

## **EXTENSION OF PARTIES' PREVIOUS COLLECTIVE BARGAINING AGREEMENT**

The parties agree that the terms of the Collective Bargaining Agreement between the South Coast Education Service District and the South Coast ESD Education Association that immediately preceded this Agreement, the expiration date of which formerly was June 30, 2021, shall be deemed continuously effective in all aspects from July 1, 2021 until June 30, 2022.

Pursuant to the terms of this Agreement, the Licensed Salary Schedule at Appendix A-4 BA Step 1 shall be increased by 2.5%. All other cells will be based upon Appendix A-3 Index. Appendix 5 shall be the new A-4 salary schedule including the specialist factor adjustment at 1.05 percent as per Article 25(f). Eligible employees will receive a step increase. The District will fully fund at the tiered rate Moda Medical Plan 5, Premier Plan 5 – Delta Dental Premiere Network and Moda Quartz vision plan for the 2021-2022 plan year.

Pursuant to the terms of this Agreement, the following non-economic contract modifications shall be made to the Collective Bargaining Agreement effective July 1, 2021:

Article 10.F. When the District has posted a position for a nurse, ~~or~~ school psychologist, or speech language pathologist in accordance with sections A-C above, but no current employee has requested transfer, no outside applicants have applied, and not retiree has accepted the open position, the District may contract out the position on a temporary basis. The position must remain posted on the District website, and two (2) other public, non-district sites relevant for the position.

Article 11.D. (new section) The parties recognize that many Districts served by the ESD have installed video cameras for operational and safety reasons. Consequently, it is understood that professional employees may be subject to video camera recording in public places at schools. Except for incidents that involve the safety or security of staff or students, video camera footage may not be used to evaluate and/or discipline professional employees.

Article 16. To the extent possible, the District shall maintain caseloads as recommended by the respective professional organization which are: School Psychologists, Audiologists, Autism Specialist Consultants, Speech Pathologists, Occupational Therapists, and Physical Therapists. To that end the parties will seat a joint committee of six (6) members, three (3) appointed by the Association and three (3) appointed by the District, which will meet to identify and examine concerns the members want to discuss.

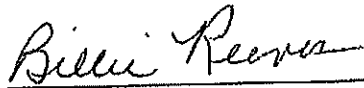
The Joint committee will meet annually on or about September 30, January 15, and March 15. The District will consider resolving the workload/caseloads by adding another licensed employee, reassigning staff, or offering an extra duty contract.

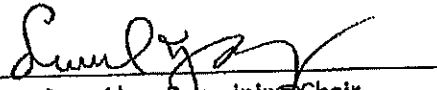
The recommendations are not binding on the District.


IN WITNESS WHEREOF, the parties have executed this Agreement on this 13<sup>th</sup> day of ~~March~~, 2021.  
April

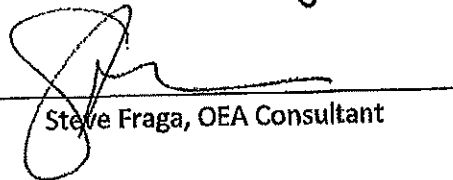
FOR THE DISTRICT:

FOR THE ASSOCIATION:

  
Billie Reeves, Board Chair

  
Sam Aley, Bargaining Chair

  
Tenneal Wetherell, Superintendent

  
Steve Fraga, OEA Consultant

### Appendix A-3 -- Licensed Salary Schedule 2021-2022

Step	BA	BA +30	BA +45	BA +60 MA	BA +75 MA +15
1	1.0000	1.0500	1.1000	1.1600	1.2100
2	1.0250	1.0750	1.1250	1.1850	1.2350
3	1.0750	1.1250	1.1750	1.2350	1.2850
4	1.1250	1.1750	1.2250	1.2850	1.3350
5	1.1700	1.2200	1.2700	1.3300	1.3800
6	1.2100	1.2600	1.3100	1.3700	1.4200
7	1.2500	1.3000	1.3500	1.4100	1.4600
8	1.2900	1.3400	1.3900	1.4500	1.5000
9	1.3300	1.3800	1.4300	1.4900	1.5400
10	1.3700	1.4200	1.4700	1.5300	1.5800
11	1.4100	1.4600	1.5100	1.5700	1.6200
12	1.4500	1.5000	1.5500	1.6100	1.6600
13	1.4900	1.5400	1.5900	1.6500	1.7000
14	1.5300	1.5800	1.6300	1.6900	1.7400
15	1.5625	1.6125	1.6625	1.7225	1.7725
16	1.5875	1.6375	1.6875	1.7475	1.7975
17	1.6375	1.6875	1.7375	1.7975	1.8475

## Appendix A-4 -- Licensed Salary Schedule 2021-2022

based upon BA 1 at 2.5% over 2020-21;  
then other placements based upon Appendix A-3 Index

Step	BA	BA +30	BA +45	BA +60 MA	BA +75 MA +15
1	\$42,116	\$44,222	\$46,328	\$48,855	\$50,961
2	\$43,169	\$45,275	\$47,381	\$49,908	\$52,014
3	\$45,275	\$47,381	\$49,487	\$52,014	\$54,119
4	\$47,381	\$49,487	\$51,592	\$54,119	\$56,225
5	\$49,276	\$51,382	\$53,488	\$56,015	\$58,120
6	\$50,961	\$53,066	\$55,172	\$57,699	\$59,805
7	\$52,645	\$54,751	\$56,857	\$59,384	\$61,490
8	\$54,330	\$56,436	\$58,542	\$61,069	\$63,174
9	\$56,015	\$58,120	\$60,226	\$62,753	\$64,859
10	\$57,699	\$59,805	\$61,911	\$64,438	\$66,544
11	\$59,384	\$61,490	\$63,595	\$66,122	\$68,228
12	\$61,069	\$63,174	\$65,280	\$67,807	\$69,913
13	\$62,753	\$64,859	\$66,965	\$69,492	\$71,598
14	\$64,438	\$66,544	\$68,649	\$71,176	\$73,282
15	\$65,807	\$67,912	\$70,018	\$72,545	\$74,651
16	\$66,860	\$68,965	\$71,071	\$73,598	\$75,704
17	\$68,965	\$71,071	\$73,177	\$75,704	\$77,810

This salary schedule is based on a 191-day contract.

2.5% over 2020-21 salary schedule. Where available, employees will receive a step.

## Appendix A-5 -- Licensed Salary Schedule 2021-2022 with Specialist Factors

based upon BA 1 at 2.5% over 2020-21 plus 1.05 Specialist Factor adjustment;  
then other placements based upon Appendix A-3 Index

Step	BA	BA +30	BA +45	BA +60	BA +75
				MA	MA +15
1	\$44,222	\$46,433	\$48,644	\$51,298	\$53,509
2	\$45,328	\$47,539	\$49,750	\$52,403	\$54,614
3	\$47,539	\$49,750	\$51,961	\$54,614	\$56,825
4	\$49,750	\$51,961	\$54,172	\$56,825	\$59,036
5	\$51,740	\$53,951	\$56,162	\$58,815	\$61,026
6	\$53,509	\$55,720	\$57,931	\$60,584	\$62,795
7	\$55,278	\$57,489	\$59,700	\$62,353	\$64,564
8	\$57,046	\$59,258	\$61,469	\$64,122	\$66,333
9	\$58,815	\$61,026	\$63,238	\$65,891	\$68,102
10	\$60,584	\$62,795	\$65,006	\$67,660	\$69,871
11	\$62,353	\$64,564	\$66,775	\$69,429	\$71,640
12	\$64,122	\$66,333	\$68,544	\$71,197	\$73,409
13	\$65,891	\$68,102	\$70,313	\$72,966	\$75,177
14	\$67,660	\$69,871	\$72,082	\$74,735	\$76,946
15	\$69,097	\$71,308	\$73,519	\$76,172	\$78,384
16	\$70,202	\$72,414	\$74,625	\$77,278	\$79,489
17	\$72,414	\$74,625	\$76,836	\$79,489	\$81,700

This salary schedule is based on a 191-day contract.

2.5% over 2020-21 salary schedule. Where available, employees will receive a step.

Specialist Factor adjustment is 1.05 times the salary schedule.