

LAKESIDE UNION SCHOOL DISTRICT
BOARD OF TRUSTEES
SPECIAL MEETING
AGENDA

Lakeside School Auditorium
14535 Old River Road
Bakersfield, CA 93311

February 2, 2023
6:30 pm

Any materials required by law to be made available to the public prior to a meeting of the Board of Trustees of the District can be inspected at the following address during normal business hours: Lakeside Union School District Office, 14535 Old River Road, Bakersfield, CA 93311.

1. CALL TO ORDER, ROLL CALL

BOARD OF TRUSTEES: ___ Mario Buoni(MB) ___ Alan Banducci(AB)
 ___ Tamara Jones(TJ) ___ Russell Robertson(RR)
 ___ Darin Buoni(DB)

2. DISCUSSION OR ACTION ITEM

A. Personnel

- (1) Approval of Tentative Agreement Between the Lakeside Union School District and the Lakeside/Suburu Teachers Association, CTA/NEA.

Moved _____ Seconded _____ Roll Call Vote:MB ___ AB ___ TJ ___ RR ___ DB ___
Vote: Yes(Y) _____ No(N) _____ Abstained(A) _____ Absent(AB) _____

- (2) Discussion and Possible Action of the Confidential/Management Salary Schedule.

Moved _____ Seconded _____ Roll Call Vote:MB ___ AB ___ TJ ___ RR ___ DB ___
Vote: Yes(Y) _____ No(N) _____ Abstained(A) _____ Absent(AB) _____

3. ADVANCE PLANNING

A. Future Meeting Dates

- (1) Regular Board Meeting – February 14, 2023 at 6:30 p.m. in the Lakeside School Auditorium.

4. ADJOURNMENT

Time: _____

Moved _____ Seconded _____ Roll Call Vote:MB ___ AB ___ TJ ___ RR ___ DB ___
Vote: Yes(Y) _____ No(N) _____ Abstained(A) _____ Absent(AB) _____

For information regarding how, to whom, and when a request for disability-related modification or accommodation, including auxiliary aids or services, may be made by a person with a disability who requires a modification or accommodation to participate in the public meeting, please contact Ty Bryson, District Superintendent.

TENTATIVE AGREEMENT

BETWEEN THE

LAKESIDE UNION SCHOOL DISTRICT

AND THE

LAKESIDE/SUBURU TEACHERS
ASSOCIATION, CTA/NEA

JULY 1, 2020 – JUNE 30, 2023

(January 17, 2023)

This Agreement ("Agreement") is entered into by and between the Lakeside Union School District ("District") and the Lakeside/Suburu Teachers Association/CTA/NEA ("Association") and is dated January 17, 2023 for purposes of reference only. As a result of negotiations, the District and the Association have agreed to a Tentative Agreement as set forth below.

ARTICLE II SALARY

A. The ~~2021-2022~~ **2022-2023** Certificated Salary Schedules are attached as Appendices A through E and shall remain in effect for the ~~2021-2022~~ **2022-2023** school year. The Parties agreed to a ~~2%~~ **eight percent (8.0%)** on schedule increase and a one-time ~~2%~~ **one and one-half percent (1.5%)** off-schedule base salary bonus based on the ~~2022-2023~~ ~~2021-2022~~ Certified Salary Schedule.

1. Notice of intent to qualify for column movement shall be filed with the District by May 15 of each year. All work must be completed and verified by the following October 1.

2. Except for pass-fail courses, courses shall not be eligible for salary credit unless earned with a grade of "C" or higher.

3. Each bargaining unit member shall be responsible for:

- a. Obtaining prior approval of course work from the District.
- b. Verifying completion of all course work by submitting transcripts or grade reports.
- c. Filing a request for change in salary classification by September 1.

4. Step and column advancement are additional financial liabilities to the District budget and shall be acknowledged as a part of any salary adjustment.

Note: The certificated salary schedules will be amended to include a Column I, Step 1 for non-credentialed unit members.

B. Time spent in unpaid leave status shall not count toward advancement on the salary schedule.

Stipends

C. Stipends will be provided to eligible employees with full State certifications who provide the following services to the District. The stipends will be properly prorated for part-time employees. The Master's Degree stipend will be provided to employees with

Master's Degrees from accredited colleges and universities in disciplines that are applicable to the District's educational programs.

~~RSP~~ **Special Education** Teacher: **\$1,500**
 Master's Degree: **\$1,500**
~~School Nurse:~~ **\$1,000**
~~Google Certification:~~ **\$ 200 (Per Level)**
~~Google Renewal Certification:~~ **\$ 100**

D. For the term of this Agreement, the District shall compensate bargaining unit members the following annual stipends for the extra-duty positions listed below:

Positions

ASB Advisor	\$1,500
Athletic Director	\$4,500 (Lakeside)
AVID Coordinator	\$2,000
Battle of the Books Coordinator	\$1,200 (at each school site)
Teacher Induction Program	\$1,750 (per teacher/limit 2 unless mutually agreed)
Camp KEEP (4 teachers)	\$1,250
Coach	\$1,500 per season/sport
Combo Teacher (Grades 1-5)	\$2,500
District Tech Coordinator	\$1,500
History Day Coordinator	\$1,000
Homework Club	\$1,000
Mentor Teacher Intern Coach	\$1,500 (per intern/prorated for partial assignment)
After School Intervention Program	\$1,500 Extra duty rate of pay
Leadership Committee Member	\$1,200 (non-contract hours)
Lunch Time Games/Intramurals	\$1,500 per year (position responsibilities to be established by the District)
Math Field Day	\$1,000
Music Director Teacher	\$4,500
Oral Language Coordinator Directors	\$1,250 at each school site
PBIS Team Members	\$1,200
Project Alert Coordinator	\$ 800
Science Fair Coordinators	\$1,250 at each school site
Spelling Bee Coordinator	\$1,250
SST Coordinator	\$3,000
Tobacco Use Prevention Coordinator	\$ 800
*Salary Schedule A: Step 1, Column 6 VII	(\$40.07)
*Salary Schedule B: Step 1, Column 6 VII	(\$40.52)
*Salary Schedule C: Step 1, Column I	(\$54.06)
*Salary Schedule D: Step 1, Column I	(\$53.95)
*Salary Schedule E: Step 1	(\$45.90)

***(To be increased based on salary schedule percentage)**

Extra duty will be paid only for work performed by bargaining unit members outside of their contractual workday and approved or directed by the District in advance of the assignment.

All certificated stipends will be negotiated and included in this Agreement prior to posting and paying certificated employees.

Extra duty and summer school positions will be limited to two-year terms for incumbents. At the completion of a two-year term, incumbents may reapply for their current extra duty or summer school position but newly qualified/credentialed applicants will have the first right of refusal to the extra duty or summer school positions over incumbents. Prior and recent experience will be considered in selection of applicants.

Summer school positions will be posted. Current District teachers will have priority over non-unit members for summer school positions. Seniority will be granted for summer school positions by Primary (K-3), Intermediate (4-6), and Middle School (7-8). In addition to District seniority, the selection criteria will include appropriate credential and recency of teaching experience in the grade level or subject area to be taught in summer school. Summer school teachers will be paid for two and one-half hours of preparation time for the summer school session at the current extra-duty rate of pay.

Mileage

E. Certificated employees who are required to travel between the schools or to other approved locations to complete their assigned duties (e.g. home visits), must request to use a District vehicle through the Superintendent prior to using his/her own vehicle. If the District vehicle is not available, the unit member will be reimbursed at the Board approved mileage rate for all properly documented mileage.

Career Longevity Pay

F. To be eligible for longevity, unit members must be on the last column of the applicable salary schedule. Bargaining unit members will receive additional compensation in recognition of career longevity with the District as follows:

- \$2,750 annually beginning with the twenty-first (21st) year of service to the District;
- An additional \$2,750 annually beginning with the twenty-sixth (26th) year of service to the District for a total of \$5,550; and,
- An additional \$2,750 annually beginning with the thirty-first (31st) year of service to the District for a total of \$8,250.

All Career Longevity Pay is to be paid annually in equal payments over the course of the work year. The amounts above reflect the total annual amount to be paid to bargaining unit members for Career Longevity pay.

ARTICLE III HEALTH AND WELFARE BENEFITS

A. The District "cap" on health and welfare premiums of ~~\$18,037.56~~ ~~\$18,634.56~~ will be the maximum District contribution for the ~~2021-2022~~ **2022-2023** benefit plan year.

1. The medical insurance plans offered shall be the SISC Prudent Buyer PBC-100D (\$20) co-pay plan with a \$9-\$35 prescription benefit, SISC Prudent Buyer PBC-90C with a \$7-\$25 prescription, and SISC Prudent Buyer PBC-80E with a \$9-\$35 prescription benefit. Any premiums in excess of the District "cap" delineated in paragraph A above shall be the responsibility of the individual insured employee.

2. The SISC Delta Dental program shall be provided to unit members and eligible dependents. The Delta Dental Preferred Option and Anthem Dental (DHN 4000; Ortho 2000) will be made available to unit members.

3. The SISC VSP Vision program Plan C, \$10 deductible, shall be provided to unit members and eligible dependents.

4. The District shall contribute \$6.18 per month for a term life insurance plan provided by Mutual of Omaha.

B. No in-lieu payments or contributions to programs other than those which the Employer provides above shall be paid by the Employer for any bargaining unit members who elect not to subscribe to the benefits provided by this Article.

C. The Association recognizes that health and welfare premiums are an integral part of any salary package agreed to by the parties. The District's monthly premium contribution for the Health and Welfare benefit plan specified in this Article shall continue in effect, unchanged, unless modified in the negotiation of a successor Agreement. The health and welfare plan will be modified only through mutual agreement of the parties.

D. The District agrees to provide medical/hospitalization insurance (SISC - Blue Cross) for any unit member, employed by the District on or before June 30, 2009, who retires from the District under the provisions of the California State Teachers' Retirement System provided the unit member has attained age 55, but is not older than 65, and has completed 15 years of full-time service (ten or more months of service per school year) to the District. The Plan shall be the same as that provided for current active employees.

The District agrees to continue the benefit until the retiree attains age 65 and/or becomes eligible for Medicare. The program shall terminate should the retiree return to regular school employment or upon the retiree's qualification for Medi-Cal or other medical reimbursement plan. The plan shall be the same as that provided for current active employees.

ARTICLE IV CLASS SIZE

It is the District's intent to maintain a ratio of students to teachers that is supported by state funding or mandated by regulations or statutes.

1. At each school site, the administrator shall attempt to establish an equitable distribution of students based upon each grade level or subject area. Any material deviation shall be subject to consultation between the administrator and teacher of the affected grade level or subject area.

2. **Effective with the 2022-23 school year, TK class size will be a maximum student-adult ratio of 12:1 and a maximum classroom enrollment of 24 students.**

3. The TK-3 school site average class enrollment shall be Grade Span Adjustment ("GSA," currently 24 students) plus two students per classroom teacher, excluding physical education, music, special education, and resource education teachers. These TK-3 school site average class enrollment goals apply to Suburu School and Lakeside School. The TK-3 school site average class enrollment goals set forth above will remain as long as GSA funding is available.

4. TK-3 teachers who have students over 27 shall be compensated \$5 per day per student over 27.

5. Compensation for TK-3 teachers will begin after twelve consecutive days of class size in excess of 27.

6. Teachers are required to submit a timecard on a monthly basis for overage pay.

7. The Association will cooperate with the District in adjusting the TK-3 averages in order to remain qualified to receive Grade Span Adjustment funding as required by the Local Control Funding Formula.

ARTICLE V HOURS

A – E: No Changes.

F. Minimum school day schedules shall be implemented on the day before **Thanksgiving vacation**, Christmas vacation and Easter vacation. The last day of school for students shall be a noon dismissal day. Students in grades **TK-6 K-5** will be dismissed at 1:00 pm and students in **7-8 6-8** will be dismissed at 2:00 pm. Bargaining unit members may leave 15 minutes after the students' dismissal on each of the three (3) aforementioned days. On the last day of school, early departure is only allowed if the "check-out" procedures have been completed. Minimum days that are scheduled for professional development the student dismissal times will be the same as above; however, the teachers will stay through their contractual time.

G – K: No Changes.

OTHER MATTERS

1. The Parties agree to cooperate in preparing a final agreement that will contain the agreements set forth in this Tentative Agreement. The Parties acknowledge and agree that there may be certain language clean-up of a non-substantive nature that will be corrected in the final agreement. The Parties must mutually agree to any clean-up requests or the change shall not be made.

2. All other terms and conditions of the 2020-2023 Collective Bargaining Agreement shall remain unchanged.

3. Scope of Retroactivity:

- a. The eight percent (8%) on-schedule increase is retroactive to July 1, 2022;
- b. Stipend increases will be retroactive to July 1, 2022; and,
- c. The increase to the Extra Duty Hourly Rate is retroactive to January 1, 2023.

4. This Tentative Agreement is entered into pursuant to the provisions of Sections 3540-3549 of the California Government Code.

This Tentative Agreement is subject to ratification by the Lakeside/Suburu Teachers Association membership and approval by the Lakeside Union School District Board of Trustees.

RECOMMENDED FOR RATIFICATION

LAKESIDE UNION SCHOOL DISTRICT

LAKESIDE/SUBURU
TEACHERS ASSOCIATION

January 31, 2023

January 31, 2023



Ty Bryson
Superintendent



Joseph Andreotti
President

Lakeside Union School District
 Certificated Salary Schedule - A
 183 Work Days/7.5 Hours Per Day
 2022-2023

Salary Schedule Effective 7/1/2022

Appendix "A "

Board Approved **TBD**

	22-23	22-23	22-23	22-23	22-23	22-23	22-23	22-23	22-23
	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL
	8.0%	8.0%	8.0%	8.0%	8.0%	8.0%	8.0%	8.0%	8.0%
	I	I	II	III	IV	V	VI	VII	
	NC	BA/BS	12	24	36	48	60	72	
1	52336	52336	52336	53274	54208	56799	59391	61986	
2			54190	55124	56058	58650	61240	63833	
3			56040	56978	57912	59200	63089	65683	
4			57888	58824	59763	62351	64939	67530	
5				60677	61616	64206	66790	69381	
6				62527	63462	66053	68638	71229	
7				64374	65314	67992	70486	73076	
8					67166	69754	72336	74533	
9					69017	71605	74185	76775	
10					70867	73456	76035	78625	
11					72722	75307	77882	80472	
12					74575	77157	79739	82323	
13					76426	79006	81410	84369	
14						80855	83435	86022	
15						82703	85287	87871	
16						84555	87142	89721	
17								91517	

Master's Degree – Add \$1500

- 1 Employees new to the district will be given up to ten (10) years credit for previous experience plus units earned beyond BA/BS.
 - 2 Units must be approved by the superintendent before May 15th and prior to enrolling in the class and must relate to the teaching assignment or represent work toward a new credential.
 - 3 Semester units earned during the summer may be counted toward a salary increment on the new contract provided they are completed and turned in by October 1 of that school year.
 - 4 Junior college units to the limit of four (4) units of any twelve (12) unit step may be approved for salary increments if the units are taken within an applicable subject field.
 - 5 Units must be taken from an accredited college or university.
 - 6 No more than 12 semester units will be accepted in a contract period. A grade card or transcript must be turned in for recording purposes.
 - 7 To be eligible for longevity, unit members must be on the last column of the applicable salary schedule. Bargaining unit members will receive additional compensation in recognition of career longevity with the District as follows:
 - *\$2,750 annually beginning with twenty-first (21st) year of service to the District;
 - *An additional \$2,750 annually beginning with the twenty-sixth (26th) year of service to the District for a total of \$5,550; and
 - *An additional \$2,750 annually beginning with the thirty-first (31st) year of service to the District for a total of \$8,250.
- All Career Longevity Pay is to be paid annually in equal payments over the course of the work year. The amounts above reflect the total amount to be paid to bargaining unit members for Career Longevity pay.

*NC = Non Credentialed

Note: 8% Increase Retroactive to July 1, 2023

Lakeside Union School District
 Certificated Salary Schedule - B
 190 Work Days/8 Hours Per Day
 2022-2023

Salary Schedule Effective 7/1/2022

Appendix "B"

Board Approved **TBD**

	22-23	22-23	22-23	22-23	22-23	22-23	22-23	22-23	22-23
	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL
	8.0%	8.0%	8.0%	8.0%	8.0%	8.0%	8.0%	8.0%	8.0%
	I	I	II	III	IV	V	VI	VII	
	NC	BA/BS	12	24	36	48	60	72	
1	58616	58616	58616	59667	60713	63615	66519	69423	
2			60693	61739	62786	65689	68589	71494	
3			62766	63816	64863	66304	70661	73565	
4			64835	65883	66934	69833	72732	75633	
5				67958	69010	71911	74805	77707	
6				70029	71077	73979	76875	79776	
7				72099	73152	76153	78944	81845	
8					75227	78125	81017	83478	
9					77299	80198	83087	85987	
10					79371	82271	85160	88061	
11					81450	84344	87228	90128	
12					83524	86416	89306	92202	
13					85596	88488	91179	94492	
14						90558	93448	96345	
15						92627	95522	98416	
16						94702	97600	100488	
17								102498	

Master's Degree – Add \$1500

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 - Units must be approved by the superintendent before May 15th and prior to enrolling in the class and must relate to the teaching assignment or represent work toward a new credential.
 - Semester units earned during the summer may be counted toward a salary increment on the new contract provided they are completed and turned in by October 1 of that school year.
 - Junior college units to the limit of four (4) units of any twelve (12) unit step may be approved for salary increments if the units are taken within an applicable subject field.
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- All Career Longevity Pay is to be paid annually in equal payments over the course of the work year. The amounts above reflect the total amount to be paid to bargaining unit members for Career Longevity pay.

*NC = Non Credentialed

Note: 8% Increase Retroactive to July 1, 2023

**LAKESIDE SCHOOL DISTRICT
SPEECH PATHOLOGIST SALARY SCHEDULE
183 Work Days/7.5 Hours Per Day
2022-2023**

APPENDIX "C"

Step	Salary
No Credential	80,133
1	80,133
2	81,954
3	83,776
4	85,596
5	88,263
6	90,147
7	92,882
8	95,612
9	98,346
10	99,219
11	100,091
12	100,963
13	101,839
14	102,711

Master's Degree – Add \$1500

8% Increase
Effective 7/1/2022

Board Approved **TBD**

**LAKESIDE UNION SCHOOL DISTRICT
PSYCHOLOGIST SALARY SCHEDULE
194 Work Days/8 Hours Per Day
2022-2023
Appendix "D"**

Salary Schedule Effective 7/1/2022

Board Approved TBD

Years	Amount
No Credential	90,434
1	90,434
2	92,243
3	94,088
4	95,969
5	97,889
6	99,846
7	101,843
8	103,880
9	105,958
10	108,077

Master's - Add \$1500

8% Increase
Effective 7/1/2022

LAKESIDE SCHOOL DISTRICT
District Nurse Salary Schedule
2022-2023
200 Work Days – 8hr/day

APPENDIX "E"

Step 1	\$79,315
Step 2	\$80,505
Step 3	\$81,712
Step 4	\$82,938
Step 5	\$84,182
Step 6	\$85,445
Step 7	\$86,727
Step 8	\$88,461

Board Approved **TBD**

8% Increase

Salary Schedule Effective 7/1/2022