

TENTATIVE AGREEMENT
Between
KINGS CANYON UNIFIED SCHOOL DISTRICT
And the
KINGS CANYON TEACHERS ASSOCIATION
December 8, 2022

The Kings Canyon Unified School District ("District") and the Kings Canyon Teachers Association hereby enter into this Tentative Agreement fully and finally resolving their negotiations for a new successor agreement effective July 1, 2022 through June 30, 2025 based on the following:

ARTICLE 1: TERMS AND CONDITIONS OF AGREEMENT

Revise Article 1 as follows:

- A. This is an agreement made and entered effective as of the 1st day of **July 1, 2022** and is a three-year agreement through **June 30, 2025** between the Kings Canyon Unified School District ("District") and the Kings Canyon Teacher's Association/CTA/NEA ("Association").
- B. For the **2023-2024** and the **2024-2025** school years, the parties may reopen salary, health and welfare and two other articles each.
- C. Negotiations may be reopened on proposed changes in this Agreement at any time by mutual consent of the parties.
- D. The term of this Agreement extends through June 30, **2025**; however, the provisions contained herein, as well as the provisions agreed upon through any reopening as described above, shall remain in full force and effect until such time as a successor agreement is ratified by the parties.

Balance of Article 1 shall remain status quo.

ARTICLE 3: NEGOTIATIONS PROCEDURES

Revise Section D of Article 3 as follows:

- D. Negotiations shall take place on/at mutually agreeable dates and places. Negotiations shall normally be scheduled at 9:00 A.M., except as mutually agreed **with the understanding that agreement to scheduling afternoon negotiations session(s) shall not be unreasonably withheld by either party.** The District shall provide a substitute for each member of the Kings Canyon Teachers' Association bargaining team as needed.

Balance of Article 3 shall remain status quo.

ARTICLE 7: DUTY SCHEDULES

Revise Section B(1), accepting KCTA proposed language:

1. On every weekday except Wednesdays, the work day for full-time unit members shall be 7.5 hours, 30 consecutive minutes of release time allowed for lunch which are not counted as duty time. On Wednesdays **the work day for full-time unit members shall be 8.5 hours**, including 30 consecutive minutes of non-duty release time for lunch. This additional hour on Wednesdays will not be used to extend the instructional day. If the District discontinues the minimum day schedule on Wednesdays, the work day shall revert to 7.5 hours including 30 consecutive minutes for lunch which are not counted as duty time. Any unit member who is absent for a full day on a Wednesday will be charged 7 hours for purposes of Article 8, Leaves.

Revise Section B(5) as follows, accepting KCTA's proposed language as detailed below, with the understanding that the instructional time for each campus shall remain the same and, therefore, the District may deduct from the scheduled teacher lunch period or add to the end of the day; additionally, the Parties agree that a 10 minute break with a 5 minute passing period, or some variation thereof, shall satisfy the requirements of this provision:

5. Relief Period: Every member of the bargaining unit shall be entitled to at least one fifteen (15) minute duty free period during each school day.

Revise Section G(2) as follows, accepting KCTA's proposed language, which would increase the supplemental hourly rate, but exclude Appendix E:

2. Unit member who provide coverage during his/her prep period will be paid a minimum of one hour at the supplemental hourly rate as defined by **Range 2, Year 3** of the salary schedule. The daily sub rate shall be divided evenly among teachers who receive deployed students.

Balance of Article 7 shall remain status quo.

ARTICLE 8: LEAVES

Add section B(2) as follows:

2. **Up to five (5) days of the ten (10) Personal Necessity Leave provided in B(1) of this Article per year may be used in any school year by a bargaining unit member who is the parent, foster parent, legal guardian, or grandparent to attend a school related activity (i.e., field trip, award ceremony, etc.) of their child/foster child/grandchild/legal ward.**

Renumber article to be consistent with additional language.

Balance of Article 8 shall remain status quo.

ARTICLE 12: EMPLOYEE BENEFITS

Article 12 shall remain status quo.

ARTICLE 13: SALARIES

1. *For the 2022-2023 school year:*

*The District shall increase i.e., Appendix D, i.e. the current Certificated Salary Schedule; Appendix D1, i.e. the current Independent Study Teachers Salary Schedule; and the current Appendix E, i.e. the KCTA-Extra Duty Pay Index and Schedule, by **9.75% with retroactive payment from July 1, 2022 for all***

employees employed as of July 1, 2022 and still employed as of the date the Parties signed this tentative agreement. This increase shall not apply to hourly timesheets prior to the date of ratification.

Appendix E- Stipends

Add Dual Immersion stipend:

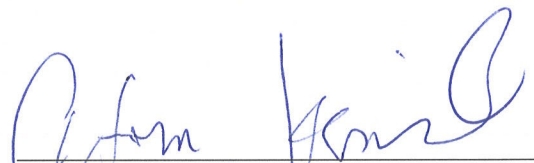
Dual Immersion Teacher stipend 4.5% of their salary.

Miscellaneous Provision

For 2022-2023 school year, the Parties agree that two representatives designated by KCTA shall join the Special Education Cabinet to collaborate with the District on special education matters. The Parties' duty to negotiate in good faith with respect to reopener and/or successor contract proposals shall remain in full force and effect regardless of whether the parties are able to reach an agreement regarding special education matters.


With the exception of any changes as specified above, the District proposes that all other terms and conditions contained in the parties' 2019-2022 Certificated Contract shall remain status quo and be incorporated in the parties' successor contract.

Dated: December 8, 2022



Christopher Kirkland, Head Negotiator
Kings Canyon Educators Association

Dated: December 8, 2022



Roberto Gutierrez, Deputy Superintendent
Kings Canyon Unified School District