

**TENTATIVE AGREEMENTS  
CARPINTERIA UNIFIED SCHOOL DISTRICT /  
CARPINTERIA ASSOCIATION OF UNITED SCHOOL EMPLOYEES,  
AFT #2216 (AFL/CIO)  
March 3, 2023**

**Article 6, Compensation and Benefits**

Revise Article 6, Compensation and Benefits, as follows:

6.0 ~~Wages (2018-2019 Certificated Salary Schedule)~~ **The 2022-2023 Certificated Salary Schedule will be revised to reflect an increase of eight percent (8%), effective July 1, 2022. Certificated unit members must be employed on the date the agreement is ratified by both parties to receive the retroactive salary payment.**

6.5 Teachers who are **approved** requested by their site administrator **to volunteer** to substitute will be compensated at the certificated **unit member's per diem hourly rate, but no lower than the hourly rate in Article 6.4.** ~~hourly rate of pay (Twenty [20] minutes or more, up to an hour, will be paid as one hour).~~

\* \* \*

6.7 The District agrees to provide a ~~\$1,000~~ **\$3,000** annual stipend for those teachers who hold the BCC or BCLAD credential and are actively employed teaching within the scope of that credential.

\* \* \*

6.9.2 Grade Level Chair (~~TK-56~~, 1 per grade) shall receive 6 RLs. Every spring an invitation to apply for elementary Grade Level Chairs ~~and Middle School Department Chairs~~ for the following year will be sent to elementary ~~and middle school~~ teachers. Chairperson decisions will be announced before the end of the school year.

\* \* \*

6.12.6 Revise section 6.12.6 regarding the amounts the District will pay the premium amount for retirees based on years of District service, as follows:

Years of Service	Yearly Amount Paid Toward Medical
20	<del>\$3,500</del> <b><u>\$10,000</u></b>
25	<del>\$4,000</del> <b><u>\$15,000</u></b>
30	Total cost at time of retirement

**Article 13, Leave Provisions**

Revise Article 13, Leave Provisions, as follows:

Add following section, 13.1.4.1:

For purposes of section 13.1.4, the amount deducted from the salary due unit member (i.e., "differential leave") will be the daily rate of a unit member at Step 1/Colum 1 of the Certificate Salary Schedule or the daily substitute rate, whichever is less.

**Article 15, Safety**

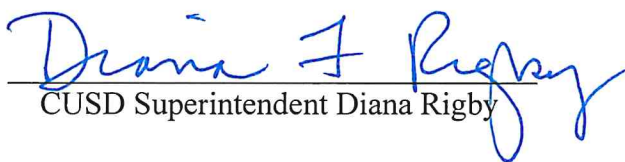
Status quo (current contract language).

**CUSD Instructional Calendar**

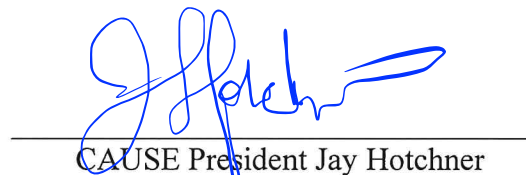
1. The parties agree to the District’s 3 YEAR/MULTI-YEAR Calendar proposal for the 2022-2023, 2023-2024, and 2024-2025 school years (calendars attached).
2. Beginning with the 2022-2023 school year, the District is providing an extended day for TK students to 2:30 pm (M, T, TH, F), for the entire school year; and an extended day for Kindergarten students to 2:30 pm (M, T, TH, F), for the first 6 weeks, and that TK teachers will receive an one-time, off-schedule payment of \$10,000, and Kindergarten teachers will receive an one-time, off-schedule payment of \$5,000.
3. Beginning with the 2023-2024 school year, CAUSE unit members will be compensated at their daily rate of pay for attending an additional Professional Development day, for a total of 184 Teacher Days.

**Language Clarifying In-Service/Professional Development**

- a. Beginning with the 2023-2024 school year, the parties agree to increase the school year by a single date; to make a total of 2 Professional Development days on the calendar. Increase the number of IN-SERVICE/PROFESSIONAL DEVELOPMENT days on the District calendar, and increase compensation levels for District employees at the per diem rate (i.e., for the purpose of budgeting 2022-23, this amounts to approximately .65 annually for one day).
- b. The Professional Development date will be added to the calendar in October.

  
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CUSD Superintendent Diana Rigby

March 3 2023  
Date

  
\_\_\_\_\_  
CAUSE President Jay Hotchner

March 3, 2023  
Date