



Certificated Contract

Tentative Agreement Summary

August 28, 2007

- Article 6 Academic Freedom**
Joint UESF/SFUSD committee's language giving more specificity to academic freedom
- 7 Days and Hours**
Second year pilot for 4th/5th prep in elementary schools and a committee to develop models and funding to continue the program
- 9 Class Size**
The addition of class size limits for Child Development Program Special Ed classes
- 10 Leaves**
- Change of dates for requests for leave and returns from leave so they occur prior to district decisions on consolidation and lay-off
 - Creation of "Child Bonding" leave for adoption and foster care
 - Conversion of accrued sick leave when a para becomes a teacher
 - Safeguards against exploitation of extended sick leave
 - Implementation of Sick Leave Bank and addition of designated donation
 - Submission of jury duty certification upon request
 - Tie-breaking procedure for sabbaticals and offer of leave the following year for those in tie-breaking lottery
- 15 Staffing and Assignment**
- Procedures to expedite filling "Hard to Staff" schools and "Hard to Fill" subjects
 - Improved job selection process for consolidated teachers
- 24 Pre-Retirement/Early Retirement Program**
- Clarification of retiree health benefits for CDP and in the event of lay-off
 - Clarification of vesting rights for paras who become teachers
 - Extension of retirement stipend (\$400) for one more year and re-opens
- 27 Child Development Program**
- Pilot program to change CDP staffing procedures
 - Guidelines for home visits and stipend for them
 - Compliance side letter detailing Community Care licensing files

31 Special Education

- a. Updating of terms and titles
- b. Pay for attending CAC meetings
- c. Access to copies of "Composite of Laws"
- d. Training for Special Ed and general ed teachers who receive students with Exceptional Needs upon request
- e. Renewed commitment to recruit Special Ed substitute teachers and paras

35 Librarians (Library Media Teachers)

Alternate scheduling conditions and rights

Certificated Contract - 2

Article 41 Peer Assistance and Review

Codification of stipend for teachers serving on PAR panel

Salary B12 Substitute and Hourly Rates

Schedule

- a. Creation of method for 71 day subs with two years of proven service at that level to begin the year at the 71 day rate (See Economic Settlement)
- b. Provision for lower rate for 71 day subs who are paid at the higher rate one year, but who do not meet 71 for more assignments
- c. Increase in sub dock rate for one year to pay for 4/5 preps

Economic Settlement (attached to the summaries)

Program Stipends (draft attached to the certificated summary)

Duration and Re-openers

This contract is for three years with re-openers on salaries, benefits, and three items per side (not including automatic re-openers).