

Tentative Agreement
Between the Alpine Union School District and the Alpine Teachers Association
October 22, 2009

The parties agree to the following changes to the current collective bargaining agreement.

Article 8 – LEAVES (8.2)

Personal Leave – A unit member may be granted four (4) days per school year of paid leave for any purposes deemed necessary by the unit member. Not more than two personal leave days shall be used on consecutive work days, unless prior approval from the site administrator is obtained by the unit member. The Board shall provide for a unit member's absence for personal reasons while charging such absence to accumulated sick leave benefits.

Article 12 – EVALUATION PROCEDURE

EVALUATION PROCEDURES

- 4.2 Probationary Unit members will be evaluated annually. Permanent unit members will be evaluated at least every two (2) years. Consistent with provisions of the California Education Code, unit members with at least ten (10) years of successful teaching experience in the district shall be eligible to be evaluated on a cycle not to exceed every three (3) years.

Additionally, during the 2009/10 school year, any unit member may opt to participate in a pilot project to assess the usefulness of the new evaluation form developed by the Evaluation Committee in the past year. Such participation shall be in lieu of the current evaluation form and procedures. This evaluation form is based on the California Standards for the Teaching Profession. Feedback from the pilot participants will be solicited by the Committee in consideration of possible modifications to the pilot design which may serve as the basis for a proposal to be presented in subsequent negotiations between the parties for modifications to the current collective bargaining agreement.

The parties agree to the following as temporary exceptions to the current collective bargaining agreement:

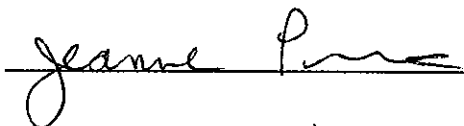
MEMORANDUM OF UNDERSTANDING

1. For the 2009-10 and 2010-11 school years only, retroactive to August 26, 2009, the current provisions contained in Article 11.1, 11.2 shall be modified accordingly:
 - 11.1 Enrollment for each fourth or fifth grade class shall be counted on the last instructional day of each month during the regular instructional year. Enrollment in excess of thirty (30) students shall result in a payment to the classroom teacher of fifty dollars per excess student.
 - 11.2 When any individual fourth or fifth grade class size exceeds 33 students, in addition to the provisions made in 11.1, funds for use of instructional supplies shall be allotted to the classroom at the following enrollment rate:
 1. 34 students = \$50 per month
 2. 35 students = \$75 per month
 3. 36 students = \$100 per month

The modifications included in Article 11.1 and 11.2 above for overload are designed to address circumstances wherein students are enrolled at a school after the start of the school year. The maximum class size for the purpose of staffing schools at the beginning of the instructional year shall not exceed 32 students.


2. Effective January 1, 2010, the Kaiser plan offering shall be the Kaiser 10/10 plan (\$10 co-pays for prescriptions and physician visits).

For the Alpine Teachers Association



Date: 10/22/09

For the Alpine Union School District



10/22/09