

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.)

4.2.4.2 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(thirty-four) 34** 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~~**(forty-eight) 48**. 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.

Interviews shall be held at the District office. The Association shall be notified of scheduled interviews at least five(5) days in advance. **Should the District need to hire after the last contracted day, the Association shall be granted five business days' notice.**