

**TENTATIVE AGREEMENT**  
**Between the Azusa Unified School District**  
**And the Azusa Educators Association/CTA/NEA**  
**October 27, 2023**

Azusa Unified School District ("District") and the Azusa Educators Association/CTA/NEA ("Association") have reached a Tentative Agreement ("Agreement") on compensation, health and welfare benefits, and modifications to the collective bargaining agreement ("CBA") between the Parties as provided below:

- 1) Increase the current Certificated Salary Schedules by 5.3%, on-schedule and on-going, retroactive to July 1, 2023. The on-schedule salary increase shall be provided to all bargaining unit members employed by the District upon the date of the ratification of this Agreement.
- 2) Increase the District's annual contribution to all Health Benefit (Medical) Plans by \$1,500.00, retroactive to July 1, 2023. The District's annual contribution to Health Benefits plans shall be provided to all bargaining unit members employed by the District upon the date of the ratification of this Agreement.
- 3) Increase the District contribution to the TSA by \$1,500.00, retroactive to July 1, 2023. The District contribution to the TSA shall be provided to all eligible bargaining unit members upon the date of the ratification of this Agreement.
- 4) Increase the current Preschool teacher salary schedule by 5.3%, on-schedule and on-going, retroactive to July 1, 2023. The on-schedule salary increase shall be provided to all bargaining unit members employed by the District upon the date of the ratification of this Agreement.
- 5) Following the 5.3% on-schedule salary increase, every column of the Preschool salary schedule shall be increased by an additional \$650 for all bargaining unit members employed by the District upon the date of the ratification of this Agreement.
- 6) In lieu of the 5.3% on-schedule increase provided above, the hourly rate of pay for Summer School, Saturday School, and Replacement Services (Article 5.2.8) during the contractual day, shall be \$52 per hour, retroactive to July 1, 2023. Future on-schedule increases shall continue to be applied to this hourly rate.
- 7) In lieu of the 5.3% on-schedule increase provided above, the hourly rate of pay for extra-duty services, as provided in Appendix D, excluding Summer School, Saturday School, and Replacement Services, shall increase to \$48 per hour retroactive to July 1, 2023. Future on-schedule increases shall continue to be applied to this hourly rate.

8) The Parties agree that the following language shall be added as Article 4.1.8 of the Agreement:

*4.1.8 Effective January 1, 2024, Personal Necessity Leave and Sick Leave will be deducted in 15-minute increments, or a portion thereof rounded up to the nearest 15-minute mark.*

9) Reduce the Bargaining Unit Members' work year calendar by two student-free calendar days. Article 5.1.6 shall be changed as follows:

*5.1.6 Professional Work Year. The work year for unit members on the traditional schedule shall be ~~187 days~~ 185 days. New hires shall work ~~189 days~~ 187 days. The work year for certificated unit members as defined on schedule III shall be ~~192 days~~ 190 days.*

The adopted calendars for the 2023-2024 and 2024-2025 school years shall be amended as follows:

- a) For 2023-2024 - The following two student-free work days shall be eliminated:
  - i) Secondary unit members - Wednesday, November 15, 2023
  - ii) All unit members - Monday, January 8, 2024
  - iii) Elementary unit members - Tuesday, January 9, 2024
- b) For 2024-2025 - The following two student-free work days shall be eliminated:
  - i) All unit members - Monday, August 19, 2024
  - ii) All unit members - Monday, January 6, 2025
- c) For 2024-2025 - The following two student-free work days shall be changed as follows:
  - i) Teacher Preparation Day - Tuesday, August 20, 2024
  - ii) Professional Development Day - Wednesday, August 21, 2024
  - iii) Professional Development Day Elementary - Tuesday, January 7, 2025
  - iv) Professional/Conference Day Secondary - Tuesday, January 7, 2025
- d) The Parties agree that Section 5 of the May 25, 2016, Tentative Agreement regarding Professional Learning Community (PLC) days shall no longer apply.
- e) Upon ratification of this Agreement, the Parties agree that the District shall have sole discretion regarding PLC and Professional Development days, excluding the scheduling of the days which shall be determined by the Calendar Committee. District discretion shall also not apply to the Teacher Preparation Day preceding the start of the school year, nor Secondary Professional/Conference Day.

10) Staff Meeting Time - One Meeting per Month

The following new language shall be added to the Agreement, inserted after 5.2.1:

5.2.1.1 Staff Meeting Time

*Staff meeting days shall be limited to one (1) day per month.*

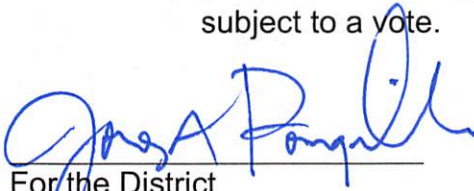
*5.2.1.2 - Elementary - Staff meetings may last up to ninety (90) minutes in duration ending at or before 3:30 p.m. AEA business shall occur before or after the time dedicated for staff meetings.*

*5.2.1.3 - Middle School - Staff meetings may last up to ninety (90) minutes in duration ending on or before 3:15 p.m. AEA business shall occur before or after the time dedicated for staff meetings.*

*5.2.1.4 - High School - Staff meetings shall end at or before 3:50 p.m. AEA business shall occur after the time dedicated for staff meetings.*

11) Block Schedule - Azusa High School

- a) A committee will be formed with the goal of working on a draft block schedule pilot program.
  - i) Committee participants shall include, but are not limited to, the following participants:
    - 1) AEA Leadership
    - 2) Department Representatives
    - 3) Site Administration
    - 4) District Office Representatives
  - ii) The committee shall begin no later than January 31, 2024
- b) An MOU for a one-year block schedule pilot for the 2024-2025 school year will be subject to a vote.

  
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For the District  
Jorge A. Ronquillo

  
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For the Association  
Meg Savella