

Appendices

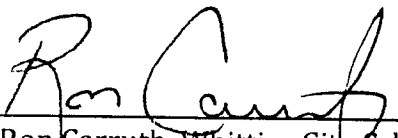
Appendix A	MOU regarding 2014-2015 1 st day and Last day
Appendix B	2014 - 2015 Instructional Calendar
Appendix C	2015 -2016 Instructional Calendar (draft)
Appendix D	Calendar Committee Note
Appendix E	MOU regarding K - 3 Class Size Reduction Standards
Appendix F	MOU regarding 2014 -2015 Minimum Days
Appendix G	Academic Freedom
Appendix H	MOU regarding 2014 -2015 Middle School six-period-day
Appendix I	District Comparison Pool
Appendix J	MOU- WCSDnet User Contract
Appendix K	NCLB Letter of Clarification
Appendix L	Option 2 Class Acceptance Form
Appendix M	Combination Class Acceptance Form
Appendix N	Personal Necessity Leave Form
Appendix O	BTSA Induction Program
Appendix P	Items 1 - 5 Salary Schedules 1. Certificated Salary Schedule 7/1/14 2. Counselor Salary Schedule 7/1/14 3. Psychologist 7/1/14 4. Speech and Language Pathologist Salary Schedule 7/1/14 5. Certificated Hourly Rates 5/2014
Appendix Q	MOU Between WCSD and WETA dated March 12, 2014
Appendix R	MOU Between WCSD and WETA dated April 24, 2013
Appendix S	Adjunct Duties: Guidelines for SSC and Site Leadership Teams
Appendix T	MOU Between WCSD and WETA regarding progressive discipline

**Memorandum of Understanding
Between
Whittier City School District and Whittier Elementary Teachers Association**

The Whittier City School District and the Whittier Elementary Teachers Association agree to the following for the 2014-2015 school year:

Monday, Aug. 11th - 1st day (6th)	Tues. Aug. 12th - 1st day (7th/8th)
½ day (6 th) Minimum Day	½ day (6 th , 7 th , 8 th) Minimum Day
Thursday, June 4th - Last day (6th)	Friday, June 5th - Last day (7th/8th)
½ day (6 th , 7 th , 8 th) Minimum Day	½ day (7 th , 8 th) Minimum Day


- 6th grade begins and ends 1 day early
- The last day will be Thurs. June 4, 2015 for all 6th grade teachers.
- Any additional certificated staff need pre approval of the School Principal for additional hours



 Dr. Ron Carruth, Whittier City School District
 Superintendent

4/1/14

 Date



 Anthony Granado, WETA Negotiations Chair

4/1/14

 Date

INSTRUCTIONAL CALENDAR — 2014-15 SCHOOL YEAR

July — 2014						
S	M	T	W	T	F	S
	1	2	3	4	5	
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
						16

August — 2014						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						
						16

September — 2014						
S	M	T	W	T	F	S
1	2	3	4	5	6	
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
						21

October — 2014						
S	M	T	W	T	F	S
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
						22

November — 2014						
S	M	T	W	T	F	S
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						
						13

December — 2014						
S	M	T	W	T	F	S
1	2	3	4	5	6	
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
						15

January — 2015						
S	M	T	W	T	F	S
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
						14

February — 2015						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
						18

Trimester I 60 days
 5-Nov
 Trimester II 60 days
 4-Mar
 Trimester III 60 days
 Last day, June 5

March — 2015						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
						17

April — 2015						
S	M	T	W	T	F	S
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		
						21

May — 2015						
S	M	T	W	T	F	S
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						
						20

June — 2015						
S	M	T	W	T	F	S
1	2	3	4	5	6	
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
						5

Total Student Days: 180

Teacher Work Days: 182

Independence Day Holiday
 Teacher Floating Day
 New Teacher Orientation
 Day One
 First Day of School 6th Grade (Minimum Day)
 First Student Day of School (Minimum Day)
 Labor Day Holiday
 Student Non Attendance Day
 Parent Conference Days
 (All Schools - Minimum Days)
 End of Trimester 1 (NOT a Holiday)
 Student Non Attendance Day
 Veterans' Day Holiday
 Thanksgiving Break
 Thanksgiving Holidays

July 3
 Teacher Prep
 August 4
 August 8
 August 11
 August 12
 September 1
 October 13
 Sept. 29, 30, Oct. 1, 2, & 3
 November 5
 November 10
 November 11
 November 24-26
 November 27-28

Winter Break
 Christmas Holidays
 New Year's Holidays
 School Resumes
 Dr. Martin Luther King, Jr. Holiday
 Lincoln's Birthday Holiday
 Washington's Birthday Holiday
 End of Trimester 2 (NOT a Holiday)
 Parent Conference Days
 (All Schools - Minimum Days)
 Spring Break
 Student Non Attendance Day
 Memorial Day Holiday
 Last Day of School 6th Grade (Minimum day 6th Grade)
 Last Day of School for Students (Minimum Day)

December 22-Jan 9
 December 24-25
 December 31, Jan 1
 January 12
 January 19
 February 9
 February 16
 March 4
 March 10, 11, 12 & 13
 March 23-27
 April 3
 May 25
 June 4
 June 5

Legend: First and Last Day for Students ○

Minimum Day /

Sixth Grade start and end date ◊

DRAFT INSTRUCTIONAL CALENDAR — 2015-16 SCHOOL YEAR

July — 2015	August — 2015	September — 2015	October — 2015	November — 2015	December — 2015	January — 2016	February — 2016	March — 2016	April — 2016	May — 2016	June — 2016																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
<table border="1"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td></td></tr> <tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td></tr> <tr><td colspan="6"></td><td>14</td></tr> </table>	S	M	T	W	T	F	S			1	2	3	4		5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31								14	<table border="1"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td></tr> <tr><td colspan="6"></td><td>14</td></tr> </table>	S	M	T	W	T	F	S			2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31										14	<table border="1"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> <tr><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td></td></tr> <tr><td colspan="6"></td><td>21</td></tr> </table>	S	M	T	W	T	F	S			6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30								21	<table border="1"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td>31</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td colspan="6"></td><td>21</td></tr> </table>	S	M	T	W	T	F	S			4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31												21	<table border="1"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td></td><td></td><td></td></tr> <tr><td colspan="6"></td><td>14</td></tr> </table>	S	M	T	W	T	F	S			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30										14	<table border="1"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> <tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr> <tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr> <tr><td>29</td><td>30</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td colspan="6"></td><td>15</td></tr> </table>	S	M	T	W	T	F	S			3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30												15	<table border="1"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td></td><td></td></tr> <tr><td colspan="6"></td><td>19</td></tr> </table>	S	M	T	W	T	F	S			7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30									19	<table border="1"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td></tr> <tr><td colspan="6"></td><td>14</td></tr> </table>	S	M	T	W	T	F	S			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31									14	<table border="1"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td></td><td></td><td></td></tr> <tr><td colspan="6"></td><td>14</td></tr> </table>	S	M	T	W	T	F	S			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30										14	<table border="1"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr> <tr><td>31</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td colspan="6"></td><td>21</td></tr> </table>	S	M	T	W	T	F	S			5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31													21	<table border="1"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td></td><td></td><td></td></tr> <tr><td colspan="6"></td><td>14</td></tr> </table>	S	M	T	W	T	F	S			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30										14	<table border="1"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td></td><td></td><td></td></tr> <tr><td colspan="6"></td><td>19</td></tr> </table>	S	M	T	W	T	F	S			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30										19	<table border="1"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td></td><td></td><td></td></tr> <tr><td colspan="6"></td><td>19</td></tr> </table>	S	M	T	W	T	F	S			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30										19	<table border="1"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td></td><td></td><td></td></tr> <tr><td colspan="6"></td><td>21</td></tr> </table>	S	M	T	W	T	F	S			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30										21	<table border="1"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td></td><td></td><td></td></tr> <tr><td colspan="6"></td><td>20</td></tr> </table>	S	M	T	W	T	F	S			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30										20	<table border="1"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td></tr> <tr><td colspan="6"></td><td>20</td></tr> </table>	S	M	T	W	T	F	S			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31									20	<table border="1"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td></td><td></td><td></td></tr> <tr><td colspan="6"></td><td>18</td></tr> </table>	S	M	T	W	T	F	S			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30										18	<p> Total Student Days: 180 Independence Day Holiday New teacher Orientation Half-Day Staff Meeting (School Sites) First Day of School 6th Grade (Minimum Day) First Student Day of School (Minimum Day) Labor Day Holiday Student Non Attendance Day Parent Conference Days (All Schools - Minimum Days) Veterans Day Holiday Thanksgiving Break Thanksgiving Holidays End of Trimester 1 (NOT a Holiday) Winter Break Christmas Holidays </p>	<p> Total Student Days: 182 December 31, Jan 1 January 11 January 18 February 12 February 15 March XX, XX, XX & XX March XX March 22-26 April 29 May 30 June 2 June 3 </p>	<p> Total Student Days: 180 July 3 XXXXX XX-XX XXXXX XX or XX August 11 August 12 September 7 October 12 October XX, XX, XX, XX & XX November 11 November 23-25 November 26-27 December XX December 21-Jan 8 December 24-25 </p>	<p> Total Student Days: 182 New Year's Holidays School Resumes Dr. Martin Luther King, Jr. Holiday Lincoln's Birthday Holiday Washington's Birthday Holiday Parent Conference Days (All Schools - Minimum Days) End of Trimester 2 (NOT a Holiday) Spring Break Student Non Attendance Day Memorial Day Holiday Last Day of School 6th Grade (Minimum day 6th Grade) Last Day of School for Students (Minimum Day) </p>
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
		1	2	3	4																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
5	6	7	8	9	10	11																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
12	13	14	15	16	17	18																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
19	20	21	22	23	24	25																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
26	27	28	29	30	31																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
						14																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
		2	3	4	5	6																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
7	8	9	10	11	12	13																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
14	15	16	17	18	19	20																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
21	22	23	24	25	26	27																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
28	29	30	31																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
						14																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
		6	7	8	9	10																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
11	12	13	14	15	16	17																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
18	19	20	21	22	23	24																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
25	26	27	28	29	30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
						21																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
		4	5	6	7	8																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
9	10	11	12	13	14	15																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
16	17	18	19	20	21	22																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
23	24	25	26	27	28	29																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
30	31																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
						21																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
		1	2	3	4	5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
6	7	8	9	10	11	12																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
13	14	15	16	17	18	19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
20	21	22	23	24	25	26																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
27	28	29	30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
						14																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
		3	4	5	6	7																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
8	9	10	11	12	13	14																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
15	16	17	18	19	20	21																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
22	23	24	25	26	27	28																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
29	30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
						15																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
		7	8	9	10	11																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
12	13	14	15	16	17	18																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
19	20	21	22	23	24	25																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
26	27	28	29	30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
						19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
		1	2	3	4	5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
6	7	8	9	10	11	12																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
13	14	15	16	17	18	19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
20	21	22	23	24	25	26																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
27	28	29	30	31																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
						14																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
		1	2	3	4	5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
6	7	8	9	10	11	12																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
13	14	15	16	17	18	19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
20	21	22	23	24	25	26																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
27	28	29	30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
						14																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
		5	6	7	8	9																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
10	11	12	13	14	15	16																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
17	18	19	20	21	22	23																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
24	25	26	27	28	29	30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
31																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
						21																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
		1	2	3	4	5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
6	7	8	9	10	11	12																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
13	14	15	16	17	18	19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
20	21	22	23	24	25	26																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
27	28	29	30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
						14																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
		1	2	3	4	5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
6	7	8	9	10	11	12																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
13	14	15	16	17	18	19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
20	21	22	23	24	25	26																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
27	28	29	30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
						19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
		1	2	3	4	5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
6	7	8	9	10	11	12																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
13	14	15	16	17	18	19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
20	21	22	23	24	25	26																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
27	28	29	30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
						19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
		1	2	3	4	5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
6	7	8	9	10	11	12																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
13	14	15	16	17	18	19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
20	21	22	23	24	25	26																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
27	28	29	30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
						21																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
		1	2	3	4	5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
6	7	8	9	10	11	12																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
13	14	15	16	17	18	19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
20	21	22	23	24	25	26																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
27	28	29	30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
						20																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
		1	2	3	4	5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
6	7	8	9	10	11	12																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
13	14	15	16	17	18	19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
20	21	22	23	24	25	26																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
27	28	29	30	31																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
						20																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
		1	2	3	4	5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
6	7	8	9	10	11	12																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
13	14	15	16	17	18	19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
20	21	22	23	24	25	26																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
27	28	29	30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
						18																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	

Legend: First and Last Day for Students ○ Minimum Day / Sixth Grade start and end date ◇

APPENDIX D

CALENDAR COMMITTEE

WETA, CSEA, and District Administration meet several times per school year to come to an agreement regarding the following school year's instructional calendar for the Whittier City School District, which includes winter and spring breaks.

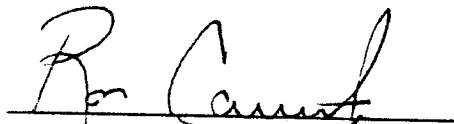
10/24/14

**Memorandum of Understanding
Between
Whittier City School District and Whittier Elementary Teachers Association
April 1, 2014**

The Whittier City School District and the Whittier Elementary Teachers Association agree to the following for the 2014-2020 school years:

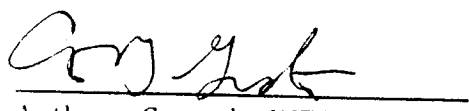
K-3 Class Size Reduction Standards:

The Whittier City School District and WETA are committed to lowering K-3 class size. The District and WETA agree that the K-3 grade class size average will be reduced to 24.9:1 at each site by the 2020-2021 school year or sooner if the state provides funds to fully implement the LCFF. The district will work to lower class size as appropriate to each school site.



Dr. Ron Carruth, Whittier City School District
Superintendent

4/1/14
Date



Anthony Granado, WETA Negotiations Chair

3/31/14
Date

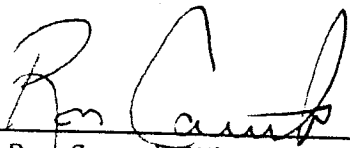
**Memorandum of Understanding
Between
Whittier City School District and Whittier Elementary Teachers Association
2014-2015**

The Whittier City School District and the Whittier Elementary Teachers Association agree to the following for the 2014-2015 school year:

Minimum Days:

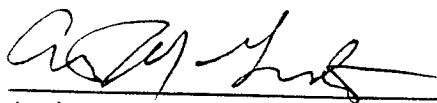
Five (5) days shall be designated as "full teacher days" and assigned where deemed necessary by the school leadership team on the District Minimum Day Calendar. Five (5) days shall be deemed as "District Days" and assigned as needed by the District to the Minimum Day Calendar. The remaining minimum days shall be apportioned equally between teacher prep time and teacher collaboration or school needs as designated by the Principal and the school leadership-team. Ten (10) minutes shall be given to student dismissal time to not infringe on either Teacher Prep or Collaboration time. The following days do not apply to the aforementioned agreement, but will be used as is the current practice with no obligation to apportion time to teacher prep or collaboration.

1. Back to School Night & Open House
2. Comp Days
3. First day of school & last day of school
4. Parent conferences



Dr. Ron Carruth, Whittier City School District
Superintendent

4/1/14
Date



Anthony Granado, WETA Negotiations Chair

4/1/14
Date

APPENDIX G

ACADEMIC FREEDOM

I. Philosophy

1. It is the philosophy of the Board to educate young people in a democratic tradition, to foster recognition of individual freedom and social responsibility, and to inspire meaningful awareness of and respect for the Constitution and the Bill of Rights. This Board accepts as one of its major responsibilities the protection of these freedoms for students, teachers, and others directly concerned with the school program.
2. Freedom of individual expression shall be encouraged and guaranteed by the Board to all its teachers as they utilize their abilities and resources to maintain a climate of intellectual freedom, without license, in the schools.
3. Academic freedom is essential to the fulfillment of the educational purpose of Whittier City School District's schools. Therefore, teachers have the right of protection from any censorship.
4. It is mutually recognized that freedom carries with it responsibility; academic freedom also carries with it academic responsibility which is determined by the basic ideals and goals of the local community. Discussion and analysis of controversial issues should be conducted within the framework of fundamental values of the community as they are expressed in the educational philosophy and objectives of the Board.
5. The governing board recognizes that a teacher has reasonable freedom in classroom presentations and discussions and may introduce political, religious, or otherwise controversial material, provided that said material is relevant to the course content.

II. Definition

1. The right to teach and learn about controversial issues which have economic, political, scientific, or social significance. This shall include the right to discuss divergent ideas initiated by students as long as the expression of their dissent is done within the guidelines of debate and discussion.
2. The right to use materials which are relevant to the needs of the students and to the purposes of the school system.

APPENDIX G

3. The right to maintain a classroom environment which is conducive to the free exchange and examination of ideas which have economic, political, scientific, or social significance.
4. The right of teachers to participate fully in the public affairs of the community.
5. The right of teachers to a free expression of conscience as private citizens with the correlative responsibility of a professional presentation of balanced views relating to controversial issues as they are studied in the classroom. A teacher shall not utilize his/her position to indoctrinate students with his/her own personal political and/or religious views.

III. Guidelines for selection of issues to be studied in the classroom are:

1. The instruction and discussion of issues should be related to the course content and help achieve course objectives.
2. The instruction and discussion of issues should provide students an opportunity to study topics which have political, economic or social significance.
3. The instruction and discussion of issues should balance the various and/or conflicting points of view in an atmosphere free from bias and prejudice.
4. The instruction and discussion of issues shall be fair, accurate, objective, and appropriate to the age and maturity of the students, and sensitive to the community needs and the needs and values of our diverse cultures and heritages.
5. Students shall have the right to form, identify, and express their own opinions on topics, as long as a balanced presentation is made on conflicting positions.

IV. Guidelines for selection of instructional materials are:

1. The selection and use of textbooks and core instructional materials shall be determined by the curriculum approved by the Governing Board. These materials should meet the unique learning needs of individual students and follow the District's core curriculum in alignment with the state framework.

APPENDIX G

APPENDIX G

2. Instructional materials supportive to the basic textbooks for each course and/or grade level shall be selected by the appropriate course and/or grade level teachers and approved by the Board.
3. Additional instructional materials may be selected by individual teachers for occasional use in the classroom. Such materials are to be relevant to the needs and maturity of the students, to the content of the course and to the purposes of the school system.
4. The superintendent shall coordinate the planning, development and administration of procedures for the selection, ordering and evaluation of textbooks and core instructional materials. Teachers, administrators, and parents and legal guardians of students enrolled in the District shall be involved in the process of recommending textbooks and core instructional materials for purchase and use in the District. Selection of textbooks and core instructional materials shall be coordinated with the overall development of the district's curriculum.
5. Persons wishing to review the materials listed may do so according to the following conditions:
 - a. Basic textbooks and other instructional material supportive to the basic textbooks can be reviewed in the Administrative Offices during normal office hours by appointment.
 - b. Additional instructional materials selected by individual teachers may be reviewed by appointment in the school building in which the individual teacher is assigned.

V. Guidelines for consideration of textbook and instructional materials upon formal parent complaint:

1. Any parent or legal guardian of a student residing within the boundaries of the school district may request that the use of basic textbooks and other instructional materials be reconsidered according to the following procedures:
 - a. The parent or legal guardian of a student having concerns about continued use of basic textbooks and other instructional materials shall first make an appointment to discuss his/her concerns with the classroom teacher of the course and/or class in which the student enrolled and in which the materials are being used.

APPENDIX G

APPENDIX G

- b. If the parent of legal guardian is not satisfied after talking with the classroom teacher, an appointment shall be made within 5 days with the site administrator to discuss the request that the continued use of the basic textbook or other instructional material be reconsidered.
 - c. If the parent of legal guardian is not satisfied after talking with the classroom teacher and site administrator, a formal written request for reconsideration shall be completed on Form 5108 and filed with the Superintendent within five (5) school days.
 2. Upon receipt of the written request for reconsideration, the Superintendent shall establish a local review committee within five school days.
 - a. The review committee shall be composed of three (3) teachers and two (2) parents or legal guardians selected by the Association and three (3) administrators and one (1) parent or legal guardian selected by the Superintendent. The review committee shall select the chairperson from the members of the committee.
 - b. Once established, the review committee shall have twenty (20) school days to complete its reconsideration review and to make a written recommendation(s) to the Board.
 - c. If the Board does not agree with the recommendation(s) of the review committee, the Board shall return the review committee's recommendation(s) and a written statement explaining the Board's reasons for rejecting the review committee's recommendation(s) to the review committee.
- VI. Procedure for resolution of disputes between unit member and District relative to the use of instructional materials.**

STEP ONE

Within five (5) school days of a request to meet made by a unit member, the site administrator shall meet with the unit member and a WETA representative in an attempt to resolve the issue through discussion of the relevant issues/materials.

APPENDIX G

STEP TWO

If the attempt to resolve the issue at Step One is unsuccessful, then a memo jointly prepared by the site administrator and unit member shall be submitted to the Superintendent. Within five (5) school days of receipt of the joint memo, the Superintendent shall meet with the unit member and WETA representative in an attempt to resolve the matter through discussion of the relevant issues/materials.

STEP THREE

If the attempt to resolve the issue at Step Two is unsuccessful, the unit member or WETA may submit the matter to a Peer Review Panel for review. Within ten (10) school days, the Peer Review Panel shall meet and issue a written recommendation to the Board of Education.

The Peer Review Panel will be composed of five (5) unit members chosen from a group of nine (9) appointed unit members assigned from the following grade levels:

3 members K-3
3 members 4-6
3 members 7-8

Three (3) of the five (5) committee members on the Peer Review Panel will be from the same grade level as the unit member taking the issue before the Panel. The other two members will be appointed from the grade level grouping nearest to the grade level involved.

STEP FOUR

The recommendation of the Peer Review Panel will be submitted to the Board. Within ten (10) school days of the receipt of the recommendation, the Board shall meet with the unit member and WETA representative for final disposition. Members of the Peer Review Panel shall be allowed to attend the meeting and speak to the issue if desired. The Board's decision will be final and conclusive.



Whittier City School District
Students First. Every Decision - Every Day.

Office of Human Resources

7211 S. Whittier Avenue • Whittier, CA 90602-1189 • Main: 562-789-3074 • Fax: 562-698-1065 • www.whittiercity.k12.ca.us

Memorandum of Understanding
Between
Whittier City School District and Whittier Elementary Teachers Association

2014 – 2015

The Whittier Area Teachers' Association and the Whittier City School District agree to a six-period-day at Dexter Middle School and Edwards Middle School for the 2014 -2015 school year. Teachers from Dexter Middle School and Edwards Middle School agree to meet as a department to collaborate on a regular basis. In the spring 2015, each site will meet at their school to review the effectiveness of the six-period-day versus the seven-period day.

A handwritten signature in black ink, appearing to read "Ron Carruth".

Dr. Ron Carruth, Whittier City School District
Superintendent

10/28/14
Date

A handwritten signature in black ink, appearing to read "Alex Vogel".

Alex Vogel, Whittier Area Teachers' Association
Bargaining Chair

10-24-14
Date

APPENDIX I

DISTRICT COMPARISON POOL

ARCADIA	LYNWOOD
MOUNTAIN VIEW	SOUTH PASADENA
BALDWIN PARK	TEMPLE CITY
DOWNEY	GARVEY
GLENDORA	EAST WHITTIER
BASSETT	WEST COVINA
MONTEBELLO	LITTLE LAKE
SOUTH WHITTIER	WALNUT VALLEY
POMONA	LA CANADA
COVINA VALLEY	VALLE LINDO
LOS NIETOS	SAN GABRIEL
CHARTER OAK	DUARTE
WESTMINSTER	COMPTON
MONROVIA	PASADENA
NORWALK/LA MIRADA	
EL RANCHO	
LOWELL JOINT	
BELLFLOWER	
GLENDALE	
ROSEMEAD	
EL MONTE	
ROWLAND	

APPENDIX J

MOU – WCSDnet User Contract

It is the joint understanding of WETA and the District that all electronic communication is the property of the District: Therefore, the use of technology is intended for the purposes of instruction and professional communication.

USE:

Student use of technology should relate to a teacher assignment and/or an assigned course of study. Teacher use includes preparation for classroom instruction, professional development, and professional communication. Professional communication includes communication with colleagues, their respective professional organizations, parents, and educational resources that may extend beyond the district.

SECURITY:

Security is viewed as a shared responsibility. Primary responsibility for ensuring a secure classroom lies with the classroom teacher when he/she is in attendance. Outside the school day, District procedures for classroom security will be implemented. The District will continue to investigate and research opportunities to improve the security system for WCSDnet use.

ACCESS:

The District will provide filtering of inappropriate Internet sites to the degree that it is technologically possible. The unit member accepts personal responsibility for stopping and reporting any misuse of the network that he/she has knowledge of, to the site administrator. Given reasonable supervision in the classroom, the unit member shall not be responsible for student access to inappropriate Internet sites, inappropriate language used by students, messages sent or received that indicate or suggest pornography, unethical or illegal solicitation, racism, or sexism. As stated in the WCSDnet User Contract, parents share responsibility for their child's appropriate use of the WCSD network.

PROGRESSIVE DISCIPLINE:

As stated in the WCSDnet User Contract for Employees, the unit member shall be subject to disciplinary action, revocation of the user account, or legal action as appropriate. This disciplinary action, as stated above, shall typically begin with a verbal warning and progress in severity dependent upon the nature of the misuse of the WCSDnet. Procedures relating to this document shall be subject to the WETA/WCSD contract grievance procedures.

It is the expectation that there will be no problems with technology use in WCSD.

APPENDIX J

Whittier City School District
ELECTRONIC INFORMATION RESOURCE USER CONTRACT
Confidential OARS Access

This contract shall remain in effect for the employee's tenure of employment with
Whittier City School District

By signing, I acknowledge that I have read and have a copy of the Terms and Conditions of this contract.

The WCSD must have the appropriate signatures before an access account can be provided. When signed, this becomes a legally binding contract for the employee's tenure with the District.

STAFF MEMBER

- I have read the WCSDnet Acceptable Use Policy and WCSDnet User Contract and understand and will abide by the provisions and conditions of this contract.
- I understand that the Internet is a worldwide group of hundreds of thousands of computer networks. I know that Whittier City School District does not control the content of these Internet networks or of other networks I may access.
- I understand that all electronic communications including voice mail and e-mail are not private and may be monitored by the Superintendent or designee.
- *I understand that student information acquired from any District authorized database is restricted to educational use and I will keep this information strictly confidential.*
- I understand that employees shall use the system only for purposes related to their employment with the District.
- I understand that any violations of the above provisions may result in disciplinary action, the revoking of my user account, and appropriate legal action.
- I also agree to report any misuse of the information system to the site administrator who will inform the Whittier City School District system administrator. Misuse can come in many forms but can be viewed as any messages sent or received that indicate or suggest pornography, unethical or illegal solicitation, racism, sexism, inappropriate language, and other issues described above.

Staff member name (please print) _____

Staff member signature _____

School _____ Position _____

Date _____ Requested Password _____

New Users only should provide a password
Assignment of WCSDnet account number to be processed
within two weeks of receipt of completed User Contract.
New Users Only

For Technology Department use only

User name _____ Password _____

Date assigned _____ By _____

USER CONTRACT WCSD EMPLOYEES– Terms and Conditions
ELECTRONIC INFORMATION RESOURCE USER CONTRACT
2009-2010 School Year

The Governing Board recognizes that technology can enhance employee performance by improving access to and exchange of information, offering effective tools to assist in providing a quality instructional program, and facilitating operations. The Board expects all employees to learn to use the available electronic resources that will assist them in their jobs. As needed, staff shall receive training in the appropriate use of these resources.

Employees shall be responsible for the appropriate use of technology and shall use the district's electronic resources only for purposes related to their employment. Such use is a privilege that may be revoked at any time.

Employees should be aware that computer files and communications over electronic networks, including e-mail and voice mail, are not private. *Employees have no right to privacy in anything related to district computers, systems or technology and district officials may search all data, including e-mail, contained in any district owned or operated computer equipment or system for any reason at any time, without the necessity of advance notice or obtaining employee consent.* This technology should not be used to transmit confidential information about students, employees, or district affairs.

To ensure proper use, the Superintendent or designee may monitor the district's technological resources, including e-mail and voice mail systems, at any time without advance notice or consent. If passwords are used, they must be known to the Superintendent or designee so that he/she may have system access when the employee is absent.

The Superintendent or designee shall establish administrative regulations that outline employee obligations and responsibilities related to the use of technology. Employees who fail to abide by these regulations shall be subject to disciplinary action, revocation of the user account, and legal action as appropriate.

The Superintendent or designee may establish guidelines and limits on the use of technological resources. He/she shall ensure that all employees using these resources receive copies of related policies, regulations and guidelines.

In the event that the use of an electronic resource affects the working conditions of one or more employees, the Superintendent or designee shall notify the employees' exclusive representative.

Listed below are the provisions of this contract. If any user violates these provisions, access to the information service may be denied and the user may be subject to disciplinary action. This is a no-tolerance policy, meaning that there will be no "second chances" given. This contract must be completed at the time of employment or when network services are provided and will remain in effect for the duration of employment.

Terms and Conditions of This Contract

1. Personal Responsibility

As a representative of this school district, each user must accept personal responsibility for reporting any misuse of the network to the system administrator. Misuse can come in many forms, but it is commonly viewed as any message(s) sent or received that indicate or suggest pornography, unethical or illegal solicitation, racism, sexism, inappropriate language, and other issues described below. All the rules of conduct described in the District policy and Administrative Rules and Regulations apply when the user is on the network.

2. Acceptable Use

The use of an assigned account must be in support of education and research and with the educational goals and objectives of the Whittier City School District. Each user is personally responsible for this provision at all times when using the electronic information service.

- a. Use of other organization's networks or computing resources must comply with rules appropriate to that network.
- b. Transmission of any material in violation of any United States or other state organizations is prohibited. This includes, but is not limited to, copyrighted material, threatening or obscene material, or material protected by trade secret.
- c. Use of commercial activities by for-profit institutions is generally not acceptable.
- d. Use of product advertisement or political lobbying is also prohibited.
- e. *Any official or employee of the District who has a legitimate educational interest in inspecting student computerized database systems shall be provided with means of such access. The granting of this right of access does not include the right to add, delete, or alter data without the written permission of the District or agency providing the data. This access is imbued with serious responsibilities concerning student information confidentiality. In order to protect the privacy interests of the pupil, no official or employee shall provide their personal access information or student information acquired from the database to any unauthorized person and will keep this information strictly confidential. The use of said data is to be restricted to educational use within the district and should never be used for any other*

The inappropriate use of electronic information resources can be a violation of local, state and federal laws and the user can be prosecuted for violating those laws.

3. Privileges

The use of the information system is a privilege, not a right, and inappropriate use will result in a cancellation of those privileges. Each person who receives an account will participate in an orientation or training session with a district or school site staff member as to proper behavior and use of the network. The system administrator, with district and site administrator input, will decide what is appropriate use and his/her decision is final. The system administrator may close an account at any time deemed necessary. The district and site administration of Whittier City School District may request that the system administrator deny, revoke, or suspend specific user accounts.

4. User Obligations and Responsibilities

Employees are authorized to use the district's on-line services in accordance with user obligations and responsibilities specified below.

- a. The employee in whose name an on-line services account is issued is responsible for its proper use at all times. Users shall keep personal account numbers, home addresses and telephone numbers private. They shall use the system only under their own account number.
- b. Employees shall use the system only for purposes related to their employment with the district. Commercial, political and/or personal use of the system is strictly prohibited. The district reserves the right to monitor any on-line communications for improper use.
- c. Users shall not use the system to promote unethical practices or any activity prohibited by law or district policy.
- d. Users shall not transmit material that is threatening, obscene, disruptive or sexually explicit, or that could be construed as harassment or disparagement of others based on their race, national origin, sex, sexual orientation, age, disability, religion or political beliefs.
- e. Copyrighted material may not be placed on the system without the author's permission. Users may download copyrighted material for their own use only and only in accordance with copyright laws.
- f. Vandalism will result in the cancellation of user privileges. Vandalism includes uploading, downloading or creating computer viruses and/or any malicious attempt to harm or destroy district equipment or materials or the data of any other user.
- g. Users shall not read other users' mail or files; they shall not attempt to interfere with other users' ability to send or receive electronic mail, nor shall they attempt to read, delete, copy, modify or forge other users' mail. Users are encouraged to keep messages brief.
- h. *Users shall not provide access to student information acquired from the District databases to any unauthorized person and will keep this information strictly confidential.*
- i. Users shall report any security problem or misuse of the network to the Superintendent or designee.

5. Services

Whittier City School District makes no warranties of any kind, whether expressed or implied, for the service it is providing. Whittier City School District will not be responsible for any damages suffered while on this system. These damages include loss of data as a result of delays, non-deliveries, mis-deliveries, or service interruptions caused by the system or your errors or omissions. Use of any information obtained via the information system is at your own risk. Whittier City School District specifically disclaims any responsibility for the accuracy of information obtained through its services.

6. Security

Security on any computer system is a high priority because there are so many users. If you identify a security problem, notify the system administrator at once. Never demonstrate the problem to other users. Never use another individual's account without written permission from that person. All use of the system must be under your own account. Any user identified as a security risk will be denied access to the information system. This is a "no tolerance" policy. There will be no "second chances" and the user will lose access to WCSDnet for the remainder of the school year. Repeated offenses may disqualify a person from being a user during subsequent years.

7. Vandalism

Vandalism is defined as any malicious attempt to harm or destroy data of another user or any other agencies or networks that are connected to the system. This includes, but is not limited to, the uploading or creation of computer viruses. Any vandalism will result in the loss of computer services, disciplinary action, and legal referral

APPENDIX K

NCLB LETTER OF CLARIFICATION

The NCLB-required letter to parents pertaining to teacher certification will be discussed between WETA and the District prior to distribution to the parents.

APPENDIX L

Option 2 Class

This is to certify that _____ has voluntarily agreed to teach a _____ Grade Option 2 class at _____ School for the _____ school year. This is a one-year assignment, and does not carry any obligation to accept an Option 2 class assignment for the following year.

For informational purposes and to ensure an understanding of all parties who may be affected by this voluntary temporary assignment, this form must be signed by each teacher at the grade level this Option 2 assignment applies.

Teacher Voluntarily Assigned

Date

TEACHER	CURRENT GRADE LEVEL	DATE
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Principal

Date

APPENDIX M

Voluntary Reassignment for Combination Class

This is to certify that _____ has voluntarily agreed to be reassigned to a _____ / _____ grade combination class at _____ School for the _____ - _____ school year. This is a temporary reassignment, and therefore, this unit member may exercise their right to return to the position vacated in order to voluntarily accept this combination class assignment. This could cause the least senior teacher at a given grade level to be involuntarily transferred or reassigned the following year.

For informational purposes and to ensure an understanding of all parties who may be affected by this voluntary temporary reassignment, this form must be signed by each teacher at the grade level represented in the combination class (e.g. 2nd/3rd).

Teacher Voluntarily Assigned

Date

TEACHER	CURRENT GRADE LEVEL	DATE
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Principal

Date

APPENDIX N

WHITTIER CITY SCHOOL DISTRICT

PERSONAL NECESSITY LEAVE FORM
WETA UNIT MEMBERS

(Print/Type) Name of Employee

School

Signature of Employee

Date

I do hereby request that I be granted _____ day(s) Personal Necessity Leave beginning _____ and ending _____, to be charged against my accumulated sick leave (except Bereavement Leave), as outlined in Board Policy 4161/4261/4361 and in the Whittier Elementary Teachers Association (WETA) Contract for reason below (please check proper square).

Death of a close relative, not a member of my immediate family

Name of Deceased _____

Relationship _____

Accident or serious illness involving a member of my immediate family

Type of Injury or Illness _____

Relationship _____

ADDITIONAL Bereavement Leave (basic bereavement leave is 3 days local, 5 days out-of-state) for a death in the immediate family; WETA Article X, Section B, item 3

Relationship _____

Serious damage to my property, which needs my attention during working hours

Nature of Accident _____

Birth of a child to my spouse as outlined in Board Policy 4161.8/4261.8/4361.8 (seven days maximum); adoption language is reflected in the WETA Contract

Article X, Section B, Item 3, WETA, for Certificated Personnel

Reason: _____

Approved: _____
(above 6 items) Principal/Department Head

Date: _____

Article X, Section B, Item 5, WETA, for Certificated Personnel

(Limited to 4 days (4) per school year; no more than 8% of the unit members may utilize this leave on any one day; 24-hour advance notice)

Form 5025.3 - Complete and distribute 3 copies as follows: (1) Staff Member (original); (2) Immediate Supervisor; and (3) Payroll

Revised: 10/92, 5/1/06, 5/17/06, 1/22/10

APPENDIX O

Walnut Valley Consortium - BTSA Induction Program Bargaining Unit Memo of Understanding

This Memo of Understanding is entered into between the Walnut Valley consortium-BTSA Induction Program (WVC-BIP) and the Whittier Elementary Teachers' Association, the bargaining unit for Whittier City School District. This MOU documents a partnership between WETA, with WETA acting as co-sponsor of the BTSA Induction Program. Each agency will participate in the planning, implementation, evaluation, and decision-making of the program, with the WVC-BIP Advisory committee as the governing body.

The Walnut Valley Consortium - BTSA Induction Program will provide:

- Support and assistance to newly credentialed teachers through the induction program
- Adherence to state-approved program standards
- Continued participation in WVEA meetings
- Communication between bargaining unit representatives and the Walnut Valley Consortium-BTSA Induction Program leadership
- Ongoing verbal and visual support for WVEA

The Whittier Elementary Teachers' Association will provide:

- Communication between bargaining unit representatives and the Walnut Valley Consortium-BTSA Induction Program leadership
- Ongoing verbal and visual support for the BTSA Induction Program

APPENDIX P
WHITTIER CITY SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE
7.1.2014

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V
	B.A. Cred.	B.A. +15 Reg. Cred.	B.A. +30 Reg. Cred.	B.A. +45 Reg. Cred.	B.A. +60 or M.A. +24
1	37,098	39,743	44,932	46,571	48,234
2	38,398	40,066	46,778	48,649	50,520
3	39,695	41,550	48,649	50,729	52,808
4	40,994	43,034	50,520	52,807	55,095
5	42,293	44,517	52,392	54,887	57,381
6		46,002	54,264	56,967	59,670
7		47,486	56,136	59,047	61,955
8			58,006	61,124	64,243
9			59,877	63,203	66,531
10			61,749	65,417	68,817
11			63,619	67,362	71,105
12			65,490	69,441	73,391
13					
14					
15			71,105	75,677	80,252
16					
17					
18			72,974	77,755	82,537
19					
20					
21			74,846	79,836	84,827
24					86,850

STIPENDS

Bilingual Credential/Certificate \$2,000
Special Education Cred/Cert. \$2,000

PLACEMENT ON THE SALARY SCHEDULE

Year for year credit for experience

182 Workdays

APPENDIX P
**WHITTIER CITY SCHOOL DISTRICT
 COUNSELOR SALARY SCHEDULE**
 Effective July 1, 2014

STEP	CLASS I MA + P.P.S. Credential	CLASS II MA + 24 & P.P.S. Credential
1	\$49,763	\$51,540
2	\$51,985	\$53,983
3	\$54,207	\$55,429
4	\$56,428	\$58,872
5	\$58,649	\$61,315
6	\$60,872	\$63,761
7	\$63,094	\$66,203
8	\$65,314	\$68,646
9	67,537	71,091
10	69,902	73,536
11	71,981	75,979
12	\$74,201	\$78,423
13		
14		
15	80,864	85,752
16		
17		
18	83,088	88,197
19		
20		
21	85,309	90,642
22		
23		\$92,664

PLACEMENT ON SALARY SCHEDULE
 Doctoral stipend (Ed.D., Ph.D., J.D.) \$3,500

Year for Year Credit for Experience
 Schedule is based on 189 workdays

APPENDIX P
WHITTIER CITY SCHOOL DISTRICT
PSYCHOLOGIST
Effective July 1, 2014

STEP	MA + P.P.S. With Authorization
1	\$65,881
2	\$69,224
3	\$71,642
4	\$76,873
5	\$77,438
6	\$78,846
7	\$81,252
8	\$87,728
9	
10	\$90,546
11	
12	\$93,370
13	
14	\$96,308
15	
16	\$98,427

PLACEMENT ON SALARY SCHEDULE

Doctoral stipend (Ed.D., Ph.D., J.D.) \$3,500

Year for Year Credit for Experience
 Schedule is based on 188 workdays

The District Reserves the Right to Place
 Employees on the Salary Schedule
 Consistent with Experience and Previous
 Employment

APPENDIX P
WHITTIER CITY SCHOOL DISTRICT
SPEECH AND LANGUAGE PATHOLOGIST
Effective July 1, 2014

STEP	BA + 45 or MA Credential
1	\$62,896
2	\$65,067
3	\$67,243
4	\$70,724
5	\$71,573
6	\$73,743
7	\$75,910
8	\$82,418
9	
10	\$85,121
11	
12	\$87,827
13	
14	\$90,642
15	
16	\$92,636

PLACEMENT ON SALARY SCHEDULE

Doctoral stipend (Ed.D., Ph.D., J.D.) \$3,500

Speech CCC stipend \$ 1,500

Year for Year Credit for Experience

Schedule is based on 182 workdays

The District Reserves the Right to Place
 Employees on the Salary Schedule
 Consistent with Experience and Previous
 Employment

APPENDIX P

**WHITTIER CITY SCHOOL DISTRICT
CERTIFICATED HOURLY RATES**

Effective 6/1/14

SCHEDULE A

Employee attends staff development
Example: Current inservices or 20:01; CORE; Special Education; Support Teacher; moving classrooms as per contract

HOURLY RATE: \$31 – WETA / \$26.00 – Non-Represented

SCHEDULE B

District or site level work whereby members have on-going responsibilities
Example: Curriculum development; home teaching; tutoring; and GATE Advocates

HOURLY RATE \$33 – WETA / \$29.00 – Non-Represented

SCHEDULE C

Presenter Rate Education Assignment
Family Math and Literacy – for each hour of presentation to colleagues, the presenter will receive 1 hour of paid preparation time, if the time cannot be provided within the regular work day

HOURLY RATE \$36 – WETA / \$32.00 – Non-Represented

SCHEDULE D

Parent/Community Education Assignment
For each class meeting, the instructor will receive 1 hour additional payment to include 15 minutes before class and 15 minutes after class

HOURLY RATE \$36 – WETA / \$32.00 – Non-Represented

SCHEDULE E

Summer Academic Teacher
(Does not apply to ESY)
(Not applicable to state funded summer school)

HOURLY RATE \$40 – WETA / \$34.00 – Non Represented


APPENDIX P

**WHITTIER CITY SCHOOL DISTRICT
AND
WHITTIER ELEMENTARY TEACHER'S ASSOCIATION**

Memorandum of Understanding


March 12, 2014

1. We agree to issue a one-time payment of 3.5% of salary for the 2013-2014 school year to be issued to employees on June 1, 2014.
2. We agree that the MOU reached with WETA in 2009 be ended effective June 30, 2014 and all service days and associated pay be restored to the original 2008-2009 school year negotiated agreement effective July 1, 2014.
3. This agreement is contingent upon the District receiving \$700.00 per student of LCFF on-going gap funding in 2015-2016 consistent with the Governor's proposed budget assumptions. If the funding is not realized, the two teams will meet to discuss the necessary steps.



Dr. Ron Carruth, Ed.D
Superintendent, WCSD

3/12/14
Date



Anthony Granado
Negotiations Chair, WETA


4/1/14
Date

TENTATIVE AGREEMENT
BETWEEN
WHITTIER CITY SCHOOL DISTRICT
AND
Whittier Area Teachers Association

April 24, 2013

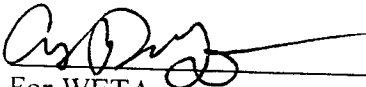
This Tentative Agreement is entered into between the Whittier City School District ("District") and WETA. This agreement includes all matters agreed to by the District and WETA. The terms of this Tentative Agreement are attached hereto and relate to salary, health and welfare benefits.

1. The salary schedule in place for the 2012-13 school year, attached hereto and marked as Appendix A, shall remain in effect, unchanged for the remainder of the school year.
2. On or before June 30, 2013, unit members shall receive a bonus in an amount equivalent to two percent of their annual salary based on the schedule attached as Appendix A. This will be considered a one-time payment of wages that is in addition to the unit member's annual salary. Appropriate withholdings will be made on the amount.
3. Beginning with the 2013-14 school year, and continuing on an on-going basis, the present salary schedule (Attachment A) will be adjusted upwards by one and a quarter percent (1.25%). The adjusted schedule is attached hereto and marked as Appendix B.
4. The District and WETA shall establish a benefits committee to review the impact of the "Affordable Care Act" on the District's insurance program and shall make recommendations concerning options to consider in light of the implementation of the law.
5. The parties agree to meet no later than September 15, 2013 to determine additional compensation adjustments.
6. The parties agree that one Teacher Day will be used for staff collaboration during the spring of 2013. School site leadership teams will develop the guidelines/agenda for the work-day.



For the District

5/1/13
Date



For WETA

5/1/13
Date

APPENDIX S

Whittier City School District

ADJUNCT DUTIES: Guidelines for SSC & Site Leadership Teams

The District and WETA are working together to address teacher duties that may require additional clarification. This guideline is not intended to list every event or activity at a school site. All hourly paid positions are subject to annual approval of the Site Leadership Team & SSC & are subject to change each year based on the needs of the school site & students.

<p>District Stipends</p>	<p>Band/Choir Advisor (Middle School): \$1,000 for annual event attendance <i>To be paid January & June</i> Middle School Yearbook Advisor: \$500.00 <i>To be paid January</i></p>
<p>District Hourly * Subject to needs of the District & instructional priorities</p>	<p>CIT Teams ELD Advocate GATE Advocate Tech Cadre Admin Designee 1 hr. daily @ per diem rate <i>Board Action Required</i> Professional Development</p>
<p>School Site Stipend *Preapproval required (TBD at Site Leadership & SSC)</p>	<p>Elementary Yearbook Advisor PLC Leadership/Dept. Chair School Site Council/Boosters ASB, AVID or other TBD at site <i>To be paid January & June</i></p>
<p>School Site Hourly *Preapproval required (TBD at Site Leadership & SSC) *This is determined based on needs of the school site & students</p>	<p>Collaborative Teams School Site Summer Planning CELDT Testing Family Literacy, Math, Science Middle School Pre Registration GATE Parent Night Planning TBD Special Event/Program Planning TBD After/ Before School Intervention Student Study Teams Additional Hours TBD Band / Choir Practice or Additional Event TBD</p>
<p>Professional Responsibilities</p>	<p>Open House Back to School Night Safety Committee Student Study Teams Supervision</p>
<p>Voluntary Activities (TBD at Site Leadership & SSC)</p>	<p>Holiday and/or Site Events</p>

3/23/12

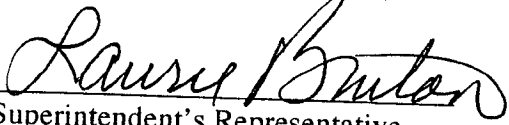
The Whittier City School District and
The Whittier Elementary Teachers Association

Memorandum of Understanding

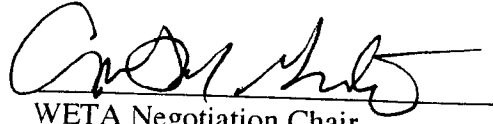
The District and WETA agree that a " progressive discipline model," will be followed. Progressive discipline and correction shall include, but not be limited to, the following:

1. Initial discipline will include a written warning not placed in the personnel file. The employee has the right to respond in writing.
2. Written reprimands shall be given and placed in personnel files to unit members when the member has been previously warned in writing as the situation warrants.
3. All such written notices shall be based on substantiated evidence.
4. In all cases where a unit member's job performance is at issue, the District shall provide a real and continuing program of positive assistance to the unit member to overcome the alleged deficiencies. Such positive assistance shall include, but not be limited to, in-service training, conferences and workshops, demonstration teaching and classroom visitations, and other appropriate activities directly related to the alleged deficiencies. These shall normally occur on District time and at District expense. The employee will be expected to have an improved performance after assistance and training. Unsatisfactory performance that is unimproved will result in further disciplinary action.
5. The Association shall be afforded the right to represent the unit member at all stages in the progressive discipline process and the unit member shall have the right to request representation and action by the Association.
6. In the case of the suspension of a bargaining unit member, such suspension shall be with pay pending the investigation as authorized under provisions of the California Education Code.
7. The parties to this agreement recognize that emergency situations can occur involving a clear, present and serious danger to the health and welfare of employees or students under which the Education Code authorizes the use of immediate suspension. In cases of emergency suspension, the District shall serve notice and statement of the charges supporting the emergency suspension within a reasonable amount of time.
8. This Article shall not reduce the rights of permanent bargaining unit members contained in Education Code 44932 and 44944.
9. In cases of serious misconduct, the remedial steps above need not be taken, and the District may advance the level of discipline such that as is appropriate to the level of misconduct. Serious misconduct that may warrant such action shall include willful, wanton, or deliberate violations of District policies or school laws of the state or actions and behaviors that place students or employees in danger.

EXPIRES JUNE 30, 2014


Superintendent's Representative

5/1/13
Date


WETA Negotiation Chair

5/1/13
Date