

**Conejo Valley Unified School District (CVUSD) -
Unified Association of Conejo Teachers (UACT)
Tentative Agreement
May 2, 2017**

The following is an Agreement between the Unified Association of Conejo Teachers (UACT), (hereafter "Association") and the Conejo Valley Unified School District (hereafter "District") for compensation for the 2016-17 and 2017-18 school year.

1. Base Salary Increase:

a. 2016-2017:

- Retroactive to July 1, 2016, the District shall increase the Association's Salary Schedule by 1%.

1. Base salary does not include benefits, bonuses, or any other compensation
2. All unit members employed during the 2016-17 shall receive the retroactivity and will have their base salaries amended accordingly for the purposes of 2016-17 STRS year regardless of when the CVUSD Board of Education and UACT ratify this agreement.

b. 2017-2018:

- Beginning July 1, 2017, the District shall increase the Association's Salary Schedule by 3%.

2. Health and Welfare Benefits:

- a. Both parties agree that negotiations for Association members' health benefit contribution increases will not take place until the 2018-19 school year unless there is a substantial increase (more than 10%) in renewal rates for the 2017-18 school year.

3. CalSTRS Retirement:

- a. For the 2016-17 and 2017-18 school years, the District shall bear the cost of employer CalSTRS contribution increases.

4. Contingency Language:

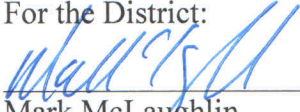
- a. Both parties further agree, that during this time-period, if any dramatic changes to the district budget happens due to changes in funding windfalls or shortfalls, or other unforeseen circumstances we will return to the negotiating table to problem solve and negotiate solutions. Include but not limited to the following:
 - Revenue

- Health Benefits
- Retirement
- Staffing and compensation
- Other large budgetary matters

5. Staff Development:

- a. Association members will be required to participate in twelve (12) hours of staff development in lieu of November 22, 2017 and December 22, 2017, which are pupil free, non-work days. The twelve (12) hours shall consist of six (6) hours of site-determined staff development, and six (6) hours of Association member self-directed staff development. The Association members will need to account for their twelve (12) hours through professional development attended outside their workday. Verification can include staff development agendas, collaboration/articulation meeting agendas, and/or grade-level/department agendas and attach it to their 2017-18 Staff Development Activity Form.

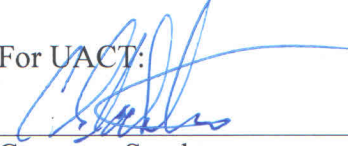
For the District:



Mark McLaughlin

5-10-17
Date:

For UACT:



Courtney Stockton

5/10/17
Date: