

## TENTATIVE AGREEMENT

This Tentative Agreement is entered into by and between the Lemon Grove School District (“District”) and the Lemon Grove Teachers Association (“Association”).


The parties hereby agree as set forth below.

For 2017-2018, 2018-2019 and 2019-2020 school years.

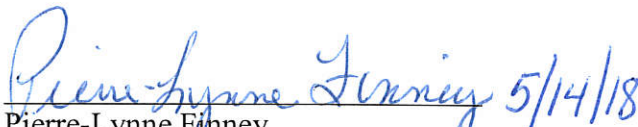
1. For 2017-2018, 3% shall be applied to the certificated salary schedules (teacher, nurse, speech and language, psychologist and preschool) as follows: 2% applied effective 7/1/17 and 1% applied effective 7/1/18.
2. For 2018-2019, Article 16 (Salary) may be reopened by either party. Reopener negotiations would commence no earlier than November 1, 2018.
3. For 2019-2020, Article 16 (Salary) and Article 17 (Benefits) shall be reopened plus either party may reopen one article each.
4. 0.5% shall be applied to the teacher certificated salary schedule effective 7-1-18 and the teacher work year shall be increased to 185 days (the additional workday will be reserved for staff development).
5. In addition to the foregoing, one (1) additional mandatory staff development day for teachers will be scheduled for the 2018-2019 school year only and will be compensated at the per diem rate of pay.
6. For 2018-2019, the professional development days will be held on Aug. 20, 2018, Jan. 7, 2018, and April 8, 2018.
7. The District contribution for health benefits shall remain as set forth in Article 17 for the 2017-2018 and 2018-2019 school years. The changes to Article 17 (Health Benefits) are attached hereto.
8. The hourly rates and stipends shall remain as set forth in Article 16 unless modified pursuant to paragraphs 2 or 3 above.
9. LGTA will agree to sign TK-3 Grade Span Adjustment waiver for class size reduction for the 2017-2018 and 2018-2019.
10. Remove D.5 & D.6 from Article 16 Salary.
11. The following sentence shall be added to Article 9 (Leaves), paragraph B(3): “For purposes of Article 9 only, when it is necessary or applicable, sick leave balances for full time employees shall be calculated using the rate of one (1) sick leave day equals 7.5 hours”.

12. The changes to Article 10 (Evaluation) including new forms are attached hereto.
13. The changes to Article 13 (Safety) are attached hereto.
14. The changes to Article 14 (Hours) are attached hereto.
15. Article 18 (Early Retirement Program) shall be deleted from the Collective Bargaining Agreement. The Articles following Article 18 shall be renumbered to reflect the deletion.
16. The changes to Article 19 (Retirement Health Benefits), which will become Article 18, are attached hereto.
17. The remainder of the Collective Bargaining Agreement shall remain in full force and effect.

FOR THE DISTRICT:

  
Yolanda R. Rogers, Ed.D.  
Assistant Superintendent, Human Resources  
and Professional Development

FOR THE ASSOCIATION:

  
Pierre-Lynne Finney  
Lemon Grove Teachers Association