
13	79,524	83,466	91,984
14	79,524	83,466	91,984
15	81,227	85,169	93,687
16	81,227	85,169	93,687
17	81,227	85,169	93,687
18	81,227	85,169	93,687
19	83,769	87,711	96,229
20	83,769	87,711	96,229
21	83,769	87,711	96,229
22	83,769	87,711	96,229
23	89,406	93,348	101,865

TRAINING CLASSES:

CLASS I: Certificated personnel with a Bachelor's Degree or a Designated Subject credential and less training than a Bachelor's Degree and less than 45 semester units (67-1/2 quarter units) of upper division or graduate work after completion of the Bachelor's Degree, said work to be in accordance with a plan developed by the Class Transfer and Leave Committee.

CLASS II: Certificated personnel with between 45 and 59 semester units (67- 1/2 to 89-1/2 quarter units) of upper division or graduate work after completion of the Bachelor's Degree, said work to be in accordance with a plan developed by the Class Transfer and Leave Committee; and with Bachelor's Degree plus regular Class A Vocational Arts Credentials.

CLASS III: Certificated personnel with 60 semester units (90 quarter units) of upper division or graduate work after completion of the Bachelor's Degree, said work to be in accordance with a plan developed by the Class Transfer and Leave Committee.

Master's Degree: Certificated employees holding Master's Degrees shall receive **\$845** in addition to their respective salaries. (.0192 of Class I, Step I)

Doctor's Degree: Certificated employees holding earned Doctor's Degrees shall receive **\$1600** in addition to their respective salaries. (.022 of Class III, Step 11)

EXPERIENCE CREDIT: Experience credit for initial placement on the basic salary schedule shall be limited to seven years, and may consist of:

1. Approved experience ** A year's credit requires at least a 60% assignment for 75% of a school year. Parts of years are not added together to make a year, except that two consecutive, full semesters of service may constitute one year of experience.
2. One year of credit for each 750 hours of experience as a home-hospital teacher, done under the authorization of a regular teaching credential, and since July 1, 1962.
3. One year of credit for each full twenty-four calendar months of active military service, to a maximum of three years credit (for six years of service). Teaching experience in military service that appears to be relevant to the teacher's classroom assignment may be credited as teaching experience rather than as military service.

**** Experience Credit** -- Credit for initial placement on the salary schedule shall be limited to a maximum of seven years, and may consist of approved full-time psychological or social work experience in conjunction with children.

SCHEDULE III: Certificated Speech – Language Pathologists

BASIC SCHEDULE: 185 Working Days (Speech-Language Pathologist hired before July 1, 2013)

Step	Class I BA <45 units	Class II BA + 45 Units	Class III BA + 60 Units
1	55,531	57,380	60,249
2	56,642	58,528	61,454
3	57,774	59,698	62,683
4	58,930	60,892	63,937
5	60,109	62,110	65,216
6	61,311	63,352	66,520
7	62,537	64,619	67,850
8	63,788	65,912	69,207
9	65,063	67,230	70,592
10	66,365	68,575	72,003
11	66,365	68,575	72,723
12	66,365	68,575	72,723
13	66,365	68,575	72,723
14	66,365	68,575	72,723
15	63,853	66,022	73,948
16	63,853	66,022	73,948
17	63,853	66,022	73,948
18	63,853	66,022	73,948
19	65,689	67,856	75,784
20	65,689	67,856	75,784
21	65,689	67,856	75,784
22	65,689	67,856	75,784
23	69,758	71,926	79,853

BASIC SCHEDULE: 200 Working Days (Speech-Language Pathologists hired after July 1, 2013)

Step	Class I BA <45 units	Class II BA + 45 Units	Class III BA + 60 Units
1	59,973	62,073	65,176
2	61,173	63,314	66,480
3	62,396	64,580	67,809
4	63,644	65,872	69,165
5	64,917	67,189	70,549
6	66,216	68,533	71,960
7	67,540	69,904	73,399
8	68,891	71,302	74,867
9	70,268	72,728	76,364
10	71,674	74,182	77,892
11	71,674	74,182	78,670
12	71,674	74,182	78,670
13	71,674	74,182	78,670
14	71,674	74,182	78,670
15	73,350	75,858	80,346
16	73,350	75,858	80,346
17	73,350	75,858	80,346
18	73,350	75,858	80,346
19	75,851	78,360	82,848
20	75,851	78,360	82,848
21	75,851	78,360	82,848
22	75,851	78,360	82,848
23	81,397	83,906	88,394

TRAINING CLASSES:

CLASS I: Certificated personnel with a Bachelor's Degree or a Designated Subject credential and less training than a Bachelor's Degree and less than 45 semester units (67-1/2 quarter units) of upper division or graduate work after completion of the Bachelor's Degree, said work to be in accordance with a plan developed by the Class Transfer and Leave Committee.

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CLASS III: Certificated personnel with 60 semester units (90 quarter units) of upper division or graduate work after completion of the Bachelor's Degree, said work to be in accordance with a plan developed by the Class Transfer and Leave Committee.

Master's Degree: Certificated employees holding Master's Degrees shall receive **\$845** in addition to their respective salaries. (.0192 of Class I, Step I)

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EXPERIENCE CREDIT: Experience credit for initial placement on the basic salary schedule shall be limited to seven years, and may consist of:

1. Approved experience ** A year's credit requires at least a 60% assignment for 75% of a school year. Parts of years are not added together to make a year, except that two consecutive, full semesters of service may constitute one year of experience.
2. One year of credit for each 750 hours of experience as a home-hospital teacher, done under the authorization of a regular teaching credential, and since July 1, 1962.
3. One year of credit for each full twenty-four calendar months of active military service, to a maximum of three years credit (for six years of service). Teaching experience in military service that appears to be relevant to the teacher's classroom assignment may be credited as teaching experience rather than as military service.

**** Experience Credit --** Credit for initial placement on the salary schedule shall be limited to a maximum of seven years, and may consist of approved full-time speech-language pathologist experience in conjunction with children.

SCHEDULE IV: Child Development Certificated Personnel Programs

Child Development/Children's Centers and School Age (08):				225 Working Days
Step	Class I (BA)	Class II (BA + 15)	Class III (BA + 30)	Class IV (BA +45)
1	34,486	36,556	38,625	40,691
2	36,424	38,282	40,351	42,425
3	37,934	40,005	42,076	44,145
4	39,661	41,727	43,802	45,867
5	41,382	43,453	45,526	47,594
6	42,832	45,176	47,247	49,315
7	44,834	46,904	48,975	51,039
8	46,904	48,975	51,039	53,109
9	48,974	51,039	53,109	55,179
10	51,624	53,692	55,180	57,253
11	51,624	53,692	57,253	59,320
12	51,624	53,692	59,905	61,961
13	51,624	53,692	59,905	61,961
14	51,624	53,692	59,905	61,961
15	52,802	54,870	61,083	63,139
16	52,802	54,870	61,083	63,139
17	52,802	54,870	61,083	63,139
18	52,802	54,870	61,083	63,139
19	54,560	56,628	62,841	64,897

20	54,560	56,628	62,841	64,897
21	54,560	56,628	62,841	64,897
22	54,560	56,628	62,841	64,897
23	57,908	59,976	66,189	68,245

Salaries listed below are the last salary step in the classes on previous page plus the career increment from page 8. Also, Step 23 includes an additional \$1000.

15	52,802	54,870	61,083	63,139
19	54,560	56,628	62,841	64,897
23	57,908	59,976	66,189	68,245

Child Development/State Preschool Teachers (09) and Child Development/CalSAFE Program (07) 185 Working Days

Step	Class I (BA)	Class II (BA + 15)	Class III (BA + 30)	Class IV (BA + 45)
1	28,354	30,057	31,759	33,457
2	30,058	31,474	33,177	34,878
3	31,194	32,894	34,595	36,297
4	32,610	34,306	36,014	37,712
5	34,025	35,729	37,491	39,135
6	35,443	37,144	38,849	40,548
7	36,861	38,564	40,265	41,965
8	38,564	40,265	41,965	43,668
9	40,265	41,965	43,667	45,369
10	42,549	44,252	45,369	47,072
11	42,549	44,252	47,072	48,772
12	42,549	44,252	50,745	51,054
13	42,549	44,252	50,745	51,054
14	42,549	44,252	50,745	51,054
15	43,727	45,430	51,923	52,232
16	43,727	45,430	51,923	52,232
17	43,727	45,430	51,923	52,232
18	43,727	45,430	51,923	52,232
19	45,485	47,188	53,681	53,990
20	45,485	47,188	53,681	53,990
21	45,485	47,188	53,681	53,990
22	45,485	47,188	53,681	53,990
23	48,833	50,536	57,028	57,338

Salaries listed below are the last salary step in the classes on previous page plus the career increment from page 8. Also, Step 23 includes an additional \$1000.

*15	43,727	45,430	51,923	52,232
*19	45,485	47,188	53,681	53,990
*23	48,833	50,536	57,028	57,338

CAREER INCREMENTS: Career increments shall be paid annually upon attainment of the following number of years of credited service:

	Index Rate	Increment
15 th year of credited service	.01694	1,178
19 th year of credited service	.05104	2,936
23 rd year of credited service	.10203	6,284

EXHIBIT “C”**CO-CURRICULAR ACTIVITIES****ANNUAL STIPEND**

Academic Decathlon		1,600
Activity Director (High School)		3,001
Activity Director (Jr. High School)		1,532
After School Sports Coach (Jr. High)		1,200
After School Sports Coord. (Jr. High)		2,500
Athletic Director (paid per season)		4,122
AVID (Elem only)		4,122
Sr. High Band		3,994
Sr. High Band Assistant		2,797
Jr. High Band		3,001
Jr. High Band Assistant		1,998
Baseball (Head)		3,395
Baseball (Asst)		1,998
Basketball (Head)		3,595
Basketball (Asst)		2,200
Cheer Leaders		3,001
Sr. High Choir (Choral)		3,994
Jr. High Choir (Choral)		3,001
Musical Accompanist (Choral)		1,746
Cross Country (Head)		2,799
Cross Country (Asst)		1,600
Dance		2,600
Drill Team		2,799
Jr High Drill Team		1,600
Economics Coach		1,600
Football (Head)		3,994
Football (Head Freshman)		1,600
Football (Asst)		2,799
Football (Soph)		2,799
Football (Freshman Asst)		1,130
Freshman Sports (Head Coach)		1,200
Golf (Head)		2,394
Golf (Asst)		1,200
Jr. High ASB Advisor		1,130
Math Team		1,600
Mock Trial		3000
Newspaper (Sr. High)		2,799
Newspaper (Jr. High)		2,658
Noon Supervision (Jr. High Only)		2,738
PAR Chair		1,000
PAR Panel Member		500
PAR Consulting Teacher		2,400
Robotics		3,199
Robotics (Asst)		1,400
Soccer (Head)		3,199

Soccer (Asst)		1,804
Softball (Head)		3,395
Softball (Asst)		1,998
Speech		2,600
Stage, Choreographer		2,397
Stage, Musical Director		2,397
Stage, Technical Director		2,397
Swimming (Head)		3,199
Swimming (Asst)		1,804
Tall Flags		1,130
Tennis (Head)		2,600
Tennis (Asst)		1,200
Sr. High Theater		3,994
Jr. High Theater		3,001
Track (Head)		3,595
Track (Asst)		2,202
Volleyball (Head)		2,799
Volleyball (Asst)		1,400
Water Polo (Head)		2,799
Water Polo (Asst)		1,600
Wrestling (Head)		3,395
Wrestling (Asst)		1,600
Sr. High Yearbook		2,600
Jr. High Yearbook		1,600

This tentative agreement between the Santa Barbara Teachers Association (SBTA) and the Santa Barbara Unified School District is agreed upon on this day June 4, 2013, by both parties.

Ken Stevens, Chief Negotiator

David Cash, Chief Negotiator

Tentative Agreement between the Santa Barbara Teachers Association (SBTA) and the Santa Barbara Unified School District

ARTICLE VI
HOURS/CONDITIONS

Section 2. Work Year

2.1 The regular work year for unit employees regularly assigned to a Child Development Program shall be no more than two hundred twenty-five (225) days.

2.2 The regular work year for unit employees hired as Speech Language Pathologists after July 1, 2013, and currently employed Speech Language Pathologists opting to work the new calendar, shall be two hundred (200) days. The work calendar shall be coordinated in conjunction with the direct supervisor no later than 30 days prior to the start of the 185 day calendar. If an agreement cannot be reached on calendar, it can be appealed.

2.3 The regular work year for unit employees hired as School Psychologists shall be two hundred (200) days. The work calendar shall be coordinated in conjunction with the direct supervisor no later than 30 days prior to the start of the 185 day calendar. If an agreement cannot be reached on calendar, it can be appealed.

2.2 2.4 The regular work year for other regular unit employees shall be no more than one hundred eighty-five (185) days; except that in the case of new unit employees, the regular work year shall be one hundred eighty-six (186) days. Of these work days, one hundred eighty (180) shall be instructional days.

Section 8: Department Chair (Secondary)

8.1 The term of Department Chair shall be defined as three years.

8.2 The Department Chair must be a permanent teacher, a majority whose assignment is within the said department a majority of time and votes on Association matters at the school site. They must be selected by a secret ballot at a regularly scheduled meeting.

8.2.1 Teachers shall have one vote per period assigned within said department per the school's master schedule. Teachers on paid leave are eligible to vote. Teachers who have submitted in writing their resignation or intent to retire, or

~~who have accepted in writing a transfer to another school, are not eligible to vote. Ballots shall be counted immediately in the presence of only those who voted. No part of the election procedure shall take place in the presence of an administrator. The name of the top vote getter shall be forwarded to the principal.~~

~~8.2.2 Principals retain the right to veto the nominee, in which case, the nominee shall be notified in writing of the reason(s) for the veto. The veto shall not preclude the initial winner from running in any future election, including the election which resulted in the veto.~~

~~8.2.3 By majority secret ballot vote, a department may seek a new election prior to the end of the term.~~

~~8.2.4 An election shall follow any vacancy in department chair.~~

~~8.2.5 By majority secret ballot vote, a department may elect to forward no name to the principal. In such an event, the principal may designate a department chair.~~

Section 8: Professional Learning Community (PLC) Team Leader and District PLC Liaison

8.1 The term of the Professional Learning Community Team Leader shall be defined as one year.

8.2 The PLC Team Leader must be a teacher, a majority of whose assignment is within the department/grade level. The PLC Team Leader must be selected by secret ballot at a regularly scheduled meeting of the PLC Team. The selection of the PLC team leader must be done by the end of the first week of school.

8.2.1 Teachers who have submitted in writing their resignation, intent to retire, or have accepted in writing a transfer to another school are not eligible to vote. Ballots shall be counted by the PLC team members immediately. The name of the person who receives the most votes shall be forwarded to the principal.

8.2.2 Principals retain the right to veto the nominee, in which case, the nominee shall be notified in writing of the reason(s) for the veto. The veto shall not preclude the initial designee from competing in any future election, including the election which resulted in the veto.

8.2.3 By majority secret ballot vote, the department or grade level may seek a new election and will present another nominee.

8.2.4 An election shall follow any vacancy. By majority secret ballot vote, a department or grade level may elect to forward no name to the principal. In

such an event, the principal may ask a teacher to be the PLC Team Leader and with the teacher's consent, that teacher will be designated the PLC Team Leader.

8.3 The roles and responsibilities of the PLC Team Leader include:

- 8.3.1 Facilitate site PLC meetings.
Prepare for the facilitation of regularly scheduled site PLC meetings.
Create and request materials needed for PLC meetings.
Provide the required PLC documents and reports to the administration.
- 8.3.2 Facilitate the implementation of the Common Core State Standards (CCSS) with site PLCs. Responsibilities include: creating agendas, participating in and taking notes at the PLC meetings.
- 8.3.3 Communicate with the District PLC Liaison regarding implementation of the written, taught, and tested curriculum associated with the common core.

8.4 The roles and responsibilities of the District PLC Liaison, selected by the administration CCSS implementation team, include:

- 8.4.1 Because the District PLC Liaison is also a PLC team leader, the term of the District PLC Liaison shall be defined as one year.
- 8.4.2 Attend district collaboration meetings with other subject-specific/grade level PLC Liaisons and collaborate around the written, taught and tested adopted standards and curriculum.
- 8.4.3 Facilitate district subject-specific/grade level meetings during specified release time(s) or designated after school meeting time(s).

Section 11: Collaboration for Instructional Program Planning

- 11.1 It is the intent of the Association and the District to address the instructional needs and programs that will benefit the pupils **students** of the District. The Association and District will meet and work collaboratively during all phases of instructional or program planning to discuss the issues of mutual interest to develop programs and practices to achieve excellence of all pupils **students**. Any proposed changes to an instructional program cannot violate any terms of the agreement between the District **Association** and the **Association District**.

- 11.2 ~~Collaborative meetings will take place on a quarterly basis at a time and place mutually agreed upon by both parties. Timely notification of items to be discussed will be made.~~ Collaboration shall take place in Professional Learning Communities (PLCs). PLCs may be organized into site and District-level content-specific, interdisciplinary, vertical, and/or grade-level teams.
- 11.3 Elementary schools will meet in PLCs a minimum of 3 days a month for at least 200 minutes per month. PLC meetings will occur on Wednesdays, except on regularly scheduled board and federal holidays.
- 11.4 Secondary schools will meet in PLCs a minimum of 3 days a month for at least 200 minutes a month. These meetings will occur on Thursdays, except on regularly scheduled board and federal holidays.
- 11.5 School site faculty meetings shall be held on the 4th Wednesday for elementary schools and the 4th Thursday for secondary schools.

ARTICLE X

CLASS SIZE

Section 1.

- 1.1 The District shall provide faculty at the campus level so that there shall be an average of 35 students per teacher in grades 9-12 not to exceed 38 students per teacher in the core subject areas (math, English, social sciences, and science.) ~~with a minimum of 25 students per teacher.~~
- 1.2 The District shall provide faculty at the campus level so that there shall be an average of 33 students per teacher in grades 7-8, not to exceed 36 students per teacher in the core subject areas (math, English, social sciences, and science.) ~~with a minimum of 25 students per teacher.~~ The District shall adhere to the class size maximums and minimums specified in Article X Section 1.2 for grades 7-8 to until such time as the District's base revenue limit is fully restored

by the State or the District is deemed a basic aid district based on the District's fully restored base revenue limit entitlement.

- 1.3 The District shall provide faculty at San Marcos High School so that there shall be an average of 33 per teacher, not to exceed 36 students per teacher **in the core subject areas (math, English, social sciences, and science.)** ~~with a minimum of 25 students per teacher~~ so long as San Marcos High School remains on the current (as of 12/99) block schedule. Due to extraordinary state budget crisis, Article X, Class Section 1.3 (San Marcos High School) shall be suspended until such time as the District's base revenue limit is fully restored by the State or the District is deemed a basic aid district based on the District's fully restored base revenue limit entitlement.

- 1.4 All non-core classes except those mentioned in Article X section 5, 6 & 7 shall need teacher approval to exceed class size limits in section 1.1, 1.2 & 1.3.**

This tentative agreement between the Santa Barbara Teachers Association (SBTA) and the Santa Barbara Unified School District is agreed upon on this day May 30, 2013, by both parties.



Ken Stevens, Chief Negotiator



David Cash, Chief Negotiator