

Summary of UACT Contract Changes

In addition to a salary increase, UACT negotiated changes throughout the contract during negotiations sessions in the 2015-16 school year and concluded in the early fall of 2016. Below is a summary of the changes that were made. If you would like to see the changes in greater detail, please reference the larger contract with strikes (deletions) and underlines (additions). One change that occurs throughout the document is changing “teacher” to “unit member,” this is an attempt to reflect our UACT membership more clearly since we are not all classroom teachers. We also added “TK” or “transitional kindergarten” to areas where it needed to be clarified. We also have changed “personnel” to “human resources” in every spot to reflect current terminology. If you have any questions, please feel free to contact the UACT office at 805-497-8220 or e-mail conejoteachers@gmail.com

Article 1- Amended dates;

Fixed some grammar issues.

Article 2- Clarified who UACT represents to reflect current practices;

Added a District’s rights clause (standard in most contracts).

Article 3- Changed some formatting issues;

Clarified how budget documents will be shared;

Added how budgetary information will be shared at negotiations.

Article 4- Cleaned up language to reflect current practices;

Added new definitions for evaluation, observation, and special education.

Article 5- Changed formatting;

Moved language around to other articles and pulled language here from other articles to make the sections flow better.

Article 6- Struck outdated language;

Amended class sizes to reflect current practice;

Clarified when staffing schedules will be set;

Moved SPED language to make article flow better;

Added a step for class sizes that are atypical;

Increase combo class stipends;

Added language to give relief to 4th and 5th grade teachers.

Article 7- Changed formatting;

Deleted outdated language;

Amended life insurance to reflect current practice;

Amended part-time employee health benefits criteria;

Changed insurance year to reflect current practice;

Article 8- Moved language around for better flow;

Deleted outdated language.

Article 9- Moved language around for better flow;

Changed formatting;

Deleted outdated language;

Clarified UACT Rep for adjunct duties;

Clarified what a 6/5 employee is;

Added language for class coverage when no sub is available;

Added language to reflect current practice for prep periods and duty-free lunch.

Article 10- Moved language around for better flow;
Changed formatting;
Deleted outdated language;
Clarified language to reflect current practice;
Added new maternity/paternity leave to reflect changes to state law;

Article 11- Clarified language to reflect current practice.

Article 12- No changes.

Article 13- No changes.

Article 14- Changed formatting;
Deleted outdated language;
Clarified language to reflect current practice.

Article 15- Changed formatting;
Deleted outdated language;
Clarified language to reflect current practice;
Added language to define roles and timelines in the evaluation process.

Article 16- Clarified language to reflect current practice.

Article 17- Deleted outdated language;
Clarified language to reflect current practice;
Extended timelines to give parties more time to prepare.

Article 18- Added step to meet with assistant superintendent of HR.

Article 19- Changed formatting.

Article 20- No change.

Article 21- Changed formatting;
Codified involuntary transfer pay;
Added step to involuntary transfer process.

Article 22- Added a step for principals to seek input from staff on staffing changes;
Added notification of paraprofessional assignments;
Changed formatting.

Article 23- Deleted outdated language;
Clarified language to reflect current practice.

Article 24- Clarified language to reflect current practice;
Changed formatting.

Article 25- Added Elementary Team Leaders;
Clarified language to reflect current practice.

Article 26- Increased stipends and added positions currently not in contract;
Changed formatting.

Article 27- Clarified language to reflect current practice;
Changed formatting;
Increased “learner” stipend.

Article 28- No change.

Article 29- No change.

Article 30- No change.

Article 31- Added Association Rights article (standard language in most contracts).

Article 32- Changed formatting.

Article 33- Changed formatting.

Article 34- Deleted outdated language;
Clarified language to reflect current practice.

Article 35- Gave flexibility for job-share assignments
Changed timelines for notifications for job-shares;
Clarified language.

Article 36- Changed formatting.

Amended dates on signatory section.