

2021-2022 Tentative Agreement



LYNWOOD TEACHERS
ASSOCIATION

The Bargaining Team

Myrna Vergara- Chair: Elementary School Teacher

Debbie Diaz- Elementary School Teacher

Dr. Lydia Hollie- Elementary School Teacher

Angela Porter Pre-School Teacher

Maelanie Galima- High School Science Teacher

Jorge Bravo- Special Education Teacher

Richard Mejia- High School Math Teacher

Angel Maldonano- CTA Staff

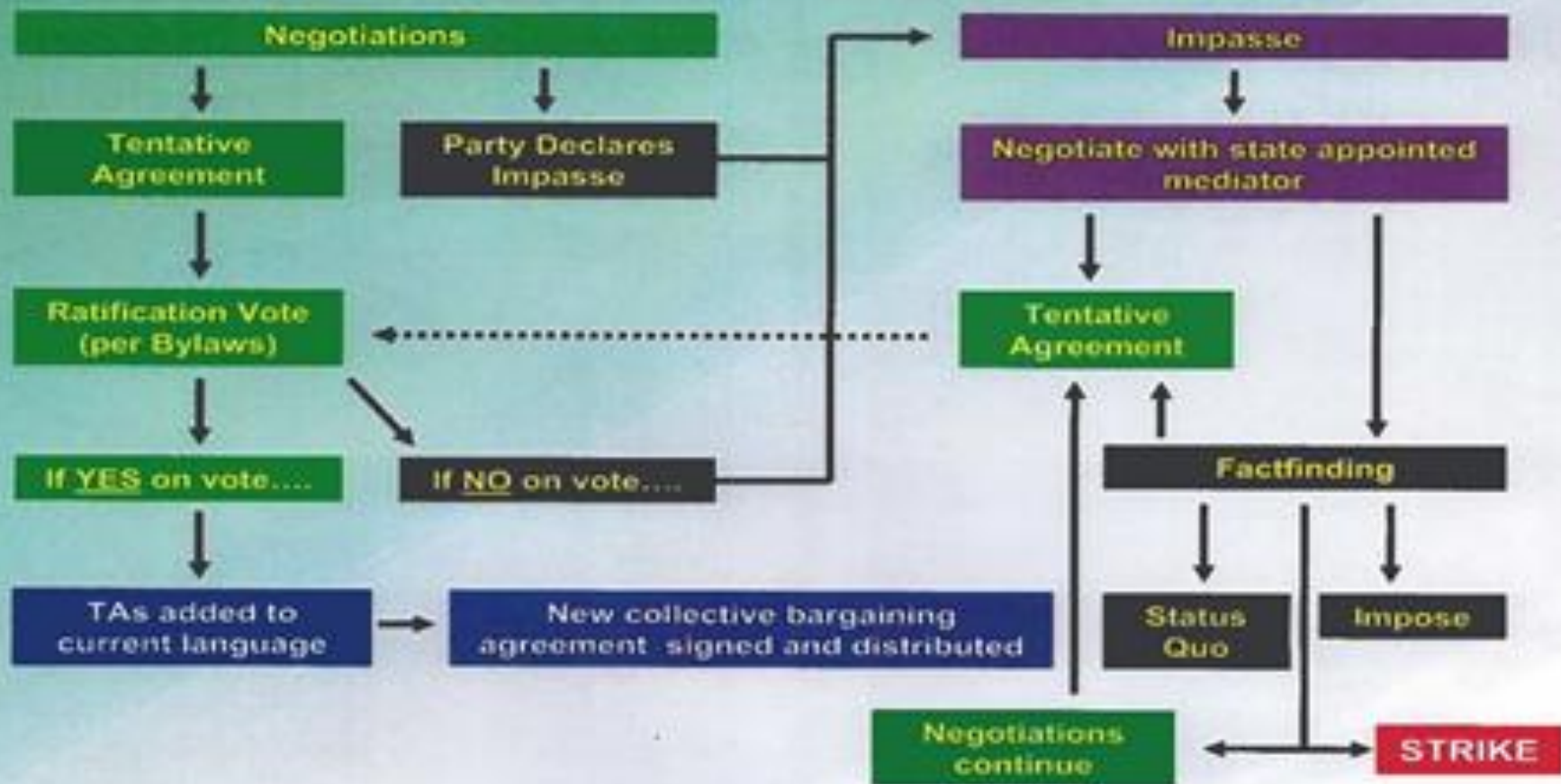


Bargaining Process Overview

- 1) Bargaining team is appointed by the LTA President and sent to CTA Summer Institute to receive appropriate training.
- 2) Team bargains in good faith with the district until a last and final offer is reached. The team decides if it is a fair offer and brings it to the membership for ratification (vote). If it is not a fair offer, the team can declare impasse.
- 3) The membership ratifies the tentative agreement. If the majority votes Yes, it goes to the LUSD School Board for a vote.
- 4) If the majority of the membership votes No, LTA needs to declare impasse.



Impasse Procedure



Article VIII: Salary & Article IX: Benefits

- 5% on-schedule raise retroactive to July 1, 2021 to all members (teachers, counselors, adult school, ECE teachers, speech/language pathologists, and psychologists).
- No changes to benefits.



Appendix E: Honorariums

- New honorarium pay effective July 1, 2022 (next school year):
 - Lacrosse Head Coach (boys/ girls) 6%
 - Lacrosse Assistant Coach (boys/ girls) 4%
 - Other CIF-Sanctioned Sports Head Coaches 6%
 - Other CIF-Sanctioned Sports Assistant Coaches 6%
 - Athletic Directors 8%



Hourly Rate of Pay

- Effective next school year 2022-2023, the hourly rate of compensation shall be .001 times the salary base Group IV, a move from Group II. This is a 7.7% increase from \$52.83 to \$56.94.
- The new rate will begin with the LUSD Summer Institute. Summer school for this year is **not** part of the increase.

Career Longevity Stipend

- Retroactive for this school year, effective 2021-2022.
- Unit members shall receive a ONE-TIME payment in addition to their regular salary in recognition of their service to the district at the following increments:
 - 25 years: \$2,500 ONE-TIME
 - 30 years: \$5,000 ONE-TIME
- Longevity pay would begin with years of service accrued at the end of the 2021-2022 school year.



Additional Stipends

- Stipends are for this school year 2021-22.
- Perfect Attendance \$500 per semester.
- Unit members holding the following certificates, degrees, credential and/or positions shall receive an **annual stipend** as provided below:
 - National Board Certificated Teacher: \$2,500
 - Doctorate Degree: \$2,500
 - BCLAD Dual Immersion Teacher: \$1,500
 - TK-6th Combo Class: \$1,500
 - ECE Part-Day with Supervisor or Director permit: \$1,000
 - Special Education Credentialed Teacher that is assigned to a Special Education or has a 100% caseload of Special Education students in RSP, SDC, CLM, Moderate-Severe, or APE: \$3,000



Article X: Hours of Employment

- 7 hour workday:
 - Elementary Schools: 8:00 AM-3:00 PM
 - Middle Schools: 8:00 AM-3:00 PM
 - **High Schools: 8:30 AM-3:30 PM**
- Time allotted for District Mandated health and safety training (one staff meeting during September or October).
- ECE teachers shall be excluded from adjunct duties.
- Elementary School unit members teaching approved intervention programs during their preparation and planning time shall be compensated at the hourly rate.

Article X: Hours of Employment (cont'd)

- Unit members may not leave campus during their preparation and planning time unless conducting District business.
- In classrooms without substitute coverage, the site Lead, site Instructional Coach or site Digital Coach shall be considered first to cover classes. If they are unavailable or have other responsibilities essential to the school operations or safety as determined by the principal, then the students shall be distributed on a rotational basis.

Article X: Hours of Employment (cont'd)

- Unit members on assignment outside of the classroom such as Program Specialists, Instructional Leads, Instructional Coaches, Digital Coaches, Counselors, and any other Certificated Teacher that is on special assignment asked to substitute teach for any part of their day at least 2 hours of the school day shall be compensated at 1 hour at the hourly rate.
- Established a Districtwide Grading Committee and provided clarity on the Staff Curriculum Development Committee.
- Gradebooks must be updated at least monthly on the District's Student Information System.



Article X: Hours of Employment (cont'd)

- A Professional Development Master Calendar shall be provided and updated by the District in a timely manner.
- Added language for reassignment of instructional assistants.
- Newly hired instructional assistants shall receive appropriate training in a timely manner provided by the District.
- Unit members shall be compensated when attending Board-approved conferences, trainings, and meetings at an hourly rate when scheduled on a non-work day.

Article XI: Special Education

- Added language that includes and addresses all programs: RSP, SDC, CLM, Moderate-Severe, etc.
- No changes in Special Day Class (SDC) class sizes, the district proposed up to 20 students in SDC classes in high school
- No regular class or self-contained class assignments for Resource Specialist (RSP) teachers in Elementary or Middle School
- Established a maximum of 20 students for blended caseloads (RSP/SDC) in high schools

Article XI: Special Education (cont'd)

- Special Education teachers will have four (4) release days, one per quarter, to work on IEP-related matters
- Ongoing training and professional development for SPED teachers, new employees must receive training within 60 days of hire
- Added language, including expectations and deadlines, for the Special Education Handbook to be developed and distributed
- Added language, including deadlines, for the Districtwide SPED Committee to hold meetings and make recommendations

Article XI: Special Education (cont'd)

- District committed to developing a vision for the Special Education Program, taking in consideration the recommendations by the Districtwide SPED Committee
- Annual stipends for Special Education credentialed teachers (RSP, SDC, CLM, Moderate-Severe, or APE): \$3,000

Questions?

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