

BIGGS UNIFIED SCHOOL DISTRICT
December 18, 2018

The proposal is intended to be accepted or denied as a package.

TERM and REOPENERS

This agreement will close negotiations for 2019-2020, 2020-2021 and 2021-2022. The term of the agreement will be through June 30, 2022. Reopeners for the 2022-2023 shall be limited to compensation, as set forth in Article VI (D) and one additional item from each party.

SALARY

1. 4. % on the salary schedule effect July 1, 2019.
2. 1. % on the salary schedule effect July 1, 2020 and \$645.00 added to the annual benefit cap.

ARTICLE VII FRINGE BENEFITS

Article IX. C. Extended Illness Leave – Difference Pay

1. When an employee's accumulated sick leave days have been exhausted, the employee is entitled to extended illness leave for a period not to exceed 100 days. The amount deducted from the salary due to the employee shall not exceed the sum actually paid a substitute to fill the employee's position, or if no substitute is hired to fill the position, the amount which would have been paid a substitute had one been employed. Difference pay shall continue as needed for a period of 100 days. The board retains the right to require verification of necessity and as much advanced notification as is practical for IX C.1
 - a) Under such circumstances, the difference pay for any employee with 7 or less years of service shall not be more than the rate for a short-term substitute. This provision shall hold true as long as no more than 5 unit members in any one year on extended leave collecting difference pay. If a 6th employee becomes eligible for difference pay at this reduced rate all 6 will be charged the long term rate for a substitute. This provision became effective January 1, 2014.

(Item 2, 2(a) and 3. Remain the same)

ARTICLE XII WORK DAY

- I. All teachers shall receive daily preparation time of no less than the standard academic period of the schedule day. Preparation time for Elementary teachers will begin immediately after the last class period of the day unless provided during the school day.

For example: Regular schedule day class periods are 49 minutes, teacher would receive a 49 minute prep period , on rally schedule days class periods are 40 minutes, each teacher would receive a 40 minute prep period.

This will close negotiations and settle the terms of the contract through June 30, 2022 unless both parties agree to reopen.

In Witness Whereof, the parties hereto have executed this Agreement on the date (s) set forth below.

**Biggs Unified Teachers
Associations (BUTA/CTA/NEA)**

Biggs Unified School District

Tammy Loftin, BUTA President Date

Doug Kaelin, BUSD Superintendent

Danelle Holt, BUTA President Date

Date: