



Unified Association of Conejo Teachers

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Volume 7, Issue 9
March 30, 2015

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UACT INFORMATION MEETING FOR BARGAINING UPDATES—TUESDAY, MARCH 31 AT 4PM IN THE THOUSAND OAKS HIGH SCHOOL PAC.

The UACT Bargaining Team has reached a tentative agreement with the District. Ballots are out now at the school sites and are due back to the UACT office April 1 by 4 PM.

This is not a full contract negotiation. These are the results of reopeners to the 2013-2016 contract. UACT brought forth class size and afterschool meetings for our reopeners. The District brought forth evaluation and Peer Assistance and Review (PAR) language. Salary and benefits are always part of reopeners.

Copies of all changes are on the opening page of the UACT Website at www.conejoteachers.com. Click on the proposed changes link. Please look over the evaluation and PAR pieces. A copy of the 2013-2016 contract is available on the UACT website under the documents tab.

The contract change basics are:

- 3% on-schedule retroactive raise to the beginning of the 2014-15 school year
- Additional 1% on-schedule raise beginning at the half-year point (roughly 4.03% on-going)
- Reopeners on salary next school year.
- Status quo for health benefits for this year and next year (no more increases to contribution and no changes to the plan) because the district is contributing more to the fund (\$1.5 million this year and \$500K next year)
- Overhauled the evaluation system
- Improvements to PAR (Peer Assistance and Review)
- Creation of a pilot program to prevent IEPs and SSTs from stretching into non-contract time
- \$1000 for people retiring or resigning who notify the district of their plan to leave by Feb 25th of every year.
- HOWEVER, this year (2015) if a person notifies Personnel Services by April 17 at 4pm, they will get this incentive.

Thanks to the UACT bargaining team: Teresa Coffman, Doug Freed, Randy Smith, Renee Vlerick, Bill McGovern, and Courtney Stockton. Thanks also to Jake Anderson, our CTA Staff person, for all of his budget analysis and hard work.

Have You Contacted Your Senators and Rep- resentative about the Reauthorization of ESEA?

Over the next two weeks your representatives will be in their home offices. Contact them by phone or email and tell them we need ESEA (Elementary and Secondary Education Act) reauthorized without the punitive measures of NCLB. Tell them your story of the impact of testing on you and your students: preparation, time spent actually testing, and how it interferes with teaching and learning.

This is our chance to change the impact that NCLB has had on our district — from students transferring out of schools in program improvement to the impact of being a program improvement district.

The links below will take you to the Washington offices. Go to the representative's website to leave a message at the local office. They need to hear from you now as a vote is scheduled for Mid-April.

Email your representatives at <http://capwiz.com/nea/issues/alert/?alertid=64033911>

The number that will connect you by phone to your representatives is 886-331-7233.

Tentative Agreement
March 23, 2015
Conejo Valley Unified School District (CVUSD)
And Unified Association of Conejo Teachers (UACT)

The following is an Agreement between Unified Association of Conejo Teachers (UACT), (hereafter "Association") and the Conejo Unified School District (hereafter "District") for compensation for the 2014-2015 school year.

2014-2015

1. Salary Increase:

- a. Retroactive to July 1, 2014, there shall be a three percent (3%) increase to the salary schedule for all Association members.
- b. Effective February 1, 2015, there shall be an additional one percent (1%) on-going increase to the salary schedule for all Association members.
- c. Upon ratification of the tentative agreement, the District will work diligently to apply the salary increase as soon as possible.
- d. The Association acknowledges that as a result of the salary increase described in Paragraph 1, the District will commence the 2015-16 school year with an estimated 2.5 million dollar on-going projected deficit in the Unrestricted General Fund.
 - The Association acknowledges that the District may be required to off-set all, or a part of this deficit during the 2015-16 school year with the new on-going LCFF income.
- e. The parties agree to reevaluate the deficit upon the ratification of the 2014-15 Unaudited Actual Budget by the CVUSD Board of Education. The purpose of the reevaluation is to determine if any funds falling out of the 2014-15 Unaudited Actual Budget are potentially recurring expenditure savings that could serve to reduce or eliminate the final estimated 2014-15 Unrestricted Fund recurring deficit going forward into 2015-16.

2. Health and Welfare Benefits:

- a. The District contributed \$1.5 million dollars to the employee health and welfare fund for the 2014-15 school year.
- b. There shall be no additional increase to an Association member's health and welfare benefits contribution for the 2014-15 school year, unless the Association member voluntarily switched to a plan that increased his/her annual contribution and/or added a new family member/dependent to his/her health benefits package.

3. STRS Retirement:

Memorandum of Understanding
Between
Unified Association of Conejo Teachers and Conejo Valley Unified School District

The Unified Association of Conejo Teachers (Association) and the Conejo Valley Unified School District (District) agree to the following:

For the 2015-16 school year, the District and the Association agree to allow the District a one-year pilot for the organization of IEP and SST meetings to be conducted during the school day at both the elementary and secondary sites. This one-year pilot will allow the Director, Special Education, and the Director, Student Support Services to organize, implement, and evaluate the most effective and legally compliant means of conducting these meetings during the Association Members' workday. The District recognizes the value of our Association members' time, and to the extent possible, agree to convene meetings during the Association members' workday avoiding scheduled meetings during the Association members' lunch, prep time and after-school. The District would like to request a one-year pilot timeframe to formulate and execute different protocols to meet the intent of this MOU. The parties agree to meet in November 2015 and May 2016 to evaluate the progress of the plan.

For the Association

For the District

Date

Date