

Magnolia School District

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TENTATIVE AGREEMENT

ARTICLE 10. EVALUATION

10.2.14 Special Education Support Staff Evaluation Subcommittees. The subcommittees shall be comprised of at least one (1) nurse, psychologist, speech pathologist, counselor and three (3) administrators, shall meet to create evaluations for these specific areas: nurses, psychologists, speech/language pathologists and counselors/social workers. The subcommittee shall be comprised of two (2) District representatives and two (2) MEA representatives, as chosen by each respective entity. The Union will provide a list of representatives to the Executive Director of Human Resources, by October 1, 2014. If an agreement is reached on an evaluation form it will be used in a pilot format for the 2013/14 2014/15 school year.

ARTICLE 11. HOURS OF EMPLOYMENT

- 11.2.2 Scheduled Location. All unit members who need to leave their scheduled location will notify the building principal or his/her designee via person, email, text, or phone.
- 11.3.6 **Student Supervision.** At each school site the number of assigned duties shall be distributed equitably among unit members designated to serve those duties in grades TK through 6. Afterschool supervision duty shall be no more than 15 minutes, with the exception of a late bus.
- 11.6 All unit members shall have the privilege of leaving their respective school sites during the duty-free lunch period providing the unit member leaves notice, (in person, phone call, email) to that effect with the building principal or his/her designee.

ARTICLE 14. SALARIES

14.1 Salary Schedule

~~2013/2014~~ 2014/15

- Effective ~~July 1, 2013~~ July 1, 2014, the effective ~~2012/13~~ 2014/15 salary schedule shall be increased by ~~4.0%~~ 3.0%, as reflected in the attached salary schedule Appendix A.

The District and Association will review the 12 comparative district salary schedules by April 15, 2015. In the event that Magnolia's salary schedule is not in the top third among the 12 comparative districts, Class 4, Step 11, the District and Association will reconvene to make the necessary adjustment. Such additional increases will be retroactive back to July 1, 2014.

ARTICLE 18. DISCIPLINE

18.2.1 Progressive Discipline Interventions.

1. Verbal Counseling/Warning

Verbal counseling shall be done within ten (10) working days of the rater's knowledge of the occurrence of the alleged infraction. The supervisor shall complete a written conference summary outlining the verbal warning, in addition to the steps for improvement. The employee shall be provided with a copy of such documentation. Conference summaries shall not be placed in the employee's personnel file except as an attachment to a written reprimand as documentation of progressive discipline.

2. Written Warning

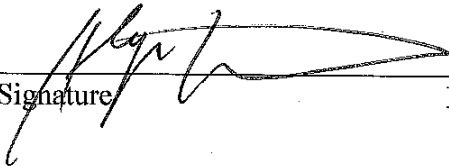
Written warnings shall be given within ten (10) working days of the rater's knowledge of the alleged infraction and shall include the steps for improvement. The employee shall be provided a copy of such documentation. Written warnings shall not be placed in the employee's personnel file except as an attachment to a written reprimand as documentation of progressive discipline.


3. Written Reprimand

A letter of reprimand shall be given within ten (10) working days of the rater's knowledge of the occurrence of the alleged infraction. Letters of reprimand shall include the specific cause for the action and the policies, rules and regulations alleged to have been violated. Letters of reprimand shall include a plan for improvement and consequences for continued infractions. The bargaining unit member shall sign the reprimand to acknowledge receipt only. Letters of reprimand will be placed in the employee's personnel file ten (10) working days from the date of receipt. The employee may prepare a written response within ten (10) days of receipt and shall be attached to the letter of reprimand and placed in the employee's personnel file.

For the District

For the Association


Signature _____ Date 8/18/14


Signature _____ Date 8-18-14