

TENTATIVE AGREEMENT
between
Bellflower Unified School District
and
Bellflower Teachers Association

April 6, 2011

The District and Association agree that the provisions in this Memorandum of Understanding below will apply to the 2011-2012 school year:

1. Article VII: Hours of Employment

G. Annual Assignment

For the 2011-2012 school year only, the work year for unit members shall be reduced by six (6) days for a work year of 178 days (179 days for newly hired unit members). Head Start will be excluded from this furlough.

The six (6) furlough days will occur on August 31, 2011, February 3, 2012, April 6, 2012, April 16, 2012, May 25, 2012 and June 21, 2012.

On July 1, 2012, the work year shall revert back to 184 days (185 days for newly hired unit members) and the salary schedules shall revert back to the 2007-2008 salary schedules.

The March 10, 2011, Resolution approved by the Board of Education authorizing the reduction or elimination of Particular Kinds of Services (PKS) for the 2011-2012 school year shall proceed.

2. Article XVII: Salaries and Benefits

A. Salary Adjustments

All salary schedules, excluding stipends, shall be reduced using the formula for computing furlough days, a copy of which is attached.

Unit members who retire during the 2011-2012 school year and whose CalSTRS Defined Benefit Retirement is negatively impacted due to furlough days, shall be given the option of working additional fully paid days (up to the number of furlough days in 2011-2012) in order to offset the impact of furlough days on their CalSTRS Defined Benefit Retirement. The payment of these additional days worked in 2011-2012 shall be made to the employee's CalSTRS Defined Benefit Supplement account.

For the purpose of settling the dispute between the District and the Association regarding the 2010-11 certificated salary schedules M, R and J, the District shall contribute \$40,000 to the health insurance fund no later than June 30, 2011.

3. No Reduction in Force of BTA unit members will occur in summer 2011 for the 2011-2012 school year, with the possible exceptions of positions fully funded by categorical funds and unfunded programs.
4. The number of inservice/staff development days on Wednesdays at the elementary schools shall remain at 10 days.

BELLFLOWER UNIFIED SCHOOL DISTRICT
CERTIFICATED TEACHER SALARY SCHEDULE (M) & (R) 184 Days
2007/08 ANNUAL SALARY SCHEDULE

COLUMN	I	II	III	IV	V	VI
1	43684	46176	48572	50596	52704	54902
2	44183	47361	49817	51894	54055	56308
3	44215	48576	51096	53224	55441	57752
4	44246	49819	52405	54589	56863	59233
5	44346	51097	53749	55989	58320	60751
6	46241	52408	55128	57841	60252	62763
7	48120	53751	56540	59325	61798	64371
8			57991	60846	63381	66022
9			59478	62406	65006	67715
10			61003	64006	66673	69451
11			62567	65646	68383	71232
12				67492	70304	73234
13-15				69223	72107	75111
16 (A)				70998	73958	77038
17-20 (A)				71340	74314	77409
21 (B)				73167	76218	79392
22-25 (B)				73517	76582	79772
26+ (C)				75405	78547	81819

Column I = BA Degree
Column II = BA Degree + 15 Semester Units
Column III = BA Degree + 30 Semester Units
Column IV = BA Degree + 45 Semester Units or MA Degree
Column V = BA Degree + MA Degree and 60 Semester Units
Column VI = BA Degree + MA Degree and 75 Semester Units

An additional \$1055 annually for earned Doctorate from an accredited institution

NOTE: All units must be upper division or graduate units unless authorized by the District PRIOR TO TAKING THE UNITS.

Factor: 1-5%
Effective: 7/01/07