

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.

3.3.2 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.

3.3.2 The Faculty Association shall be represented on the District LCAP Steering Committee by a minimum of one Bargaining Unit Member, appointed by the Association Executive Board, at each table/group/goal.

(And renumber current 3.3.2 to 3.3.3)

ARTICLE 6 LEAVES

(The following proposal would replace Article 6, Section 2, and not change the rest of Article 6)

6.2 In-Lieu Policy

6.2.1 The "In-Lieu" policy is specifically intended as coverage for singleton periods wherein the regular teacher is missing from two (2) or fewer periods or when the District is unable to find enough substitutes. Priority should be given to in-lieu teachers before using substitutes. When a teacher substitutes for another teacher at the request of the administration, the teacher substituting shall be credited with "in-lieu" leave for each period served. For this Article, a "period" shall be defined as one (1) teaching period. The following conditions shall be met:

6.2.1.1 Participation shall be voluntary. ~~Any certificated unit member who does not have a 1.0 FTE class assignment is not eligible to participate in the in-lieu program.~~ **Any Bargaining Unit Member who is 1.0 FTE and has at least one classroom assignment is eligible.**

6.2.1.2 Substitutes shall be assigned by site administration

6.2.1.3 All records of "in lieu" time shall be maintained by site administration.

~~6.2.1.4 The selection process for teachers substituting requires:~~

~~6.2.1.4.1 Written sign-ups must designate a specific preparation period.~~

~~6.2.1.4.2 Any exception to 6.2.1.4.1 shall have written authorization by the Principal or designee.~~

6.2.1.45 An orderly selection process with the following priorities will be followed.

6.2.1.45.1 The absent teacher's preference.

6.2.1.45.2 Members from the department absented.

6.2.1.45.3 Rotation from the sign-up pool.

6.2.2 An eligible unit member may ~~only~~ in-lieu **only** during **one of** his/her designated preparation periods **per day**.

6.2.3 Advanced approval from site administration for use of "in lieu" time is required.

6.2.4 Five(5) periods equals one(1) day of "in lieu" time.

6.2.5 "In lieu" time may be accumulated from one(1) year to another not to exceed a total of fifteen(15) days at any time.

6.2.6 A maximum of seven(7) days of "in lieu" time may be earned or used in any one(1) academic year. No more than three(3) work days may be used consecutively.

6.2.7 "In lieu" time may be used for any reason in whole day increments.

6.2.8 Upon separation from the District, there will be no obligation to pay for any unused in-lieu days.

Upon separation from the District, unused in- lieu days may be donated to the Catastrophic Leave Bank.

10.2 Notification of Association Rights

10.2.1The Association shall be granted a minimum of 60 minutes on the District's new teacher orientation day schedule. The District shall provide to the Association the contact information including: name, job title, department, work location, work, home and personal cellular telephone numbers, personal email addresses on file with the employer, and home address of the newly hired employees within 30 days of hire or by the first pay period of the month following hire. Additionally, the District shall provide the Association a list of the above information for all employees in the bargaining unit at least every 120 days when requested.