

AGREEMENT BETWEEN THE
YREKA UNION HIGH SCHOOL DISTRICT
AND THE
YREKA HIGH SCHOOL FACULTY ASSOCIATION
July 1,2025 - June 30, 2026

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>TITLE</u>	<u>PAGE NO.</u>
ARTICLE I	AGREEMENT	3
ARTICLE II	RECOGNITION	4
ARTICLE III	NEGOTIATION PROCEDURES	5
ARTICLE IV	DISTRICT RIGHTS	6
ARTICLE V	ASSOCIATION RIGHTS	7
ARTICLE VI	EVALUATION PROCEDURES	8
ARTICLE VII	CURRICULUM DEVELOPMENT	12
ARTICLE VIII	ORGANIZATIONAL SECURITY	13
ARTICLE IX	GRIEVANCES	14
ARTICLE X	COMPLAINTS	18
ARTICLE XI	LEAVES	19
ARTICLE XII	HOURS AND DUTIES	28
ARTICLE XIII	CLASS SIZE	31
ARTICLE XIV	COMPENSATION	32
ARTICLE XV	LAYOFF PROCEDURES	43
ARTICLE XVI	SAVINGS	43
ARTICLE XVII	SUPPORT OF AGREEMENT	43
ARTICLE XVIII	DRESS CODE	43
ARTICLE XIX	PEER ASSISTANCE AND REVIEW PROGRAM	44
ARTICLE XX	COMPLETION OF MEET AND NEGOTIATIONS	52
ARTICLE XXI	DURATION OF AGREEMENT	52
SIGNATURE PAGE		53
EVALUATION FORM		Appendix "A-1"
OBSERVATION FORM		Appendix "A-2"
HEALTH PREMIUMS (Current Rates and Options)		Appendix "A-3"
SALARY SCHEDULE		Appendix "A-4"

ARTICLE I: AGREEMENT

- 1.1 This Agreement is by and between the Yreka Union High School District (hereinafter referred to as “District”) and the Yreka High School Faculty Association, C.T.A./N.E.A. (hereinafter referred to as “Association”).
- 1.2 This Agreement is entered into pursuant to Chapter 10.7, Sections 3540-3549 of the Government Code.
- 1.3. It is understood and agreed that the specific provisions contained in this Agreement shall prevail over District policies or practices and over state laws to the extent permitted by state law and that in the absence of specific provisions in this Agreement such practices and procedures are discretionary. The provisions of this Agreement shall not be interpreted or applied in a manner, which is arbitrary, capricious or discriminatory.

ARTICLE II: RECOGNITION

The District confirms its recognition of the Association as the exclusive representative of all District certificated employees employed under contract, except for management, supervisory, and confidential employees.

ARTICLE III: NEGOTIATION PROCEDURES

- 3.1 No later than March 31 of the year in which this Agreement expires, the Association shall present its initial proposal for a successor Agreement to the District. This proposal shall be publicly presented at the April Board meeting. The District will publicly present its initial proposal for a successor Agreement at the next regularly scheduled Board meeting following the public presentation of the Association's proposal.
- 3.2 Negotiations shall take place at mutually agreeable times and places and shall commence within a reasonable period of time following completion of the required public notice procedures of the Educational Employment Relations Act.
- 3.3 Any agreement reached by the parties shall be reduced to writing and signed by them.
- 3.4 Either party may utilize the services of outside consultants to assist in the negotiations.
- 3.5 As soon as practicable after ratification of the Agreement by both parties, the District shall have sufficient copies of the Agreement prepared and delivered to the Association for distribution to each unit member, plus three for use by the Association. The District shall give a copy of the Agreement to any new unit members employed during the term of the Agreement.

ARTICLE IV: DISTRICT RIGHTS

- 4.1 It is agreed and understood that the District retains all of its powers and authority to direct, manage and control to the full extent of the law.
- 4.2 The District's exercise of its powers, rights, authority, duties and responsibilities; the adoption of policies, rules, regulations and practices in furtherance thereof; and the use of judgment and discretion in connection therewith shall be limited only by the express terms of this Agreement, and then only to the extent such specific and express terms are in conformance with law.
- 4.3 The District retains its right to amend or modify the provisions of this Agreement in cases of emergency. An "emergency" is defined as an act of God or an event that threatens the safety of District students or employees. Consistent with the Educational Employment Relations Act, the District shall meet and negotiate with the Association as soon as practicable concerning the impact of such emergency actions on matters within the lawful scope of representation.

ARTICLE V: ASSOCIATION RIGHTS

The parties agree that:

- 5.1 When not otherwise in use, and at reasonable hours, the Association may use District facilities and buildings for the purposes of meetings concerned with the exercise of rights guaranteed by the Educational Employment Relations Act.
- 5.2 The Association may also use District office equipment not otherwise in use, provided the user is qualified to operate the equipment and the Association reimburses the District for the reasonable costs for the use of the equipment.
- 5.3 The Association may use District mail services and school mailboxes and post notices of activities and matters of Association concern on Association bulletin boards, at least one of which shall be provided in each building in areas frequented by unit members. Postings for bulletin boards must contain the dates of posting or distribution and the identification of the organization together with an authorization that such material is an official Association publication.
- 5.4 The Association shall have access to areas in which employees work. All Association business, discussion and activities shall be conducted outside of employees' assigned duty times and in such a way which will not interfere with school programs. Association representatives who are not employed by the District shall follow District procedures upon arrival at a school campus.
- 5.5 Upon request and within a reasonable period of time, the District will furnish to the Association copies of all relevant and non-confidential reports and budgetary records, consistent with the Educational Employment Relations Act as interpreted by the Public Employment Relations Board.

ARTICLE VI: EVALUATION PROCEDURES

- 6.0 Evaluation and assessment of the performance of each employee shall be made on a continual basis. Evaluations shall include written recommendations and notification of deficiencies, if necessary, as to the areas of improvement in the performance of the employee. A copy of each evaluation shall be given to the employee not later than ten days following the post-evaluation conference. The employee shall have the right to attach a written response to the evaluation and the response shall become a permanent part of the employee's personnel file
- 6.1 By September 20 of each school year, the employees to be evaluated shall be notified of the identity of their primary evaluator and other evaluators, if assigned. The employee shall also receive a copy of the following evaluation related materials: Evaluation Procedures, Evaluation Criteria, Observation Form and Evaluation Form.
- 6.2 There shall be a conference between the employee and the evaluator to discuss the instructional goals and objectives of the employee and elements upon which the evaluation is to be based in an effort to reach a mutual agreement. In the absence of an agreement, the evaluator shall select the elements of the evaluation and advise the employee of them. Should mitigating circumstances arise affecting the elements, the employee and the evaluator shall meet to review or modify the elements.
- 6.3 The employee shall be evaluated on the employee's quality and ability of performance including, but not limited to, the following areas:
 - 6.3.1 Specification of student progress by achievement gain over a period of time, completion of individually prescribed learning objectives, or other pertinent factors.
 - 6.3.2 Specifications of suitable learning environment, physical arrangements, use of instructional media, display, and bulletin boards, student performance contracts, motivational techniques, class size or other pertinent factors.
 - 6.3.3 Specifications of proper student/instructor behavior, the psychological and sociological aspects of the classroom management such as mutual respect, student initiative, self-control, responsibility, health and safety standards, or other pertinent factors.
 - 6.3.4 Specifications of implementation of District programs, including membership on faculty curriculum teams, administrative advisory committees and completion of other extra-duty responsibilities.
- 6.4 Collection of data related to the employee's performance and the outcome of the specified areas may include the following techniques: observation, statistical studies, anecdotal records, conference, and related reports.

- 6.4.1 Responsibility for the collection of the data shall be worked out between the employee and the evaluator with the evaluator having the majority responsibility.
- 6.4.2 The total time spent in observing a teacher for the purposes of a written observation shall be not less than forty (40) minutes.
- 6.4.3 The total number of observations to be used for the purposes of completing a written evaluation shall be not less than two (2). At least one (1) of the observations shall be scheduled with the employee at least seventy-two (72) hours in advance.
- 6.5 Each probationary employee shall be evaluated in writing once each school year, no later than January 15.
- 6.6 Upon mutual agreement of the employee and the Superintendent, unit members who have been employed by the District for a minimum of ten (10) consecutive years and who have two (2) consecutive positive performance evaluations, may request to be evaluated every fifth year thereafter, per California Education Code 44644. The appropriate date of the next evaluation must be indicated on their last written performance evaluation. The district and/or employee may request an evaluation for these members by producing a written request for evaluation by September 1st of the current school year.
- 6.7 Additional written evaluations may be requested by the employee or may be conducted by the evaluator. Unscheduled observations may occur as needed to effectively collect evaluation data.
- 6.8 There shall be a post-evaluation conference within two weeks of an observation. It should highlight areas of performance which are especially effective or ineffective. The evaluator shall commend and reinforce effective performance and, where applicable, make recommendations to improve professional skills and remediate ineffective or deficient performance. The evaluator will offer to assist in implementing the recommendations.
- 6.9 For employees whose evaluated employment performance is rated less than satisfactory, the evaluator shall include the areas of needed improvement and what future actions ought to be taken by the employee and the evaluator.
- 6.10 There shall be no grievances filed over the content of any evaluation.
- 6.11 Yreka Union High School District Teacher Evaluation Criteria:

The purpose of these criteria is to provide guidance to administrators in evaluating and assessing certificated employees. The evaluation criteria are based on state law and the California Standards for the Teaching Profession (CSTP). The Standards address the following areas: I. Engaging and Supporting All Students in Learning;

II. Creating and Maintaining Effective Environments; III. Understanding and Organizing Subject Matter; IV. Planning Instruction and Designing Learning Experiences; V Assessing Student Learning; VI. Developing as a Professional Educator. Please consult the CSTP for further elaboration in each topic area.

- I. The progress of students toward the established standards of expected pupil achievement at each grade level in each area of study and if applicable towards the state adopted academic content standards as measured by state adopted criteria referenced assessments. (Includes CSTP Standard V)
 - a. All students demonstrate growth
 - b. Establishes and communicates learning goals for all students
 - c. Collects and uses multiple sources of information to assess student learning
 - d. Uses results of assessments to guide instruction
 - e. Communicated with students, families, and other audiences about student progress
- II. The instructional techniques and strategies used by the employee to engage and support all students in learning. (Included CSTP Standard I and Standard IV)
 - a. Draws on and values students prior knowledge, life experiences, interests and developmental learning needs to connect students to learning
 - b. Uses a variety of instructional strategies, materials, resources, and techniques to respond to student's diverse needs
 - c. Engages students in problem solving, critical thinking and other activities that reveal depth and meaning of the subject
 - d. Uses instructional time effectively
 - e. Establishes, articulates and communicates learning goals for all students
 - f. Designs short-term and long-term plans to foster students learning
 - g. Develops and sequences instructional activities and materials for student learning
 - h. Modifies instructional plans to adjust for student needs
- III. The employee's knowledge, understanding and organization of subject matter to maximize student learning and attain curricular objectives. (Includes CSTP Standard III)
 - a. Demonstrates knowledge of subject matter, content and student development
 - b. Organizes curriculum to support student understanding of subject matter
 - c. Interrelates ideas and information within and across subject matter areas
 - d. Develops student understanding through instructional strategies appropriate to subject matter and students
 - e. Uses materials, resources and technologies to make subject matter accessible to students

- IV. The creation and maintenance of an environment suitable for effective learning within the scope of the employee's responsibilities. (Includes CSTP Standard II)
 - a. Creates a physical environment that supports all students in learning
 - b. Establishes a climate that promotes fairness and respect
 - c. Promotes social development and responsibility
 - d. Establishes and maintains standards of student behavior
 - e. Plans and implements classroom procedures and routines that support student learning
- V. The Employee's performance of non-instructional duties and responsibilities including those which are supervisory/advisory and prescribed by the Board of Education in accordance with the Agreement Evaluation and Observation Forms are included as Attachments between the District and the SLEA.
- VI. The employee's development as a professional educator. (Includes CSTP Standard VI)
 - a. Reflects on teaching practices and plans professional development
 - b. Establishes professional goals and pursue opportunities to grow professionally
 - c. Works with communities, families and colleagues to improve professionally
 - d. Balances professional responsibilities and maintains motivation

6.1.2 Evaluation Forms are included as Attachments.

ARTICLE VII: CURRICULUM DEVELOPMENT

- 7.1 The Association and the Administration agree to jointly develop and implement the curriculum.
- 7.2 Departments shall be responsible for scheduling and conducting department meetings and other activities for the purpose of curriculum review and development. All unit members shall attend these meetings and participate in these activities a maximum of eight (8) hours per school month. Unit members in more than one department will be required to participate in such meetings and activities a maximum of eight hours per school month.
- 7.3 Departments shall facilitate annual curriculum evaluations which will result, as needed, in the submission of revisions to course curriculum to assure compliance and alignment with California State Standards and Subject Frameworks.

ARTICLE VIII: ORGANIZATIONAL SECURITY

- 8.1 The District will deduct from the pay of Association members and pay to the Association the normal and regular monthly Association membership dues as voluntarily authorized in writing by the employee.
- 8.2 Association members and non-members have the option of either having the dues and/or fees deducted from payroll or paying directly to the Association.
- 8.3 The Association agrees to furnish any information needed by the District to fulfill the provisions of this Article.
- 8.4 Upon appropriate written authorization from the teacher, the District shall deduct from the salary of any teacher, and make appropriate remittance for annuities, credit union, savings bonds, charitable donations, or any other plans or programs jointly approved by the Association and the District.

ARTICLE IX: GRIEVANCES

9.1 Definitions

- 9.1.1 A “grievance” is an alleged violation of the specific provisions of this Agreement.
- 9.1.2 A “grievant” may be a unit member or the Association.
- 9.1.3 The “immediate supervisor” is the administrator having immediate jurisdiction over the grievant.
- 9.1.4 A “day” means any day during which certificated employees are required to provide service by this Agreement.

9.2 Informal Resolution

Before filing a formal written grievance, the grievant should attempt to resolve it by an informal conference with the immediate supervisor.

9.3 Formal Procedure

- 9.3.1 At any and all levels the grievant may choose to have an Association representative present.

9.3.2 Level I

- 9.3.2.1 Within thirty (30) days after reasonable knowledge of the act or omission giving rise to the grievance, the grievant must present the grievance in writing to the immediate supervisor.
- 9.3.2.2 This statement shall be a clear, concise statement of the grievance, citing the specific section of the contract alleged to have been violated, the circumstances involved, the decision rendered at the informal conference and the specific remedy sought.
- 9.3.2.3 The supervisor shall communicate his/her decision to the bargaining unit member in writing, and in person, if possible, within ten (10) days after receiving the grievance.
- 9.3.2.4 Within the above time limit either the grievant or the supervisor may request a personal conference with the other party.

9.3.3 Level II

- 9.3.3.1 If the grievant is not satisfied with the decision at Level I, he/she may within ten (10) days appeal in writing the decision to the Superintendent or designee.
- 9.3.3.2 This statement shall include a copy of the original grievance and appeal, the decisions rendered and a clear, concise statement of the reason for appeal.
- 9.3.3.3 The Superintendent or designee shall communicate his/her decision in writing, and in person, if possible, to the grievant within ten (10) days.

9.3.4 Level III - Mediation

- 9.3.4.1 If the grievance is not adjusted at Level II, the Association may submit a written request to the Superintendent or designee for mediation within fifteen (15) days of the Level II response.
- 9.3.4.2 Upon receipt of the request for mediation by the Superintendent or designee, the District and Association shall jointly submit a request for the services of a mediator from the California State Mediation and Conciliation Service.
- 9.3.4.3 During the pendency of mediation, the time lines for further processing of the grievance shall be stayed.
- 9.3.4.4 If an agreement is reached, it shall be reduced to writing and shall be signed by the grievant, the Association and the District. The agreement shall include whether or not the settlement is precedential.

9.3.5 Level IV - Arbitration

- 9.3.5.1 If the grievance is not adjusted at Level III within thirty (30) calendar days of the request for mediation, the Association may submit a written notice of intent to proceed to arbitration to the Superintendent or designee.
- 9.3.5.2 The District and Association shall attempt to select a mutually acceptable arbitrator. If a mutually acceptable arbitrator cannot be selected within ten days of said notification, the parties shall request a list of seven (7) arbitrators from the California State Mediation and

Conciliation Service who are experienced in hearing grievances in California public school districts. The selection of the arbitrator shall be made by the alternate striking method. The first strike shall be determined by a toss of a coin.

9.3.5.3 In each dispute, the arbitrator shall, as soon as possible, hear evidence and render a written decision on the issue(s) submitted. If the parties cannot agree upon a submission agreement, the arbitrator shall determine the issue(s) by referring to the written grievance and the answers thereto at each step. If any question arises to the arbitrability of the grievance, the arbitrator shall rule on this issue prior to hearing the merits of the grievance, unless he/she rules otherwise.

9.3.5.4 After the hearing and after both parties have been given an opportunity to make written arguments, the arbitrator shall submit findings and an award to both parties.

9.3.5.5 The arbitrator shall have no power to add to, subtract from, or modify the terms of this Agreement, nor shall the arbitrator be empowered to render a decision contrary to law, on issue(s) not before the arbitrator, nor on facts not supported by the evidence.

9.3.5.6 Any costs of a hearing room and the fees and expenses of the arbitrator shall be borne equally by both parties. Concerning transcripts, the cost shall be borne equally by the parties if the transcript is requested by the arbitrator or both parties. If a copy of the transcript is requested by only one (1) party, that party shall incur the expense. All other expenses, except for released time pursuant to the Educational Employment Relations Act, shall be borne by the party incurring them.

9.3.5.7 The findings and decision of the arbitrator shall be final and binding on all parties subject to established right of judicial review.

9.4 Miscellaneous Provisions

9.4.1 A grievant shall be entitled to representation at each step of the grievance procedure by a person designated by the Association.

9.4.2 All documents resulting from a grievance shall be filed in a separate grievance file and shall not be kept in an employee's personnel file.

- 9.4.3 Time lines in this Article shall be computed from the day following the referenced event. Time lines in this procedure may be extended by written mutual agreement between the parties.
- 9.4.4 A decision rendered at any step in these procedures becomes final unless appealed within the time limits specified. Failure by the administration to respond within the time limits specified at each level shall start the time period for the grievant to appeal to the next level.
- 9.4.5 An employee may present grievances to the District, and have such grievances adjusted without the intervention of the Association, so long as the adjustment is reached prior to arbitration, and the adjustment is not inconsistent with the terms of this Agreement. The District shall not agree to a resolution of the grievance until the Association has received a copy of the grievance and the proposed resolution and has been given an opportunity to file a response.
- 9.4.6 If the same complaint or substantially the same complaint is made by more than one employee against one party, the parties may agree that only one employee on behalf of himself/herself and the other grievants may process the grievance through the grievance procedure. Names of all aggrieved parties shall appear on all documents related to the processing of the grievance.
- 9.4.7 During the pendency of any proceeding, and until a final determination has been reached, all proceedings shall be private and any preliminary disposition shall not be public without the written agreement of all parties. The Association retains the right to communicate with its membership as it deems necessary.
- 9.4.8 An employee grievance shall in no way interfere with the right of the District to proceed in carrying out its management responsibilities subject to final decision of the grievance. In the event the alleged grievance involved an order, requirement, etc., the aggrieved shall fulfill or carry out such order or requirement, etc., pending the decision of the grievance.
- 9.4.9 Forms for filing grievances shall be prepared jointly by the District and Association.

ARTICLE X: COMPLAINTS

Complaints concerning a unit member shall be processed as follows:

- A. For complaints originating from staff members, District Policy and Administrative Regulation 4144 shall apply
- B. For complaints originating from parents or community members, District Policy and Administrative Regulation 1312.1 shall apply.

ARTICLE XI: LEAVES

11.1 Sick Leave (Illness and Injury)

- 11.1.1 Unit members shall be allowed one (1) day of Sick Leave for each month worked with a maximum of ten (10) days Sick Leave annually. Employees working beyond a regular classroom teacher's contract of 184 days, shall receive one (1) additional day sick leave for each full month worked.
- 11.1.2 Each employee is credited in advance with ten (10) Sick Leave days upon initial employment with the District. Unused sick leave days are cumulative without limit. Upon termination of employment or at the end of the contract year, any days taken in excess of earned cumulative days will be docked in the last salary payment.
- 11.1.3 Each employee must be employed on or before the 15th day of the month in order for that month to be counted in computing Sick Leave.
- 11.1.4 If a certificated person is employed late or on a part-time probationary basis, the days are prorated.
- 11.1.5 The District may require a doctor's verification of any extended absence due to illness. Certification from a doctor of an illness may also be required by the District when an employee requires more than ten (10) days of Sick Leave over a six (6) week period.
- 11.1.6 During any calendar year, unit members are entitled to use up five (5) days of accumulated Sick Leave to attend to an illness of a child, parent, domestic partner, or spouse of the employee. Such leave shall first be charged to available Personal Undeclared Leave (Article 11.3). For purposes of this provision, a "child" is defined as a biological, foster or adopted child; a step child, a legal ward or a child of a person standing in *loco parentis*; a "parent" is defined as a biological, foster or adoptive parent; a step parent or a legal guardian; a "domestic partner" is defined in the California Family Code 297.5
- 11.1.7 After all earned Sick Leave is exhausted; additional leave shall be available for a period not to exceed five (5) school months. The amount deducted during this leave shall be the amount actually paid a substitute employed to fill the position during the leave, or, if no substitute is employed, the amount which would have been paid to a substitute. An employee shall not be provided more than one five-month period per each illness or accident. However, if a school year terminates before the five-month period is exhausted, the employee may take the balance of the five-month period in the subsequent school year. For purposes of this section, "five (5) school months"

is defined as one hundred (100) working days.

11.2 Pregnancy Disability

- 11.2.1 An employee who must be absent from duty because of disability as a result of pregnancy, miscarriage, or convalescence following childbirth is eligible for leave which may be taken from available Sick Leave. Under no circumstances is this to be utilized for purposes of childcare.
- 11.2.2 Available Sick Leave benefits may commence upon certification by a physician that the employee is disabled because of pregnancy, miscarriage, or convalescence from childbirth.
- 11.2.3 Available Sick Leave benefits will end when the physician certifies that the employee's disability no longer exists.

11.3 Undeclared Leave

- 11.3.1 Up to seven (7) days of Sick Leave as provided in this Agreement may be used by the employee as Undeclared Leave at his/her discretion.
 - a. Undeclared Leave allows an employee to accomplish a concern that may not be accomplished reasonably outside the working day, on the weekend, or during periods of vacation.
 - b. Such leave shall be utilized in a minimum of half (1/2) day increments. For purposes of this section, "one-half (1/2) day" is defined as:
 - Morning half day: from the beginning of the duty day through the end of the period that contains 11:35
 - Afternoon half day: from the period immediately following 11:35 through the end of the duty day.
 - c. In order to obtain substitute coverage, notification of intent to take such leave must be submitted to the immediate supervisor on a District form at least two (2) working days prior to the leave, except in the event of unforeseen circumstances. In the event of unforeseen circumstances, such notification must be provided as far in advance as possible.
 - d. No more than four (4) unit members may utilize this leave

on any given day

11.4 Bereavement Leave

11.4.1 Each employee is entitled to five (5) days for death of any member of the immediate family of the employee, his spouse or domestic partner. “Immediate Family” means the mother, father, grandmother, grandfather, or grandchild of the employee, spouse or domestic partner (“domestic partner” is defined in the California Family Code 297.5) of the employee and the spouse, son, son-in-law, daughter, daughter-in-law, brother or sister, brother-in-law or sister-in-law, of the employee or anyone living in the immediate household of the employee. In such cases no deduction is made from his/her salary.

11.4.2 Verification will consist of the employee’s signature on the required absence form submitted for payroll purposes.

11.5 Industrial Accident and Illness Leave

11.5.1 An employee, upon the first day of service, shall be entitled to an Industrial Accident or Industrial Illness Leave of absence, for up to sixty (60) days in any one school year for the same accident. Such accident or illness must occur during the regular teaching contract period in order for the teacher to receive compensation.

11.5.2 An Industrial Accident or Illness Leave shall commence on the first day of absence and shall be reduced by one day for each day of authorized absence. When such leave overlaps into the next fiscal year, the employee shall be entitled to only the amount of unused leave due to the same illness or accident.

11.5.3 An employee absent from duties as a result of an industrial accident or illness shall be paid such portion of the salary due for any month in which the absence occurs as when added to his/her temporary disability indemnity award will result in a payment to him/her of not more than his/her full salary. During any paid leave of absence, the employee shall endorse to the District the temporary disability indemnity checks received on account of his/her industrial accident or illness. The District, in turn, shall issue employee appropriate salary warrants for payment of the employee’s salary and shall deduct normal retirement and other authorized contributions.

11.6 Sabbatical Leave

- 11.6.1 Any permanent status certificated employee who has rendered at least seven (7) consecutive years of service to the District will be eligible to apply for Sabbatical Leave for one year based on a salary of 50% of the employee's step and column on the salary schedule.
- 11.6.2 Applicants for Sabbatical Leave shall file a request with the District Office not later than January 1 for the first semester, and not later than June 1 for the second semester on the forms provided for this purpose.
- 11.6.3 Applicants for Sabbatical Leave under this program shall submit a brief statement of their proposed program. Said program must be so planned as to evidence specific ways in which the leave will contribute to the improvement of the applicant's services with respect to the particular educational field in which he/she is engaged.
- 11.6.4 A detailed report shall be submitted on completion of the leave attesting to the satisfactory fulfillment of this requirement.
- 11.6.5 A combination of study and/or travel will be allowed.
- 11.6.6 If it is necessary, and if appropriate arrangements can be made, a Sabbatical Leave may be taken in two separate six-month periods provided that the leave is commenced and completed within a three-year period.
- 11.6.7 The employee must file with the District Board of Trustees a suitable bond indemnifying the District for any salary paid the employee during the period of Sabbatical Leave in the event said employee fails to return and render three (3) full years of service in this District following the termination of Sabbatical Leave, or in the event said employee fails to carry out the program of study or the itinerary of the trip approved by the Superintendent and the District Board of Trustees.
- 11.6.8 Failure of an employee to return and render service, or to complete the scheduled program of study or travel, shall not result in a forfeiture of the bond when such failure is due to death, or certification by a physician that failure was due to physical or mental disability.
- 11.6.9 While on Sabbatical Leave, the salary paid the teacher on leave shall be paid in the same manner and at the same time that said employee would normally be paid were he/she teaching in the District.
- 11.6.10 At the expiration of the leave of absence, the employee shall, unless he/she otherwise agrees, be reinstated in the position held at the time of the granting of Sabbatical Leave, or in a position within the scope of his/her

certification.

11.6.11 An employee returning from the Sabbatical Leave will progress on the salary schedule the same as if he/she had remained in active service.

11.6.12 The number of Sabbatical Leaves granted shall be at the discretion of the Board of Trustees.

11.6.13 In all matters not herein mentioned, the Education Code shall govern sabbatical leaves. Any amendments to the code affecting such leaves shall become a part of this Agreement.

11.7 Casual Absences

11.7.1 The Superintendent or designee shall have the power to grant full-time employees permission to be absent, without loss of salary, for parts of a day, not to exceed one-half day, when good reason for such absence exists and provided that frequent requests for such absences are avoided. Such absences may be granted only when the Superintendent or designee is certain the normal assignment for the individual has been adequately covered. All requests for leave will be on a case-by-case basis with no case decision establishing any precedent.

11.7.2 During any day of student attendance, a full-time unit member may be released without loss of pay, for one class period, subject to the following conditions:

11.7.2.1 Such absence shall be for a personal necessity that cannot reasonably be disregarded by the employee and which cannot be taken care of outside of the normal work day.

11.7.2.2 Such absence requires advance notice and approval of the site administrator.

11.7.2.3 Such single period absences shall be limited to three (3) school days per year per unit member. However, the site administrator may approve additional absences when necessary for an employee to respond to an emergency.

11.7.3 Absences during prep time must be requested 24 hours prior and be approved on a case-by-case basis by the site administrator.
No approved prep absence will result in the loss of salary or leave.

11.8 Leave Without Pay

Leave of absence without pay for no more than two years may be granted by the District Board of Trustees to no more than one employee at a time who has served five (5) consecutive years in the District.

11.9 Family and Medical Care Leave (Unpaid)

Unit members who have been employed by the District for at least twelve (12) months and who have been employed for at least 1,250 hours of service during the preceding twelve (12) month period are eligible for unpaid Family and Medical Leave, pursuant to applicable State and Federal law and Board policies. Current law provides for unpaid leave of up to twelve (12) weeks which may be used for an employee's serious health condition; or the care of the employee's child, spouse, domestic partner or parent with a serious health condition. During this unpaid leave, the employee is eligible to continue health benefits provided monthly premiums are paid by the employee.

11.10 Catastrophic Leave

11.10.1 Unit members may use Catastrophic Leave pursuant to the following provisions:

11.10.1.1 Catastrophic Leave shall begin only after all accumulated Sick Leave *with the exception of Differential Paid Sick Leave pursuant to Article 11.1.7) and other paid leaves have been exhausted.

11.10.1.2 Maximum Catastrophic Leave shall not exceed six (6) consecutive months or the maximum number of days donated pursuant to this section, whichever is less.

11.10.2 To request Catastrophic Leave, the unit member or designee shall submit the appropriate form to the Association President.

11.10.2.1 To qualify for such leave, the unit member will have suffered an illness or injury that is expected to incapacitate the unit member for an extended period of time, or that incapacitates a member of the unit member's family which incapacity requires the unit member to take time off from work for an extended period of time to care for that family member, and taking extended time off work creates a financial hardship for the unit member because he/she has exhausted all Sick Leave and other paid leaves (as defined in Article 11.10.1).

11.10.2.2 A "member of the employee's family" shall be limited to the spouse, child, parent, domestic partner ("domestic partner" is defined in the California Family Code 297.5) or an individual over which the

unit member has legal guardianship.

11.10.2.3 Addition of Catastrophic leave does not include routine maternity or paternity leave due to pregnancy

11.10.3 As soon as practical, the Association Executive Board shall meet and determine whether to recommend to the Superintendent or designee approval of the request for Catastrophic Leave.

11.10.3.1 If the request is denied, the Association President shall notify the unit member or designee and the Superintendent or designee.

11.10.3.2 If the request is approved by the Association and Superintendent or designee, the Association and District shall solicit unit members on the appropriate District form to authorize donation of Sick Leave days pursuant to this Article. Completed forms shall be returned to the District Office.

11.10.3.3 A unit member may donate a maximum of ten (10) days of Sick Leave per school year.

11.10.3.4 Donated Sick Leave days may be utilized in increments of one-half workday.

11.10.3.5 If the days of donated Sick Leave are not used, those days will be retained in the Catastrophic Illness Leave Pool for future use pursuant to this Article. The District shall maintain the Catastrophic Illness Leave Pool.

11.10.4 If a unit member exhausts his/her donated Sick Leave from the Catastrophic Illness Leave Pool, the unit member or designee may request additional Catastrophic Illness Leave pursuant to this Article. However, in no event shall the unit member be eligible to use more than six (6) consecutive calendar months of Catastrophic Illness Leave.

11.10.5 The Association agrees that it will not file, on its own behalf or on behalf of any unit member, any grievance, claim or lawsuit of any kind related to any attempt by a unit member to retrieve donated Sick Leave used by another unit member pursuant to this Article. The Association also agrees that it will not file, on its own behalf or on behalf of any unit member, any grievance, claim or lawsuit of any kind, which attempts to challenge in any way the legality or enforcement of this Article.

11.10.5.1 The Association agrees to indemnify and hold the District harmless from any loss or damage arising from the implementation of this Article.

11.10.5.2 In the event of any grievance, claim, or lawsuit challenging the legality or enforcement of this Article, the District may terminate this Article upon written notice to the Association.

11.11 Direct Donation

Unit members may elect to donate directly to other employees for this purpose. Any such donations are one time and cannot be rescinded.

11.11.1 A unit member requesting direct donation may personally solicit days from other employees or may designate another individual to do so on their behalf. Once donations are secured, the District Office must be notified of the names of donating employees and the number of days each is contributing. Donated days will be deducted from the sick leave bank of the donating employee(s) and credited to the requesting employee's leave balance.

11.12 Parental leave

11.12.1 Upon request, the Board may provide a male or female employee who is a natural, foster, or adopting parent twelve (12) workweeks of paid leave, of no less than 50% of their regular salary, for the purpose of bonding with his or her infant within one (1) year of the birth or placement of the child.

11.12.2 An employee may only take 12 workweeks of parental leave in a 12-month period, which shall coincide with the fiscal year. For leaves that extend into the subsequent fiscal year, the leave shall reinstate in the following fiscal year according to the California Family Rights Act (CFRA). If the employee exhausts all sick leave and is CFRA-eligible, the employee may take 12 workweeks of child-bonding/parental leave and receive substitute differential or 50% pay for the remainder of the 12 workweeks of parental leave. All sick leave and substitute differential pay/50% pay leave used for parental leave counts against an employee's entitlement to child-bonding leave under CFRA.

- 11.12.3 If possible, the employee shall notify the Board of the request for such leave at least two (2) weeks prior to the anticipated commencement, or as soon as the adopting parents receive notice of adoption date.

ARTICLE XII: HOURS AND DUTIES

- 12.1 Unit members shall be on campus and responsible for instructional and other assigned duties for seven and one-half (7.5) hours per day, inclusive of a lunch period. Except as agreed upon between the unit member and the administration, unit members' workday shall be during the normal school day (currently 7:45 a.m. through 3:15 p.m.) Such modification of the workday outside of the normal school day may be initiated at the request of either the unit member or the administration. Unit members wishing to leave campus other than during lunch must make arrangements with the site administrator.
- 12.2 In addition to the above time, unit members are responsible for other instructional related duties which include program development, professional growth activities, parent conferences, committee assignments, faculty and District meetings, special help to student(s), back-to-school nights, spring open house, senior project evening, student supervision and other professional assignments which are determined to be necessary for the efficient operation of the District's instructional program. Should the District requests for these responsibilities become excessive, the matter shall be negotiated.
- 12.3 All full-time unit members shall have at least a thirty-five (35) minute lunch period, all of which shall be duty free.
- 12.4 All full-time unit members with classroom teaching assignments shall have at least 1/7 of their weekly schedule dedicated to preparation and planning and other assigned duties which the building administrator and the association deem to be necessary.
- 12.5 Unit members will be assigned up to ten (10) events per school year of extra-curricular activities, supervision of student activities, and other activities outside of the regular school day. Priority will be given to site activities and responsibilities. All hours shall be approved by the site principal. Hours for supporting athletic events will only be approved after all site activities are covered.

Activity	Event Credit	Activity	Event Credit
Lead Class Advisor	10	Track	4
Graduation Coordinator	5	Dance	3
Site Counsel	4	USI	2
Detention	10	Club Advisor	4
Sporting Game	2	Other activities upon prior approval	Varies
Tutoring	10		

12.5.1 Athletic volunteers and athletic duties required for the conduct of

- 12.5.1 Athletic volunteers and athletic duties required for the conduct of athletic events are the responsibility of the Head Coach of each Program.
 - 12.5.2 The Athletic Director shall work in consultation with the Head Coach to assure all events are addressed with proper staffing and volunteers.
 - 12.5.3 Unit members working beyond their required extra duty hours, as specified in section 12.5, shall be compensated at a rate of \$30 per duty credit unit. This amount shall be billed back to the sport by the district.
 - 12.5.4 In lieu of performing Extra Duties (as defined in 12.5), Alternative Education unit members will provide duties such as supervision before school, during breaks, at lunch and after school on the Alternative Education campus.
 - 12.5.5 Hours not completed will be rolled over to the subsequent year and the unit member will receive a written reprimand.
 - 12.5.6 Unit members who are scheduled for an event that is cancelled and not rescheduled will receive full credit for the event.
 - 12.5.7 Unit members may designate another unit member to fulfill their extra duty obligations. The replacement must be able to understand and satisfy the requirements. The original unit member will be given the credit.
 - 12.5.8 Extra Duty credit units will be prorated based on FTE.
- 12.6 Unit members shall have no more than three (3) preparations per grading period when administratively feasible at the discretion of the administrator. Where more than three (3) preparations are assigned, it shall be by mutual agreement.
- 12.6.1 Teachers teaching more than three (3) preparation periods per grading period shall receive a \$1,300 stipend for each official grading period that this situation exists. This stipend will be payable on the last pay period each grading period.
 - 12.6.2 A preparation period is defined as a course with a unique and independent curriculum, including core support classes.
- 12.7 Work Year
- 12.7.1 The beginning number of work days for returning unit members shall be one hundred eighty-three (183) days; the number of work days for unit members new to the District shall be one hundred eighty-four (184) days. The work year shall include one hundred eighty (180) days of student attendance and three (3) teacher work days; of the (3) three days one (1) day will be dedicated to Mandated Training and classroom preparation. One additional workday shall

be scheduled by the District for new teachers.

12.7.2 The District is committed to offering as many staff development days as possible pending State provided program funds. All staff development days will be compensated at the established daily rate.

12.7.3 The District and the Association shall consult on the subject matter for the staff development days.

12.8 The District and the Association shall meet and consult on the development of the school calendar, outside of the normal schedule of meeting and negotiating on other subjects, and shall commence such meet and consult process on or before March 1, of each year for the following school year. The District shall have the final right to establish the school calendar.

12.9 In the event of an act of God or other unforeseen circumstances, which require such conduct, the District and the Association agree to meet and negotiate any necessary adjustments to the calendar to meet minimum state requirements pertaining to days of student attendance.

12.10 Unit members who are involved in extra-compensatory assignments requiring after-school work shall not begin their practice or other sessions until after completion of the regular school day. These members shall attend faculty and other meetings as called by the administration. However, the site principal may release one teacher from each extra curricular activity from faculty and other meetings to provide student supervision.

12.11 The Administration and staff at the Alternative Education Programs will formulate a plan for preparation periods at the Alternative Education Programs, taking into consideration the uniqueness of the Alternative Education Programs.

ARTICLE XIII: CLASS SIZE

- 13.1 It is not the intent of the parties involved to exceed a semester average of thirty (30) students as a departmental average, except that the average for the Physical Education department shall not exceed 45 students.
- 13.2 The above average is subject to modification for purposes such as large group or experimental instruction, staff availability, qualifications of staff, plant and classroom teaching staff limitations, special student needs, specific areas of concern, and financial ability of the District. Modifications will be made by mutual agreement between the respective departments and the administration.
- 13.3 An attempt will be made to level class sizes within class subject areas.
- 13.4 The mild/mod classroom will be operated under the following restrictions:
 - 1. No more than 15 students total
 - 2. Special Education Aides shall be hired on a needs-based assessment determined by district administration in collaboration with the SPED department by June 1st initially, and will be ongoing.

ARTICLE XIV: COMPENSATION

14.1 Salary Schedule Placement and Advancement

14.1.1 Definition of "Unit" For purposes of this contract, all units are defined as semester units. One semester unit equals one and a half (1.5) quarter units.

14.1.2 Initial Placement on Salary Schedule Employees shall normally receive credit for the years of experience after a Bachelor's Degree under a full-time contract in comparable positions to their proposed assignment. The maximum credit for out-of-District experience shall be on a ratio of one year for one year of out-of-District service up to ten (10) years with up to fifteen (15) years available depending on district need and administrative recommendation.

14.1.3 Unit members hired after 2021/2022 school year without a full (preliminary/clear) credential shall remain in step one column one until a full credential is acquired.

14.1.4 Units Acceptable for Salary Schedule Credit

14.1.4.1 Units must be from institutions accredited by the American Association of Schools and Colleges or regional affiliate.

14.1.4.2 Units will be counted as follows:

14.1.4.2.1 Graduate or Upper division courses appearing on an official school transcript 1/1 for each semester unit earned (Quarter Units are multiplied by 2/3)

14.1.4.2.2 Professional Development units appearing on an official transcript as "O" units earned, while showing credit for units attempted, will be calculated 15/1 for each unit credit (15 CEUs = 1 Semester Unit)

14.1.4.3 Units must be directly related to the employee's teaching field. Other courses may receive credit with the approval of the Superintendent.

- The intention of units is to improve the teacher's background and classroom performance
- To increase teacher proficiency
- To provide exposure to new teaching techniques and methods
- To enhance teaching ability and performance

The employee must notify the District Office prior to May 1 of each year of those units approved for advancement on the salary schedule.

- 14.1.4.4 Such units taken toward advanced degrees in professional education, a teaching major or minor subject field, or an area directly related to employee's assignment are acceptable.
- 14.1.4.5 Maximum credit per school year is fifteen (15) semester units or 22.5 quarter units with the exception of unit members on Sabbatical Leave.
- 14.1.4.6 To receive credit for the following year salary placement, all official transcripts must be submitted to the district office by July 1st of the year they are to be applied.

14.2 Salary Schedule Guidelines

- 14.2.1 Incorrect Salary Placement Errors in current salary schedule placement shall only be corrected during the fiscal year in which they are discovered. Such correction shall only apply to that fiscal year.
- 14.2.2 Masters and Doctorate Stipends: Effective July 1, 2006, unit members who have received a Masters Degree from an accredited college or university will receive an additional stipend of \$1,500 added to their base salary. In addition, unit members who have received a Doctorate Degree from an accredited college or university will receive an additional \$2,000 stipend.

14.3 Credential Renewal Requirements

- 14.3.1 Unit members who must fulfill the requirements of Education Code 44277 are subject to this contract section.
- 14.3.2 The District will fill the requirements of the law. The District will follow all procedures prescribed by the California Professional Growth Manual.
- 14.3.3 A clock hour for purposes of credited Professional Growth activities shall be the actual time spent in the activity including preparation time spent if a presenter of the course. College, university, or equivalent courses shall be credited as at least fifteen (15) clock hours for each semester unit, ten (10) clock hours for each quarter unit, thirteen (13) clock hours for each trimester unit or the actual number of class/lab hours required, whichever is greater.

14.4 Salary Schedule:

- 14.4.1 Payroll will be distributed on an eleven (11) month basis
- 14.4.2 Employees may choose to have a twelve (12) month payroll deferment

14.5 Rates For Special Assignments:

- 14.5.1 Such assignments may include Summer School, curriculum development, workshop presentations, special assignments and pre-approved staff development. Unit members shall be paid an hourly rate based upon the employee's placement on the certificated salary schedule divided by the total number of annual work days divided by 7.5 hours. In the case of Summer School, the salary schedule used for such computation shall be the one in effect at the commencement of the Summer School. The above assignments shall be as approved and authorized by the District administration.
- 14.5.2 Teachers choosing to substitute on their preparation period shall gain 1/7 of compensation time off for a regular period and 1/5 for block periods.
 - 14.5.2.1 The District will add these compensations days when a full day is accumulated.
 - 14.5.2.2 Progress towards a full day will be carried over to the next school year.
 - 14.5.2.3 Upon retirement or resignation from the District any unused compensation days will be paid at the unit members daily rate; partial days are excluded.
- 14.5.3 Any unit member required to attend an IEP meeting during the summer break will be compensated for a full day at their regular daily rate.
- 14.5.4 Unit members teaching Dual Enrollment Courses shall receive a stipend of \$250 per scheduled college course. Verification shall be provided by the unit member to the site principal, site principal will notify the district office.
- 14.5.5 Addition of a \$1,200 Stipend for all Special Education teachers for the following considerations:
 - 14.5.5.1 One extra contract day (184 total) for beginning of year preparation

14.5.5.2 One dedicated Department Meeting each month

14.5.6 Staff members employed as fulltime Agriculture/Future Farmers of America (FFA) teacher/advisors will serve an additional thirty (30) days bringing their annual contract total to 213 days. Their annual salary will be adjusted accordingly based upon their daily rate as calculated by their placement on the salary schedule.

14.6 Extra Duty Stipends:

Academic Challenge	\$ 500
Teacher Mentor (Induction Program)	\$500
YHS Senior Project Advisor	\$2,000
Miner Showcase Coordinator	\$1,500
Senior Advisory Period	\$300

14.7 Activity Assignments**

ASB Director	12%
Concession Advisor	10%
Drama	
Fall Play	6%
Spring Play	6%
Music Advisor	10%
Yearbook Advisor	10%

Coaching Assignments**

Football			Clay Birds Spring		
Varsity Head Coach	10%		Head Coach	8%	
Varsity Coordinator	6%		Assistant Coach	4%	if >10
Varsity Assistant Coach (x2)	4%		Esports Fall/Spring		
JV Head Coach	6%		Head Coach	8%	Team Max. 12
JV Assistant Coach (x2)	4%		Cross Country		
Volleyball			Head Coach	8%	
Varsity Head Coach	10%		Assistant Coach	4%	if >20
Varsity Assistant Coach	4%		Tennis B/G		
JV Head Coach	6%		Head Coach	8%	
Frosh Head Coach	6%		Assistant Coach	4%	if >10
Basketball B/G			Golf B/G		
Varsity Head Coach	10%		Head Coach	8%	
Varsity Assistant Coach	4%		Assistant Coach	4%	if >10
JV Head Coach	6%		Cheerleading Fall		
Frosh Head Coach	6%		Head Coach	8%	
Baseball/Softball			Assistant Coach	4%	if >20
Varsity Head Coach	10%		Soccer B/G		
Varsity Assistant Coach	4%		Head Coach	8%	
JV Head Coach	6%		Assistant Coach	4%	if >20
JV Assistant Coach	4%		Wrestling B/G		
Track			Head Coach	6%	
Varsity Head Coach	10%				
Varsity Assistant Coach	6%				
JV Head Coach	6%				
JV Assistant Coach	6%				
Assistant Coach	4%	+1 if >80			
FFA Competition Coach					
Head Coach	8%				

* All positions in 14.6 and 14.7 can be shared upon prior approval of administration.

Coaching Requirements:

- Current CIF Certification (s) and Training (*required)
 - * Concussion Certification
 - * TB Skin Test Expiration/Assessment
 - * First Aid Certificate
 - *Finger Prints (Live Scans)
 - * CIF Certification
 - * Heat Illness Prevention

* CPR Certificate

* Sudden Cardiac Arrest

* Mandated Reporter Training (Annually)

* DMV Pull

2. Attendance to no less than four (4) Coaches meetings for Program Heads and two (2) for all others during the School Year
3. Program Head Coaches to complete evaluations of all assistants in consultation with Administrator
4. All paid Coaches are expected to attend all scheduled competitions.
5. Both the Head Coach and Athletic Director must approve all absences, except for unforeseen emergencies.

**** All Assignments shall be based on Column 1 of the Certificated Salary Schedule. This is regardless of any other classification or employment status such as Classified (CSEA) or Walk-on. Step Placement in Column 1 shall be based upon the number of years in each particular Assignment. The highest initial placement will be Step 5.**

14.7.1 Athletic Stipend Playoff Extension: a varsity head coach who advances to postseason play beyond the conclusion of the regular league season shall receive the following:

CIF sanctioned varsity team sports shall receive \$400.00 for each additional week (Monday - Sunday)

CIF sanctioned individual sports shall receive a flat rate of \$250.00

Non CIF sanctioned team/individual sports shall receive a flat rate of \$250.00

- 14.8 Leadership Committees: In an effort to progress into a more productive professional community, Leadership Committees will be operated to review various aspects of the Districts operations, develop action plans and make recommendations as needed for the development of policy and procedures. These Committees, membership, meeting responsibilities and stipends are as follows:

Unit members will be paid annually according to their attendance, as long as the attendance exceeds 50%. The stipend will be reduced in proportion to the number of meetings not attended.

District Curriculum – one (1) meeting per month, Unit Members receive \$1,000 per year

Purpose:

To evaluate and review all District Curriculum. Focus should be on student achievement and completion, while Program and Course standards and expectations should also be considered. Delivery Options, pathways, supports and recovery options should also be reviewed.

Leaders:

Principal YHS

-Administrative Assistant YHS

Members:

- English Instructor
- Math Instructor
- Science Instructor
- Social Science Instructor
- Career Pathways Instructor
- Electives Instructor
- YO Instructor

YHS Student Support – two (2) meetings per month, Unit Members receive \$2,000 per year

Purpose:

To review and assess referred or identified At-Risk Students for services. Referral of individual students to specialize service providers for additional evaluation and testing. Annually review and evaluate support programs and school needs for specific support programs or support program changes.

Leaders:

- Academic Counselors
 - Administrative Assistant Counseling / Enrollment

Members:

- Director of Psychological Services
- Academic Intervention Instructor
- (2) Special Education Instructor
- (2) Core YHS Instructors
- Freshman Requirements Instructor

YHS Leadership – fifteen (15) meeting per year, Unit Members receive \$1,500 per year

Purpose:

To evaluate and review site specific operations and needs. Topics would include: Student Support, Discipline Matrix, Safety Plan, Bell Schedules, Classroom Instructional Needs, and Student Behavior Issues

Leaders:

- Principal YHS
- Administrative Assistant YHS

Members:

- Four Classroom Instructors

Alternative Education Leadership – ten (10) meeting per year, Unit Members receive \$1,000 per year

Purpose:

To evaluate and review site specific operations and needs. Topics would include: Discipline Matrix, Safety Plan, Bell Schedules, Classroom Instructional Needs, and Student Behavior Issues

Leaders:

- Principal DHS
- Administrative Assistant DHS

Members:

Four Classroom Instructors
At-Risk Counselor

Each Committee will produce a report for dissemination to all staff members at the monthly faculty meeting.

14.9 Additional Teaching Period: Unit members who are assigned to teach an additional class period shall be compensated an additional amount equal to 7/6th of their base salary. Such assignment shall be by mutual agreement of the unit member and the administration.

14.10 Insurance Benefits

14.10.1 Effective July 1, 2008, the district will no longer make a separate contribution for insurance benefits; all considerations for insurance having been included in the salary scheduled attached as Appendix "A-3" as a total compensation package.

14.10.2 It is agreed and understood that all full-time employees will participate in one of the District group health insurance plans, dental, vision and life insurance.

14.10.2.1 All premium costs for the medical, dental, vision, and life insurance plans shall be borne by the employee through monthly payroll deduction.

14.10.2.2 All premiums will be deducted via an IRS Section 125 plan.

14.10.3 Part-time employees may choose to participate in the District insurance program on an all or nothing basis. If a part-time employee chooses to not participate upon hiring, they may still enroll but only during the open enrollment period as defined by the coverage provider.

14.10.4 It is agreed and understood that the insurance provider may modify benefits and coverage, insurers, claims administration, eligibility requirements and premiums for these medical insurance plans without any meeting and negotiating between the parties pursuant to the Educational Employment Relations Act.

14.11 Duration of Benefits

14.11.1 The Health & Welfare Benefit year shall be from October 1 to September 31 of the succeeding school year.

14.11.2 On the first day of the month following the date they report for duty,

bargaining unit members will be eligible for all District insurance plans. Bargaining unit members who work at least 75% of a school year shall continue to be entitled to all District fringe benefits effective through the last day of August of the succeeding school year. If another District begins coverage prior to August 31st, the District will terminate coverage as of that date to avoid double coverage.

14.11.3 All District paid leave will count as days of service for this provision. Bargaining unit members who terminate their employment and who have not met the conditions specified above shall be entitled to the District paid insurance programs only to the end of the payroll period in which the termination occurs.

14.12 Benefits during Leaves: Employees who are absent on account of illness and who have exhausted their paid Sick Leave shall be eligible to continue to receive full insurance coverage for a period of up to twelve (12) months, or until the employee is eligible for STRS disability benefits.

14.13 Tax Sheltered Annuities: Employees may participate in the tax sheltered annuity of their choice with the District providing payroll deduction for this purpose.

14.14. Retirement Incentive Benefits.

14.14.1 The District shall provide retiring bargaining unit members, between the ages of 55 and 64, a retirement bonus to a tax sheltered annuity (TSA) or other qualified retirement program to assist with insurance costs from retirement until eligibility for Medicare coverage. The bargaining unit member requesting eligibility must meet the following conditions:

- a. Must have completed at least twelve (12) years of service with the District.
- b. Must be at least fifty-five (55) years old.
 1. Unit members who have not reached the age of fifty-five (55) years, may still collect the benefits of this section upon reaching the age of fifty-five (55) if and only if:
 - I. They meet conditions a, c, and d of section 14.14.1 at the time of their retirement.
 - II. They follow all other sections under 14.14 as written
- c. Must submit to the Superintendent or designee, prior to January 15th, a written notice of retirement from the District effective

at the end of the year.

- d. Must be scheduled to, and subsequently does, retire with CALSTRS at the conclusion of the school year.

- 14.14.2 Once a unit member submits a written notice of resignation, such notice is irrevocable. The unit member's resignation is hereby accepted by the District and no further documentation or action by the District or its governing board shall be required to make the resignation effective.
- 14.14.3 For eligible unit members the District will provide eligible unit one thousand seven hundred dollars (\$1,700) annually, on or about July 1st of each year until the member turns 64 years of age. This payment shall not constitute creditable service or creditable compensation for retirement purposes.
- 14.14.4 Unit members who retire under the terms of this provision shall have no right to future employment with the District. However, nothing in this provision shall prevent the District, in its sole discretion, from hiring a retired unit member to serve as a retired employee, pursuant to the restrictions set forth under applicable law.
- 14.14.5 Neither the Association nor the District makes any representations, warranties or guarantees regarding the tax or retirement consequences of this early retirement incentive payment, including, but not limited to, any impact on a unit member's ability to work after retirement without incurring financial penalties from CalSTRS. Unit members should seek answers to any questions regarding the incentive through their union representative, accountant, CalSTRS consultant or other legal representative. Unit members are responsible for their own tax and retirement planning.
- 14.14.6 If any employee receives this retirement incentive and violates any eligibility or other requirement of this provision, the retiree/employee shall repay the District the amount of the retirement incentive within thirty (30) calendar days of a written demand from the District.
- 14.15 Retiree Health Bridge Incentive: Beginning in the 2008/2009 school year, unit members shall be awarded a longevity bonus payable to a tax-sheltered annuity (TSA) or other qualified retirement program. This incentive is specifically designated to assist eligible employees in covering health insurance costs during the gap between retirement and Medicare eligibility (age 65). The District's contributions terminate upon completing twenty (20) years of service. The distribution of this incentive is as follows:
 - 14.15.1 Upon reaching the ten (10) year of service, 18% Column I Step 1
 - 14.15.2 Each year during the eleventh (11th) through fourteenth (14th) year service, 1.8% Column I Step 1

- 14.15.3 Upon reaching the fifteenth (15th) year of service, 7% Column I Step 1
- 14.15.4 Each year during the sixteenth (16th) through the twentieth (20th) year of service, 1.8% Column I Step 1
- 14.15.5 All years of service are based upon years of service completed in the district
- 14.15.6 While these funds are intended for health insurance expenses, employees retain discretion over their use within IRS guidelines for TSAs/retirement accounts.

14.16 District Paid Insurance Premiums for Retirees

- 14.16.1 Employees hired after July 1, 2008 are not eligible for retiree benefits.
- 14.16.2 To cover STRS Disability Retirements the District agrees to pay health and dental benefits for a maximum of ten (10) years regardless of age at time of disability retirement.

ARTICLE XV: LAYOFF PROCEDURES

In the event of a layoff of a unit member:

- 15.1 The District shall maintain group insurance benefits through September 30, unless other coverage is obtained.
- 15.2 Up to two (2) days of paid leave may be utilized to update placement files and attend job interviews, subject to acceptable documentation.
- 15.3 Reemployment shall be based upon applicable law.

ARTICLE XVI: SAVINGS

- 16.1 If any provisions of this Agreement or any application thereof are held to be contrary to law by a court of competent jurisdiction or are rendered by statutory change, such provisions will not be deemed valid and subsisting except to the extent permitted by law, but all other provisions will continue in full force and effect.
- 16.2 Should a provision be reduced or application be deemed invalid as described in Paragraph A above, the parties will meet not later than ten (10) days after such court decision or statutory change to determine an appropriate course of action.

ARTICLE XVII: SUPPORT OF AGREEMENT

The District and the Association agree it is to their mutual benefit to encourage the resolution of differences through the meet and negotiation process.

ARTICLE XVIII: DRESS CODE

All Faculty Members will dress professionally in a manner appropriate to their teaching assignment. Any Faculty Member who does not dress appropriately, as determined by the discretion and judgment of the Administration, will be dealt with on an individual basis.

ARTICLE XIX: PEER ASSISTANCE AND REVIEW PROGRAM

19.1 Purpose

- 19.1.1 The Peer Assistance and Review Program allows exemplary teachers to assist certain permanent status and beginning teachers (Participating Teachers) in the areas of subject matter knowledge, teaching strategies and teaching methods.
- 19.1.2 The Program's assistance shall be provided through Consulting Teachers. This assistance shall not involve participation in, nor conducting the annual evaluation of unit members, except for making available to the evaluator the results of some unit members' participation in the Program.
- 19.1.3 The Program resources shall be utilized in the following priority: first, for permanent status teachers with an unsatisfactory evaluation (Referred Participating Teachers); second, for Beginning Teachers; and third, for Voluntary Participating Teachers.

19.2 Program Outline

19.2.1 Referred Participating Teachers

- 19.2.1.1 Definition: Any permanent status teacher with an overall unsatisfactory evaluation in the areas of subject matter knowledge, teaching strategies or teaching methods and instruction must participate in the program.
- 19.2.1.2 The Consulting Teacher's assistance and review shall focus on the specific areas recommended for improvement in the unsatisfactory evaluation.
- 19.2.1.3 These recommendations shall be written, aligned with student learning, clearly stated and consistent with Education Code Section 44662.
- 19.2.1.4 The evaluator, the Referred Participating Teacher and the assigned Consulting Teacher shall meet and discuss the recommended areas of improvement outlined by the evaluator and the types of assistance that should be provided by the Consulting Teacher.
- 19.2.1.5 The Consulting Teacher and the evaluator are expected and strongly encouraged to establish a cooperative relationship with respect to the process of Peer Assistance and Review. Any communications between the Consulting Teacher and the evaluator regarding the Referred Participating Teacher

- shall be conducted in the presence of the Referred Participating Teacher.
- 19.2.1.6 The Consulting Teacher and the Referred Participating Teacher shall meet, discuss and develop the plan for assistance. The plan shall be submitted to the Joint Panel for approval.
- 19.2.1.7 Upon approval of the plan by the Joint Panel, the Consulting Teacher will provide the assistance set forth in Article 19.3.2.5, which shall also involve multiple classroom observations of the Referred Participating Teacher.
- 19.2.1.8 Upon completion of the Peer Assistance and Review provided for in the plan, the Consulting Teacher shall complete a draft written final report evaluating the teacher's participation in the Program consisting solely of: (1) a description of the assistance provided to the Referred Participating Teacher and (2) a description of the results of the assistance provided to the Referred Participating Teacher in the targeted areas.
- 19.2.1.9 A copy of the Consulting Teachers draft Final Report shall be submitted to and discussed with the Referred Participating Teacher to receive his/her input.
- 19.2.1.10 The final draft of this report shall be submitted to the Joint Panel, with a copy provided the Referred Participating Teacher and the evaluator. The Referred Participating Teacher shall have the right to submit a written response within twenty (20) calendar days, and have the response attached to the Final Report. The Referred Participating Teacher shall also have the right to request a meeting with the Joint Panel, and to be represented at this meeting by an Association representative of his/her choice.
- 19.2.1.11 The Final Report shall be made available as part of the Referred Participating Teacher's annual evaluation.
- 19.2.1.12 After receiving the Final Report, the Joint Panel shall determine whether the Referred Participating Teacher will benefit from continued participation in the Program.
- 19.2.1.13 The Referred Participating Teacher will continue in the Program until the Joint Panel determines that the Referred Participating Teacher no longer benefits from continued

participation, or the Referred Participating Teacher receives a satisfactory evaluation or the Referred Participating Teacher is no longer employed by the District.

- 19.2.1.14 The Consulting Teacher's Final Report on the participation in the Program, as defined in Article 19.2.1.7, shall be made available to the District for placement in the Referred Participating Teacher's personnel file if referenced by the evaluator in the annual evaluation.

19.2.2 Beginning Teachers

- 19.2.2.1 Definition: Any teacher with probationary status.
- 19.2.2.2 This Peer Assistance Program is to be closely coordinated with other District programs for training and assistance to Beginning Teachers.
- 19.2.2.3 A Consulting Teacher will be assigned to one or more Beginning Teachers to provide assistance in the areas of the California Standards for the Teaching Profession. In the second year, the Consulting Teacher will focus the assistance in the areas listed by the evaluator as needing improvement and/or assistance.
- 19.2.2.4 The Consulting Teacher and the evaluator shall have a cooperative relationship, and shall coordinate the assistance provided to the Beginning Teacher.
- 19.2.2.5 Because the Beginning Teacher participation in the program is not legally mandated, neither the Consulting Teacher, nor the Joint Panel will make written reports regarding individual beginning teachers, nor forward to the Governing Board the names of individual beginning teachers who participated in the Program. The Consulting Teacher shall provide to the Joint Panel an annual assessment of the Program's overall effectiveness and specific areas for improvement in the Program. The Joint Panel will annually report to the Governing Board and the Association on the overall effectiveness of the Program for Beginning Teachers.

19.2.3 Voluntary Participating Teachers

- 19.2.3.1 Definition: Voluntary Participating Teachers are permanent status teachers whose last annual performance evaluation is satisfactory overall. Voluntary Participating Teachers are also individuals who wish to grow and learn with a peer, or

who may be seeking assistance due to a change in assignment or the institution of a new curriculum or technology. The Program for Voluntary Participating Teachers will focus on practical application of certain teaching skills or the acquisition of new subject matter. Each year, the Joint Panel may select certain curricular areas or skills for emphasis with a select number of Consulting Teachers.

19.2.3.2 The Voluntary Participating Teacher shall submit to the Principal and the Joint Panel a written plan for the Program, including the name of any preferred Consulting Teacher. If the plan is approved by the Joint Panel, the Joint Panel will assign a Consulting Teacher. The Consulting Teacher shall meet with the Principal and the Voluntary Participating Teacher for planning and coordinating the plan.

19.2.3.3. Because permanent status teachers with satisfactory performance are not mandated by law to participate in the Program, neither the Consulting Teacher nor the Joint Panel will forward to the Board the names of Voluntary Participating Teachers, unless agreed to by the Voluntary Participating Teachers. Any reports to the Governing Board or the Joint Panel will be made only as required by the individual plan. All other reports and recommendations will be governed by Article 19.5.

19.2.3.4 The Joint Panel's primary responsibilities involve establishing the annual Program and budget, and selecting and overseeing the Consulting Teachers. In addition, the Joint Panel is responsible for:

- Submitting to the Governing Board and the Association an annual evaluation of the Program's impact.
- Making recommendations regarding Referred Participating Teachers and, if necessary, forwarding the names of individuals who, after sustained assistance, are unable to demonstrate satisfactory improvement.
- Selecting and Assigning Consulting Teachers
- Approving the assistance plan for Referred Participating Teachers

- Reviewing Consulting Teachers' reports on Referred Participating Teachers
- Evaluating the effectiveness of the Consulting teachers in the role of Consulting Teacher
- Coordinating with the District necessary training for Consulting Teachers, Joint Panel Members and, where appropriate, Participating Teachers
- Forwarding to the District Office at the end of the school year all records regarding the Program that shall be filled separately from the individual personnel records, except as set forth in Article 19.5.1
- Establishing internal operating procedures and regulations necessary to carry out the requirements of the Education Code and this Article, including a procedure for selecting the chair of the Joint Panel.

19.3.1.5 The Joint Panel shall use the following procedures for establishing the annual budget:

By May 15 of each fiscal year, the Joint Panel will establish a Program and budget for the succeeding year, which shall include:

- The estimated State revenues for the Program and any carry over fund balances from the previous fiscal year.
- The estimated expenditures involving:
- Projected number of Participating Teachers
- Projected number of Consulting Teachers needed
- Released time for Joint Panel members and Consulting Teachers
- Pay for Joint Panel members and Consulting Teachers as determined by the negotiating parties
- Projected costs for training, staff development, administrative overhead, and, if necessary, consulting assistance.

19.3.2 Consulting Teachers

19.3.2.1 Minimum qualifications:

- A credentialed classroom teacher with permanent status and at least five years of recent high school teaching experience
- Demonstrated exemplary teaching ability, as indicated by, among other things, effective communication skills, subject matter knowledge, knowledge and commitment to District curricular goals and standards, and mastery of a range of teaching strategies necessary to meet students' needs in different contexts.
- Ability to work cooperatively and effectively with other teachers and administrators

19.3.2.2 Consulting Teacher positions shall be filled by the District posting the position. Each applicant will be required to submit a completed application, which shall include at least three references from individuals who have direct knowledge of the applicant's abilities for the position. All applications and references will be treated with confidentiality and will not be disclosed except as required by law. The Joint Panel shall make the selections. The Joint Panel's procedures for selecting Consulting Teachers shall include provisions for classroom observations of Consulting Teacher candidates.

19.3.2.3 The Joint Panel will assign Consulting Teachers. A Participating Teacher or Consulting Teacher may petition the Joint Panel for an assignment change for good reasons. One such change shall be allowed per school year.

19.3.2.4 A Consulting Teacher's term shall be three years.

19.3.2.5 Consulting Teachers shall provide assistance to Participating Teachers within the areas of subject matter knowledge, teaching strategies, and teaching methods. This

assistance may include, but not be limited to, the following activities:

- (a) Providing consultative assistance to improve the specific areas targeted by the evaluator or the California Standards for the Teaching Profession.
- (b) Meeting and consulting with the evaluator regarding the nature of the assistance being provided.
- (c) Observations of the Participating teacher during periods of classroom instruction.
- (d) Allowing the participating Teacher to observe the Consulting Teacher or other selected teachers.
- (e) Attending specific training in specified teaching techniques or in designated subject matter.
- (f) Demonstrating good practices to the Participating Teacher.
- (g) Maintaining appropriate records of each Participating Teacher's activities and progress.

19.4 Other Provisions

- 19.4.1 Functions performed by a unit member under this Article shall not constitute either management or supervisory functions defined by Government Code Section 3540.1 (g) and (m).
- 19.4.2 Unit members who perform functions as Consulting Teachers or Joint Panel members under this Article shall have the same protection from liability and access to appropriate legal defense as other public school employees pursuant to Division 3.6 (commencing with Section 810) of Title 1 of the California Government Code.

19.5 Records

- 19.5.1 All documents and information relating to the participation in this Program will be regarded as a personnel matter and subject to the personnel record exemption of the California Public Records Act (Government Code Section 6250, et seq.) The annual evaluation of the Program's impact, excluding any information on identifiable individuals, shall be subject to disclosure under the Public Records

Act.

19.5.2. All parts of the selection process of Consulting Teachers will be treated as confidential and will not be disclosed except as required by law.

19.5.3 All Program documents will be filed separately from the individual personnel records, except as set forth in Article 19.2.1.6.

19.6 Suspension of Program

This article shall be suspended and remain inactive during years in which the State does not fund the program. The article may be reactivated upon the restoration of funding from the State. Program funds previously received but not encumbered will be held in reserve pending the necessity to refer a teacher to the program or the development of state guidelines for the use and reallocation of such funds. Both parties agree to consult on the final disposition of funds, other than through activities currently covered by the article, should the need arise.

ARTICLE XX: COMPLETION OF MEET AND NEGOTIATIONS

- 20.1 During the term of this Agreement, except by mutual written agreement of the parties and as provided below and in Article IV: District Rights and Article XXI: Duration of Agreement, the parties waive and relinquish the right to meet and negotiate and agree that the District/Association shall not be obligated to meet and negotiate with respect to any subject or matter whether referred to or covered in this Agreement or not, even though such subject or matter may not have been within the knowledge or contemplation of either or both parties at the time they met and negotiated on and executed this Agreement, and even though such subjects or matters were proposed and later withdrawn.

ARTICLE XXI: DURATION OF AGREEMENT

This Agreement shall be effective from July 1, 2025, and shall remain in full force and effect until June 30, 2026, and thereafter shall continue in effect year by year unless one of the parties notifies the other in writing no later than March 15, beginning in the year 2026, of its request to modify, amend or terminate this Agreement.

March-2026 Openers for 2026/2027, unless mutually agreed upon to meet.

SIGNATURE PAGE

**YREKA UNION HIGH
SCHOOL DISTRICT**



President, Board of Trustees 10/15/25
Date



Superintendent 10/17/25
Date

**YREKA HIGH SCHOOL
FACULTY ASSOCIATION**



President 10/8/25
Date



Chair Negotiating Committee 10/8/25
Date

Teacher Evaluation Report

Interim_____ Final_____

Evaluatee's Name_____

Date_____

Site_____

Grade/Subject_____

Performance Areas

Criteria and Related Indicators

- I. The progress of students toward the established standards of expected pupil achievement at each grade level in each areas of study and if applicable towards the state adopted academic content standards as measured by state adopted criteria referenced assessments. (Includes CSTP Standard V.)
- ___ satisfactory
- ___ needs improvement
- ___ unsatisfactory
- All students demonstrate growth
 - Establishes and communicates learning goals for all students
 - Collects and uses multiple sources of information to assess student learning
 - Involves and guides all students in assessing their own learning
 - Uses results of assessments to guide instruction
 - Communicated with students, families, and other audiences about student progress

Comments_____

- II. The instructional techniques and strategies used by the employee to engage and support all students in learning. (Includes CSTP Standard I and Standard IV.)
- ___ satisfactory
- ___ needs improvement
- ___ unsatisfactory
- Draws on and values students' prior knowledge, life experiences, interests and developmental learning needs to connect students to learning
 - Uses a variety of instructional strategies, materials, resources, and techniques to respond to student's diverse needs
 - Engages students in problem solving, critical thinking and other activities that reveal depth and meaning of the subject
 - Uses instructional time effectively
 - Establishes, articulates and communicates learning goals for all students
 - Designs short-term and long-term plans to foster student learning
 - Develops and sequences instructional activities and materials for student learning
 - Modifies instructional plans to adjust for student needs

Comments_____

Teacher Evaluation Report

Page 2

- III. The employee's knowledge, understanding and organization of subject matter to maximize student learning and attain curricular objectives. (Includes SCTP Standard III.)
- ___ satisfactory
- ___ needs improvement
- ___ unsatisfactory
- Demonstrates knowledge of subject matter, content and student development
 - Organizes curriculum to support student understanding of subject matter
 - Interrelates ideas and information within and across subject matter areas
 - Develops students understanding through instructional strategies appropriate to subject matter and students
 - Uses materials, resources and technologies to make subject matter accessible to students

Comments _____

- IV. The creation and maintenance of an environment suitable for effective learning within the scope of the employee's responsibilities. (Includes CSTP Standard II.)
- ___ satisfactory
- ___ needs improvement
- ___ unsatisfactory
- Creates a physical environment that supports all students in learning
 - Establishes a climate that promotes fairness and respect
 - Promotes social development and responsibility
 - Establishes and maintains standards of student behavior
 - Plans and implements classroom procedures and routines that support student learning

Comments _____

- V. The employee's performance of non-instructional duties and responsibilities including those which are supervisory/advisory and prescribed by the Board of Education in accordance with the Agreement between the District and the SLEA.
- ___ satisfactory
- ___ needs improvement
- ___ unsatisfactory
- Fulfills responsibilities as a member of a professional community

Comments _____

- VI. The employee's development as a professional educator. (Includes SCTP Standard VI.)
- ___ satisfactory
- ___ needs improvement
- ___ unsatisfactory
- Reflects on teaching practices and plans professional development
 - Establishes professional goals and pursues opportunities to grow professionally
 - Works with communities, families and colleagues to improve professionally
 - Balances professional responsibilities and maintains motivation

Comments _____

Teacher Evaluation Report
Page 3

Overall Comments and Commendations:

Overall Comments and Recommendations:

Final Rating

The final rating of evaluation categories assessed in this evaluation is:

☐ Satisfactory

☐ Needs Improvement

☐ Unsatisfactory

An unsatisfactory rating in any one of the first four categories will result in an overall final rating of either Needs Improvement or Unsatisfactory.

A copy of this document will be filed in your personnel file. You are entitled to review and comment upon this document and to have your own written comments attached. Any such written comments should be submitted to the personnel office within ten (10) working days from the following date.

Administrator's Signature

Date

I have received a copy of this evaluation report. Signing this form does not necessarily mean that I agree with the ratings.

Teacher's Signature

Date

These criteria are based on state law (Education Code Sections 44660-44665) and the California Standards for the Teaching Profession CSTP). The Standards address the following areas: I. Engaging and Supporting All Students in Learning, II. Creating and Maintaining Effective Environments, III. Understanding and Organizing Subject Matter, IV. Planning Instruction and Designing Learning Experiences, V. Assessing Student Learning, VI. Developing as a Professional Educator. References to the SCTP are noted in parentheses. Please consult the CSTP for further elaboration in each topic area.

Yreka Union High School District Classroom Evaluation Report

Name: _____ Site: _____

Date: _____ Time In: _____ Time Out: _____

Scheduled: _____ Unscheduled _____ Assignment: _____

Lesson Topic: _____

I. The progress of students toward the established standards of expected pupil achievement at each grade level in each area of study and if applicable towards the state adopted academic content standards as measured by state adopted criteria referenced assessments. (Includes CSTP Standard V.)

	Satisfactory	Needs Improvement	Unsatisfactory	Not Observed
• Establishes and Communicates learning goals for all students.	☐	☐	☐	☐
• Involves and guides all students in assessing their own learning.	☐	☐	☐	☐
• Uses results of assessments to guide instruction.	☐	☐	☐	☐

Observer Comments:

II. The instructional techniques and strategies used by the employee to engage and support all students in learning. (Includes CSTP Standard I and Standard IV.)

	Satisfactory	Needs Improvement	Unsatisfactory	Not Observed
• Draws on and values students' prior knowledge, life experiences, interests and developmental learning needs to connect students to learning.	☐	☐	☐	☐
• Uses a variety of instructional strategies, materials, resources, and techniques to respond to student's diverse needs.	☐	☐	☐	☐
• Engages students in problem solving, critical thinking and other activities that reveal depth and meaning of the subject.	☐	☐	☐	☐
• Uses instructional time effectively.	☐	☐	☐	☐
• Develops and sequences instructional activities and materials for student learning.	☐	☐	☐	☐
• Modifies instructional plans to adjust for student needs.	☐	☐	☐	☐

Observer Comments:

III. The employee's knowledge, understanding and organization of subject matter to maximize student learning and attain curricular objectives (Includes CSTP Standard III.)

	Satisfactory	Needs Improvement	Unsatisfactory	Not Observed
• Demonstrates knowledge of subject matter, content and student development.	☐	☐	☐	☐
• Organizes curriculum to support student understanding to subject matter.	☐	☐	☐	☐
• Interrelates ideas and information within and across subject matter areas.	☐	☐	☐	☐
• Develops student understanding through instructional strategies appropriate to subject matter and students.	☐	☐	☐	☐
• Uses materials, resources and technologies to make subject matter accessible to students.	☐	☐	☐	☐

Observer Comments:

- | | | | |
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This image shows a full page of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page, providing a template for handwriting practice or general writing. There are no margins, text, or other markings on the page.

Teacher Comments

Date of Post Observation Conference _____

A copy of this document will be filed in your personnel file. You are entitled to review and comment on this document and to have your own written comments attached. Any such written comments should be submitted to the personnel office within ten (10) working days of the post observation conference date.

Administrator's Signature

Date

I received a copy of the observation report. I understand that this observation report only contains a portion of the evaluation criteria that will be included on the interim and/or final evaluation report. Signing this form does not necessarily mean that I agree with the ratings.

Teacher's Signature

Date

These criteria are based on state law (Education Code Sections 44660-44665) and the California Standards for the Teaching Profession (CSTP). The Standards address the following areas: I. Engaging and Supporting All Students in Learning, II. Creating and Maintaining Effective Environments, III. Understanding and Organizing Subject Mater, IV. Planning Instruction and Designing Learning Experiences, V. Assessing Student Learning, IV. Develop as a Professional Educator.



California's Valued Trust

2025/2026 District Rate Sheet

For Yreka Union HSD

CERTIFICATED Active	Composite		
Health Composite Rate			
Anthem PPO 10, Rx C	\$1,571.00		
Anthem PPO 3, Rx C	\$2,557.00		
Anthem PPO 5, Rx C	\$2,430.00		
Anthem PPO 7, Rx C	\$2,239.00		
Anthem PPO 8, Rx C	\$2,042.00		
CERTIFICATED Active	Emp	Emp +	Emp +
Health Three Tier Rates	Only	One	Family
Anthem PPO 9, Rx C	\$1,056.00	\$2,112.00	\$2,957.00
Anthem PPO Bronze	\$736.00	\$1,471.00	\$2,060.00
Opt-Out Premium	\$552.00	\$552.00	\$552.00
CERTIFICATED Active	Composite		
Dental Composite Rate			
Basic, \$1,500 Annual Maximum	\$104.36		
CERTIFICATED Active	Composite		
Vision Composite Rate			
Plan C \$15.00 Copay	\$21.28		
CERTIFICATED Active	Composite		
Life Composite Rate			
Life \$25,000	\$2.38		

Yreka Union High School District
Certificated Salary Schedule 2025/2026 (183 Work Days)

Appendix A-4 (Page 1 of 2)

STEP	BA + 30	BA + 45	BA + 60 or MA + 15	BA + 75 or MA + 30
1	71,130	73,620	76,196	78,863
2	72,908	75,460	78,101	80,835
3	74,731	77,347	80,054	82,856
4	76,599	79,280	82,055	84,927
5	78,514	81,262	84,106	87,050
6	80,477	83,294	86,209	89,226
7	82,489	85,376	88,364	91,457
8	84,551	87,511	90,573	93,743
9	86,665	89,698	92,838	96,087
10	88,832	91,941	95,159	98,489
11		94,239	97,538	100,951
12			99,976	103,475
15			102,475	106,062
18			105,037	108,714
21			107,663	111,431
24			110,355	114,217
27				117,073
30				120,000
33				123,000

*Adjustable soft cap for Affordable Car Act 2025/2026 \$600 cap

Stipend:

Masters	1,500
Doctorate	2,000

Board Approved: October 15, 2025

Effective 25-26

Yreka Union High School District
Certificated Salary Schedule 2025/2026 (213 Work Days)

Appendix A-4 (Page 1 of 2)

STEP	BA + 30	BA + 45	BA + 60 or MA + 15	BA + 75 or MA + 30
1	82,791	85,689	88,688	91,792
2	84,861	87,831	90,905	94,087
3	86,982	90,027	93,178	96,439
4	89,157	92,277	95,507	98,850
5	91,386	94,584	97,895	101,321
6	93,670	96,949	100,342	103,854
7	96,012	99,373	102,851	106,450
8	98,412	101,857	105,422	109,112
9	100,873	104,403	108,057	111,839
10	103,395	107,013	110,759	114,635
11		109,689	113,528	117,501
12			116,366	120,439
15			119,275	123,450
18			122,257	126,536
21			125,314	129,699
24			128,446	132,942
27				136,266
30				139,672
33				143,164

*Adjustable soft cap for Affordable Car Act 2025/2026 \$600 cap

Stipend:

Masters	1,500
Doctorate	2,000

Board Approved: October 15, 2025

Effective 25-26