

**ARTICLE 3  
JOINT COUNCILS**

**3.1 Faculty, Management Council (FMC)**

3.1.1 The purpose of FMC is to facilitate communication within the District and to problem-solve on an informal and expeditious basis. The FMC will consist of the President of the Association along with one(1) teacher from each of the comprehensive sites (appointed by the Association Executive Board) the Superintendent, and two(2) other management employees (appointed by the Superintendent).

3.1.2 FMC will meet once per month with logistics to be determined by the Superintendent and the President. All agenda items will be submitted to the other party at least three(3) days in advance of the scheduled meeting date. No item relating to a specific school site may be placed on the agenda unless the issue has been addressed by the School Site Principal.

**3.2 Budget Committee**

3.2.1 The District and the Association agree to establish a Budget Committee which shall include two(2) teachers appointed by the Association Executive Board and two(2) administrators.

3.2.2 The Committee will serve in an advisory capacity to assist in preparation of the proposed budget for the June Board meeting. The Committee will meet at least monthly, as needed, decided by the committee, to receive information and make recommendations to the District on budget priorities.

**3.3 Local Control Accountability Plan**

3.3.1 Bargaining unit members, on all District LCAP committees, shall be appointed by the Association Executive Board.

**3.3.1.2 There will be at least four (4) bargaining unit members on the District LCAP Steering Committee. Each bargaining unit member at this committee meeting(s) will have the opportunity to provide input on all LCAP Goals.**

3.3.2 Following the initial meeting of the LCAP Steering Committee to begin the Annual Update Template process, the District will meet with up to five(5) members appointed by the Association Executive Board to receive input on behalf of their constituency. The meeting shall be held within three(3) weeks of the initial Steering Committee meeting.

Article 4

Hours

(The following proposal is presented as an addition to the current CBA language. All other sections of Article 4 would be unchanged by this proposal.)

4.1.5 It is understood and agreed that hours of employment at Delta may be different from the hours of other unit members. The differences in terms and conditions of employment between unit members assigned to Delta, and teachers assigned to other schools in the District shall not be grounds for grievances **solely** because they are different. The District agrees to make no changes in ~~adopted District Policies~~ concerning hours of employment at Delta without negotiations with the Association. **The Delta site schedule is attached as part of Appendix E.**

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4.2.4.2 **Psychologists shall be placed on Column V, and have a minimum placement of Step 9 and a maximum placement of Step 13, depending on experience, plus ten (10) percent of salary schedule placement.**

4.2.4.3 The work year for Psychologists and SBCP Coordinators shall have ten (10) additional days per school year, pro-rated if less than a full-time equivalent assignment.

**(The remainder renumbered through 4.2.4.5)**

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4.2.4.6 **Athletic Directors shall have a minimum placement on Column IV, Step 9, plus five (5) extra days, plus nine (9) percent of salary schedule placement.**

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4.6.2 **The District and Association agree to allow alternative schedules that do not deviate from the contracted traditional 5 teaching/2 preparation period day, subject to the site 70% affirmative faculty vote of total bargaining unit members eligible. No schedule shall be considered acceptable if it reduces the amount of preparation time granted to each Bargaining Unit Member.**

4.6.3 **The Association does not take part in promoting any alternative schedule. Alternative schedule choices are a site decision.**

## ARTICLE 15 HIRING RATIO

### 15.1 Hiring Ratio

15.1.1 The District will maintain 28 student/1 teacher hiring ratio at each site.

15.1.2 The 28:1 ratio shall not include any interventionists hired with School Site Council funds, Athletic Directors, Activities Directors, teachers on special assignment, special education coordinator, counselors, speech language pathologists, school psychologists, English language coaches, teachers of special day and resource classes, Vocational Transition Program, or the time any other certificated bargaining unit members spent outside of the classroom.

### 15.2 Class Size Limits

15.2.1 Class sizes in a five-and-two (5-and-2) schedule shall be no larger than **thirty-six (36)** students for any class, except that class sizes for physical education, band, choir, and Leadership classes (e.g., ASB) shall be no larger than **fifty (50) students**. An exception to the **fifty (50) student** limitation is subject to agreement with the Association on a case-by-case basis. Band classes may exceed the limitations of this paragraph by agreement between the school site administrator and the teacher.

### 15.3 Interview Process

15.3.1 The Association Interview Committee will be requested to appoint unit members to participate on interview panels and to advise management regarding the qualifications and selection of applicants for open **or anticipated** bargaining unit positions:

- Positions: All unit positions set forth in Article 1, paragraph 1.2.1, of the current Agreement.
- Association Appointees:
  - One Department Chair per affected **or anticipated** school site if the position is within a department.
  - An additional employee per affected **or anticipated** school site will be appointed.
  - If the opening is a single employee position at a school site, the appointee may be from another school site.
  - A second employee per affected school site if the position does not have a department chair.

The Association shall be notified of scheduled interviews at least **three (3) five(5)** days in advance.