

**Tentative Agreement
Between the
Temecula Valley Unified School District
And The
Temecula Valley Educators Association CTA/NEA
March 5, 2025**

Successor 2024 - 2027

Compensation and Benefits

This is an Agreement made and entered into on March 5, 2025, between the Temecula Valley Unified School District (hereinafter referred to as "TVUSD") and the Temecula Valley Educators Association, CTA/NEA (hereinafter referred to as "TVEA").

The District and TVEA agree to the following for the 2024-2025 and 2025-2026 school years:

- Effective July 1, 2024, the District shall increase the salary schedule as follows:
 - All salary schedule cells (with the exception of Appendix B-7 for Junior Reserve Officer' Training Corps (JROTC) Instructors, who have a different Department of Defense pay structure) shall be increased 3.0% and retro pay to July 1, 2024, shall be issued to all unit members in a paid status at the time of the Board of Trustees' ratification of this TA.
 - In the event the statutory Cost of Living Adjustment for the 2025-2026 is funded less than 7%:
 - 1) the above-described 3.0% salary increase shall be removed from all cells effective July 1, 2025,
 - 2) all cells in the salary schedule shall be increased 1% effective July 1, 2025, and
 - 3) the parties shall reopen negotiations for compensation and benefits for the 2025-2026 school year.
- Each unit member, excluding JROTC Instructors, in a paid status at the time of the Board of Trustees' ratification of this TA shall receive a one-time, off-schedule \$2,000.00 payment, prorated based on their Full Time Equivalency (FTE), subject to regular withholdings, which shall be paid no later than June 30, 2025.
- Each JROTC Instructor in a paid status at the time of the Board of Trustees' ratification of this TA shall receive a one-time, off-schedule payment totaling 3.8% of their annual base salary, as of the start of the 2024/2025 school year, subject to regular withholdings, which shall be paid no later than June 30, 2025. The District shall calculate each JROTC Instructor's annual base salary in accordance with Appendix B-7 ROTC Schedule.
- In the event the statutory Cost of Living Adjustment for the 2025-2026 is 7.25% or greater, the parties shall reconvene negotiations related to compensation for the 2025-2026 school year.

This describes all revisions to compensation and benefits and resolves compensation and benefits negotiations for the 2024-2025 school year. This TA shall also resolve compensation and benefits negotiations for the 2025-2026 school year, unless compensation and benefits is reopened pursuant to the trigger language above.

All Other Articles Resolved Through Successor Negotiations for 2024-2027

ARTICLE 5: HOURS

5.6.1.1 In lieu of the case management period described in Section 5.6.1 above, unit members teaching the classes described in Section 5.6.1.3 shall receive eighteen (18) days of release to perform the functions delineated in Section 5.6.1, provided that those functions are applicable. The eighteen days are to be spread throughout the year as follows: four (4) days during August and September, five (5) days during October through December, five (5) days during January through March, and four (4) days during April and May. Release days not used in their designated quarter will be forfeited.

5.6.1.3 Sections 5.6.1.1 and 5.6.1.2 apply to teachers of the following classes

- Extensive Needs (Moderate/Severe) classes
- SDC SEAL classes

Changes or additions to this list shall be mutually agreed upon by the District and Association.

~~**5.7.1** — Kindergarten teachers shall be assigned by the site administrator to assist other K-3 teachers for ninety (90) minutes per day; a minimum of forty five (45) of these minutes per day shall be assigned in a Kindergarten classroom.~~

5.11 For the purpose of this article, a single teaching assignment preparation for unit members in grades 6-12, will be defined by the course title in the master schedule. If the unit member is directed by the administrator to teach two different curriculums in the same period, this then will constitute two teaching assignment preparations for this one period.

5.11.1 Middle school teachers will not be assigned more than three (3) teaching assignment preparations unless mutually agreed upon (using Appendix M) by the teacher and site administrator. Assignments to be excluded are EL, Interventions, Virtual School, PE, VAPA, and Special Education programs including SDC Concepts, and any other self-contained Special Education classrooms.

5.11.2 High school teachers will not be assigned more than three (3) teaching assignment preparations unless mutually agreed upon (using Appendix M) by the teacher and site administrator. Assignments to be excluded are Career Tech, EL, Interventions, Virtual School, Independent Study, Adult School, PE, ROTC, VAPA, and Special Education programs, and any other self-contained Special Education classrooms.

ARTICLE 7: COMPENSATION AND BENEFITS

7.1 COMPENSATION - SALARY AND STIPENDS

7.1.1 Appendix B Salary schedules have been amended to reflect the most recent Article 7 compensation agreement between the parties.

7.1.2 The Extra Duty Stipend Schedule, Appendix C-1 and C-2 shall be amended to reflect any changes made to Appendices B-1 (Salary Schedule A Cell 1:1). Any CIF sanctioned and TVUSD Board of Trustees approved sports teams requiring coaches will be automatically included on the Extra Duty Stipend Schedule, Appendix C-1 or C-2.

7.1.2.1 The stipend and extra-duty percentages referenced in Appendix C-1 and C-2, shall be calculated based on the Stipend/Extra Duty Base, which will be indexed to applicable future compensation increases.

7.1.3 Unit members will be paid twelfthly. With the exception of the PEP, Band, and VAPA stipends, the stipends described in Appendix C-2 shall be paid tenthly. Appendix C-1, PEP, Band, and VAPA stipends shall be paid in the months when the unit member performs duties associated with the stipend.

7.5 RETIREE HEALTH AND WELFARE BENEFITS

7.5.1 Eligibility Criteria

To qualify for this benefit, a retiring bargaining unit member must be at least fifty-five (55) years of age, and have twelve (12) years of full-time service in the District as of the date of retirement. Partial years of service may be counted to reach twelve years of full time service. For example, two years at 50% service will amount to one year of full time service. Further, the retiring bargaining unit member must submit their letter of retirement no later than February 15th of the school year that they retire from the District, and the retirement must be effective at the end of that school year.

7.5.1.2 Retirees Subject to Placement on 39-Month Rehire List

Unit members who would otherwise qualify for the Retiree Health and Welfare Benefits referred to in Article 7.5 of the CBA during the school year, but for their ability to complete a full school year due to unforeseen medical circumstances documented by a medical provider, and who are subject to placement on the 39-month rehire list, may elect to retire prior to the end of the school year and be deemed eligible for Medical Bridge. In these limited instances, the retiring unit member must submit their retirement notification within ten (10) days of their placement on the 39-month rehire list. The retiring unit member must also enroll in the District's retiree Health and Welfare Benefits plan and make the full monthly H&W premium payments until June 30. All other conditions of this benefit will be in accordance with Article 7.5.

7.5.1.3 Carrier Changes

In the event the insurance carrier informs the District and/or Association of any changes in policy that affect member eligibility in the medical bridge program, the teams agree to convene in a timely manner. The teams will meet to develop a solution that maintains the medical bridge retiree benefit that, to the extent possible, provides for a similar post retirement benefit for impacted members however, does not increase costs to the district.

7.5.2 Retiree Benefit

The retiree benefit paid by the District shall cover the cost of a District offered HMO single retiree plan and lowest cost dental and vision plan. In no event shall the benefit exceed the District's health and welfare contribution limit for a bargaining unit member. In the event the employee selects a non-HMO retiree plan, the cost of the lowest HMO single retiree plan may be applied towards the purchase of another healthcare plan offered through TVUSD. The dental and vision benefit may only be applied towards a dental and vision plan offered through TVUSD.

7.5.2.1 Term of Coverage

The benefit shall be paid for the lesser of five (5) years or until the retiree attains Medicare age eligibility (i.e. 65 years of age). For those eligible retirees who wish to extend medical coverage beyond five (5) years in order to reach Medicare eligibility, they may do so at their own cost. For those eligible retirees who wish to include an eligible family member in their plan, they may do so at their own cost. For those eligible retirees who wish to purchase a plan that costs in excess of the lowest HMO medical premium at the time of retirement, they may do so with the excess cost absorbed by the retiree.

7.5.3 Potential Out of Pocket Expenses

If a financial contribution from the retiree is required in order to maintain benefits during the retiree health and welfare benefit period, it is expected that the payments will be made on time. Payments not received on or before the due date in the Fiscal Services Department will be considered late. Should a retiree twice be late in paying the retiree's contribution, the retiree will be required to deposit six months of contributions ahead of time. Should a retiree three times be late in paying the retiree's contributions, the retiree will be dropped from coverage and no further benefits will be made available.

7.5.4 Dual Coverage Changes

For any bargaining unit member who retires under this program and whose spouse remains employed by the District, the retiree may be carried on the spouse's medical plan. There would no longer be the "dual spouse discount" offered by the District, but the retiree could opt to use the cash equivalent of the lowest available retiree medical bridge benefit to lower the cost of the active spouse's monthly premium(s) for a period of no more than five (5) years or until the unit member attains Medicare age eligibility (i.e. 65 years of age), whichever comes first. In the alternative, the retired employee could elect to wait to begin the Medical Bridge

Program as long as the retiree is continuously covered under the employed spouse's medical insurance, until both spouses have retired in order to put the costs toward their retirement premium(s). The retiree would have no more than five (5) years from the retirement date to activate this option and the benefit lasts for a period of no more than five (5) years or until the unit member attains Medicare age eligibility (no more than 65 years of age), whichever comes first.

7.5.5 Survivor Benefit

In the event of the death of the retiree during the retirement benefit coverage period, any surviving eligible spouse or dependent may continue to participate in the health coverage plan in accordance with and subject to applicable law, with the entire cost of the coverage incurred by the surviving eligible spouse or dependent.

ARTICLE 10: LEAVE

10.9 BEREAVEMENT

10.9.1 A unit member shall be entitled to a maximum of three (3) days leave of absence, or five (5) days leave of absence if travel of more than 300 miles from home is required, without loss of salary on account of the death of any member of their immediate family and the immediate family of their spouse or registered domestic partner. Bereavement days are not deducted from a unit member's leave account.

ARTICLE 11: CLASS SIZE

11.1 District Wide

11.1.1 The District and Association recognize that classes at all levels are comprised of diverse student populations. The District will consider these diverse student populations, support staff, as well as teacher credentials, authorizations, and equitability in workload when creating master schedules and student rosters.

11.1.2 The District shall assist site administration to evaluate and problem solve special education caseload issues.

11.1.3 Each school site shall post the class size by individual classes each Friday starting with the third Friday of the site's new attendance year. The posting will be in an area where all teachers may view. A copy will be provided to the Association each week.

11.2 Elementary Schools

11.2.1 The maximum number of students per class, including mainstreamed special education students in TK, K, 1, 2, and 3 will adhere to Grade Span Adjustment (GSA) requirements contingent upon continued state funding. The terms of this section 11.2 shall not constitute a collectively bargained alternative pursuant to Education Code section 42238.02.

11.2.2 The maximum number of rostered students per class, in grades 4 and 5 will be 32.

11.2.2.1 Students in grades four (4) and five (5), who attend and participate in at least a combined 150 minutes of weekly English Language Arts and/or Math and/or Social Science and/or Science instruction, but are not on the teacher's roster, shall be included in the class size maximum number of students.

11.2.2.2 In the event that any individual teacher's class size in grades four (4) and five (5) exceeds 32 students, all students not enrolled on the teacher's roster will be assigned to a participation level in accordance with the chart below:

Levels	Weekly Classroom Participation in ELA/Math/Science/Social Science	Daily Equivalent	Daily Compensation
I	150 - 220 minutes	30 - 44 minutes	\$1.30
II	221 - 244 minutes	45 - 48 minutes	\$2.25
III	245 - 369 minutes	49 - 73 minutes	\$3.00
IV	370 - 489 minutes	74 - 97 minutes	\$4.00
V	490 plus minutes	98 plus minutes	\$4.75

11.2.2.3 Per student daily overage compensation will be based on the weighted average compensation rate of all eligible students who are not enrolled on teacher's roster, multiplied by the actual number of students exceeding 32. See Appendix P for an example of this calculation

11.2.2.4 In no event shall a teacher's class size (enrolled students on roster + students not on the teacher's roster) exceed 35 students.

11.2.2.5 To maximize assigned support, class sizes at the same site and grade level may be unbalanced. An attempt will be made to place students in an equitable manner.

11.2.2.6 Enrollment in grades 4 and 5 may exceed the maximum during the first 10 days of each semester. The compensation noted in this agreement shall not apply until the grace periods referenced in Article 11.2.2.2 have expired, except in instances when a 4th or 5th grade class's enrollment at the end of the first semester exceeded Article 11.2.2.2 class size limits and the same students are enrolled in the same class at the start of the second semester. In this case, the per day, per student compensation would be applicable on the first day of second semester.

11.2.2.7 It is the intent of the District to provide compensation to eligible unit members in their monthly paychecks, using a one (1) month "lookback

period”. Monthly payment will be contingent upon the completion and submission of all required paperwork by the school site to Fiscal Services by the 15th of each month (September – May). The “lookback period” for the months of May and June will be combined and data must be submitted to site administration prior to the last day of school. Prior to the submission of this data, teachers will be required to verify monthly enrollment. Failure to meet the monthly 15th deadline will result in eligible compensation being paid the following month. Payroll will not issue separate checks for this compensation, for any reason.

- 11.2.3 The District shall make a reasonable effort to balance elementary class sizes at the same site and grade level.
- 11.2.4 Excluded from these class maximums listed above in 11.2 are activity classes such as drama, band, chorus, Elementary physical education and VAPA.

11.3 Middle Schools

11.3.1 The maximum number of students per class, including mainstreamed special education students in grade 6 is 34, in grades 7 and 8 is 36, and in middle school PE is 60.

11.3.2 Excluded from these class maximums listed above in 11.3.1 are activity classes such as drama, band, chorus.

11.3.3 General education class enrollment in grades 6 – 8 exceeding the class size limits set forth in Article 11 of the Collective Bargaining Agreement (“CBA”) will be compensated as follows:

11.3.3.1 **6th Grade** \$3.00 per section per day, per student for each day the section enrollment exceeds the limits set forth in Article 11. In no event shall the section enrollment exceed 36 students.

7th and 8th Grade \$3.00 per section per day, per student for each day the section enrollment exceeds the limits set forth in Article 11. In no event shall the section enrollment exceed 38 students.

6th – 8th Grade Physical Education \$3.00 per section per day, per student for each day the section enrollment exceeds the limits set forth in Article 11. In no event shall the section enrollment exceed 62 students.

11.3.3.2 When the placement of a student will cause a unit member's enrollment to exceed the class size maximums noted in Article 11.3.1 of the Collective Bargaining Agreement, when possible, site administrators will seek an available teacher volunteer, based on scheduling needs, before placing each student who exceeds the class size maximums in 11.3.1 of the CBA. An attempt will be made to place students in an equitable manner.

11.3.3.3 In grades 6, 7, and 8, the per-pupil compensation noted in this agreement shall not be applicable to activity classes listed in Article 11.3.2 and classes designed for the site's Intervention model.

- 11.3.3.4** It is expressly understood that the placement of the additional students noted in this agreement may cause class sizes at the same site, grade level, and department to be unbalanced. Additional students will remain enrolled in current classes regardless of student drops.
- 11.3.3.5** Enrollment in grades 6, 7, and 8 may exceed the maximums noted in Article 11.2 during the first 20 days of each semester. The compensation noted in this agreement shall not apply until the grace periods referenced in Article 11 have expired, except in instances when a section's enrollment at the end of the first semester exceeded Article 11 class size limits and the same students are enrolled in a new section at the start of the second semester. In this case, the per day, per student compensation would be applicable on the first day of second semester.
- 11.3.3.6** It is the intent of the District to provide compensation in accordance with this section to eligible unit members in their monthly paychecks. Payroll will not issue separate checks for this compensation, for any reason.

11.4 High Schools

- 11.4.1** The maximum daily student classroom contact for high school teachers shall not exceed 185 students except as provided in this Agreement.
 - 11.4.1.1** Only students on a teacher’s roster shall be included in the daily student classroom contacts. Teacher Assistants (TAs) shall not be included in the teacher’s total daily student classroom contacts.
 - 11.4.1.2** Assignments to be excluded are Career Tech, EL, Interventions, PE, ROTC and VAPA, Leadership, Team Sports.
 - 11.4.1.3** Teachers shall have a maximum student contact prorated to their current Full-Time Equivalency as follows:

Full Time Equivalent	Maximum Daily Student Classroom Contacts
20%	37
40%	74
60%	111
80%	148
100%	185
120%	222

- 11.4.1.4** The maximum daily student classroom contact may exceed 185 students during the first 20 days of each semester.
- 11.4.1.5** In the event that any individual teachers total daily student classroom contacts exceeds 185 students or the appropriate prorated equivalency after the 20th day of each semester, site administration shall implement a resolution.
- 11.4.1.6** Potential resolution may include, but is not limited to:

1. Mutual agreement between administrator and teacher to exceed daily student classroom contacts.
2. Reassignment or rescheduling of students and/or staff.
3. Hiring of additional staff.
4. Teachers will receive \$3.00 per day for each student exceeding the maximum daily student classroom contacts.

11.4.1.7 Enrollment in grades 9, 10, 11 and 12 may exceed the maximums noted in Article 11.4.1.3 during the first 20 days of each semester. The compensation noted in this agreement shall not apply until the grace periods referenced in Article 11.4.1.3 have expired, except in instances when a section's enrollment at the end of the first semester exceeded Article 11.4.1.3 class size limits and the same students are enrolled in a new section at the start of the second semester. In this case, the per day, per student compensation would be applicable on the first day of second semester.

11.4.2 The District shall assist site administration to evaluate and problem solve high school counselor caseload issues.

ARTICLE 12: ASSIGNMENTS, TRANSFERS, AND FILLING OF VACANCIES

12.2 VACANCIES

12.2.2 All voluntary transfer/reassignment requests shall be considered before the District interviews outside applicants. Outside applicants will not be contacted for an interview until after all eligible in-house applicants have been interviewed.

12.2.2.1 The District may engage in efforts to hire special education staff members during the second semester for the upcoming school year. Information regarding new hires will not be shared with site administrators participating in the current hiring of special education staff. Through these efforts, the District will create a pool of new special education staff members who will be placed in positions by the District after all special education unit members who expressed an interest in a transfer using the February Transfer Window receive confirmation of their assignment for the following year.

12.3 VOLUNTARY TRANSFERS

12.3.1 Unit members who want to be considered for a voluntary transfer from March through August, inclusive, shall submit their intent to transfer using the District's online Transfer Form during the February Transfer Window set forth in section 12.3.1.1.

12.3.1.1 There will be one "Transfer Window" each school year. The window will be one (1) month long.

Prior to the opening of the February transfer window, the District and TVEA will notify unit members via email of the transfer window dates and provide a link to the online transfer forms.

The transfer window is as follows: Transfer Window	Window Opening Date	Window Closing Date	Transfer Request Effective Dates
February	First CE Workday in February	First CE Workday in March	First CE Workday after Closing of the February Transfer Window

- 12.3.1.2** It is the responsibility of the employee requesting a transfer to submit his/her request utilizing the District’s online transfer form by 5:00 p.m. on the posted closing date or the first workday in March. Transfer requests for March to August will not be accepted outside the transfer window. Unit members who miss the transfer window may apply for a posted position as an outside applicant and their application will be processed in the same manner as any other outside applicant.
- 12.3.1.3** Unit members who submit a transfer request during the transfer window will be considered for requested transfers only after the transfer window closes.
- 12.3.1.4** Unit members who submit transfer requests during the February transfer window will remain on the District Transfer List until September 1st of each year. The list shall be purged each September 1st. For positions posted from September 1st to the close of the February Transfer Window, unit members may submit a transfer request using Digital Appendix J for positions in accordance with sections 12.2 and 12.3 of the Collective Bargaining Agreement. The District shall post, five (5) working days after the posting date, at all work sites, a list of all vacancies, promotional positions and new positions, which occur during the school year and for the following school year, upon knowledge of the vacancies. The District shall make the list available to the Association.
- 12.3.1.5** The District shall maintain a list of all electronically submitted transfer requests and shall share this list with the Association President following the close of the February Transfer Window. Site administration will receive access to the names of candidates interviewing for positions only.
- 12.3.1.6** When an opening exists, the District will review all requests for transfer on the District Transfer List and interview all qualified unit members who have requested consideration for the specific site and position. The District shall make every effort to provide applicants with a status update within five (5) days of the interview.

- 12.3.1.7** If there are five (5) or fewer internal applicants for a position, the District shall conduct individual interviews. Reasonable effort shall be made to hold interviews outside of the work day.
- 12.3.1.8** Voluntary transfer/placement shall be based upon the following non-ordered criteria:
 - (a) Interview;
 - (b) Program Requirements;
 - (c) Experience in assignment and/or Credential.
- 12.3.1.9** Finalists may be observed provided all finalists are observed. Finalists observed by the interviewing administrator within the last two (2) years may be exempt from this observation.
- 12.3.2** A voluntary transfer may be denied if a unit member is working under an Assistance Plan/Improvement Plan, is a “referred teacher” in the PAR program, or does not have the proper certification to instruct English Learners at the time of interviewing for the position.
 - 12.3.2.1** A unit member who meets qualification criteria 12.2.1.2 shall be granted an interview for any position for which he/she has submitted a transfer request.
 - 12.3.2.2** In the event a vacancy occurs for specialist positions, such as but not limited to Language Arts Specialists, Supplemental Support Specialist, Math Specialist, etc., or for positions that are not on the current year’s Voluntary Transfer Forms, unit members will be informed of its posting via email. Unit members shall apply for posted vacancies using a position specific Digital Appendix J. The position will close five (5) working days after the posting date.
 - 12.3.2.3** The District reserves the right to utilize a Candidate Pool hiring model. In these situations, the District maintains a list of outside applicants for more commonly filled positions. In the event a member is not on the current year’s Voluntary Transfer List and wants to apply for transfer during the time that the District is using the Outside Candidate Pool model, that member shall not be required to participate in a “screening only” interview.
 - 12.3.2.3.1** Inside transfer candidates who interviewed and were not selected for a position after the closing of the February Transfer Window, prior to the summer recess, shall be considered for future positions at the same site, without an additional interview, prior to the District considering outside pool candidates. This paragraph shall apply to the time period between March 1 and September 1 of each school year.
- 12.3.3** In the event that a particular site has an employee working less than full-time (e.g. a partial assignment or job share), the District may increase the employee up to a full time assignment without interviewing transfer applicants, provided both the

employee and site administrator agree with the increase. Additionally, if an employee splits time between more than one site, the employee may, upon mutual agreement with the site administrator, be placed in up to a full-time assignment at one of the sites without the need for the site to interview transfer candidates. This provision may not be used to increase an employee's assignment beyond a 1.0 FTE.

12.6 NONTRADITIONAL ASSIGNMENT TRANSFERS

12.6.1 Assignment Types

12.6.1.1 Traditional Assignment: Teaching assignments (work site, grade level, and/or subject area) to which a unit member is legally authorized by the Commission on Teacher Credentialing to fulfill his/her contractual duties. Evaluations shall be handled by the site administrator.

In addition, site designated/assigned TOSAs, 6-12 ELA Specialists, 6-12 Math Specialists, 9-12 Intervention Specialists, LCAP Counselors shall be considered as falling under the assignment, transfer, filling of vacancy language in Article 12.

12.6.1.2 Program Specific Assignment: A nontraditional District program assignment, housed primarily on one or more school sites. The following unit members fall under this definition:

- Elementary Literacy Specialists
- Elementary Intervention Specialists
- Elementary Physical Education Teachers

Evaluations will be handled by the site administrator with input from the Director of ESS.

12.6.1.3 Support Personnel: Employees who are assigned to the District Office and who support multiple school sites based on student/program needs. The following unit members fall under this definition:

- Instructional Coaches (including K-12 ELA Specialist and K-12 Math Specialist, Counselor on Special Assignment, and K-12 VAPA Specialist)
- Autism Specialist
- Health TOSA
- Behavior Analyst
- Behavioral Health Support Specialist
- EL TOSA
- Elementary VAPA Teachers
- School Social Workers
- Licensed Clinical Social Workers
- Student Assistance Program Facilitators
- Registered Nurses (RN)

- District Library Media Specialist
- Lead Nurse
- Adaptive Physical Education
- Teacher Deaf and Hard of Hearing
- Supplemental Support Specialist
- Title I - SIS

Evaluations will be handled by the assigned department director/designee.

12.6.2 Transfers and Reassignment of Program Specific Assignments

12.6.2.1 Voluntary Transfer: In the event that a program specific position becomes available at another school site, current unit members assigned to program specific positions within the same job specification may submit a request for transfer to HRD by submitting Appendix J within the posting deadline for consideration.

All current unit members within the same program specific job specification, who request a transfer will be interviewed and considered before the District considers other candidates.

12.6.2.2 Involuntary Transfer Criteria: When an involuntary transfer (12.4.1) is necessary within a Specialist Job specification and a specialist does not volunteer for the needed transfer, District seniority shall prevail when determining which unit member is subject to the involuntary transfer to a traditional assignment.

The District will not displace other unit members in order to implement an involuntary transfer or reassignment of a unit member in a program specific position.

12.6.2.3 Reassignment: Unit members in program specific assignments may be reassigned to traditional assignments in accordance with Article 12 of the CBA. Specialists who will be reassigned for the upcoming school year shall be notified prior to March 1st unless there is a decrease in the number of students at the site, changes in the program, and/or changes in funding. In the event of a decrease in the number of students at the site, changes in the program, and/or changes in funding resulting in reassignment, the District will attempt to notify the unit member of their assignment for the coming school year prior to the end of the current school year.

12.6.2.4 Return Rights: Unit members in program specific assignments may be returned to their former assignment within one (1) calendar year of assuming the program specific assignment without an interview provided all of the following requirements are met:

1. The unit member submits a transfer request during the annual March transfer window and;

2. Notifies the Assistant Superintendent of Human Resources in writing (email or hard copy) of their desire to vacate the assignment and;
3. The former position is available between April and September 1st.
4. The unit member and the receiving site principal mutually agree and;
5. The District is able to secure a suitable replacement.

12.6.3 Transfers and Reassignment of Student Support Personnel Assignments

12.6.3.1 Voluntary Transfer: As Student Support Personnel are assigned to the District Office, site/location transfers within the same job classification are not applicable.

12.6.3.2 Reassignment: Student Support Personnel may be reassigned in accordance with Article 12 of the CBA. Student Support Personnel who will be reassigned for the upcoming school year shall be notified prior to March 1st unless there is a decrease in the number of students at the site, changes in the program, and/or changes in funding. In the event of a decrease in the number of students at the site, changes in the program, and/or changes in funding resulting in reassignment, the District will attempt to notify the unit member of their assignment for the coming school year prior to the end of the current school year.

12.6.3.3 Return Rights: If applicable, unit members in Student Support Personnel assignments may be returned to their former assignment within one (1) calendar year of assuming the program specific assignment without an interview provided the following:

1. The unit member submits a transfer request during the annual March transfer window and;
2. Notifies the Assistant Superintendent of Human Resources in writing (email or hard copy) of their desire to vacate the assignment and;
3. The former position is available between April and September 1st.
4. The unit member and the receiving site principal mutually agree and;
5. The District is able to secure a suitable replacement.

12.6.4 The Parties shall determine assignment type(s) when negotiating new job specifications. In the event that a position has been inadvertently omitted from the assignment types, the Parties agree to meet and designate the assignment type.

ARTICLE 21: INTERN SUPPORT

21.1 Rationale

The Temecula Valley Unified School District partners with colleges and universities to provide interns with hands-on experiences, under the support of a supervising certificated staff member. TVEA and the District agree that this is mutually beneficial and that the following provisions apply.

21.2 Stipend

Intern Support Providers shall receive an annual stipend in the amount of \$1,500. Said stipend shall be paid tenthly.

21.3 Eligibility

Intern Support Providers must be in possession of the following:

- A. Must hold a valid corresponding Clear or Life credential;
- B. Must have at least three (3) years of successful teaching experience;
- C. Must have an EL Authorization, if supporting an Intern who does not already possess such an authorization; and
- D. Must have met or exceeded District expectations on their last evaluation.

21.4 Priority

When selecting Intern Support Providers, eligible unit members at the same worksite as the Intern will be given priority consideration.

21.5 Responsibilities

Intern Support Providers work closely with assigned Intern(s) throughout their Internship teaching year(s). Intern Support Providers are responsible for providing instructional and non-instructional support such as:

- A. Content specific coaching;
- B. Planning and scheduling assistance;
- C. Addressing the unique needs of English Language Learners;
- D. Facilitating demonstration lessons and meetings;
- E. Special Education compliance;
- F. Problem-solving; and
- G. Communicating with university supervisors.

21.6 Methods of Support

Support will take place through a variety of methods, including but not limited to, face-to-face meetings, telephone conferences, and emails. It is anticipated that Interns will be supported by their Support Providers an average of at least one (1) hour per week throughout each school year. Additional support may be required depending on the time of year and/or needs of the Intern. In the event that an Intern Support Provider must be assigned to an Intern teacher at a different work location, every effort shall be made to provide the required support outside of the instructional day. Any lesson and/or meeting observation release time must have the prior approval of the Intern and the Intern Support Provider's principals.

ARTICLE 29: TERM

- 29.1** The new term of the Agreement will be from July 1, 2024, through June 30, 2027.
- 29.2** **Unless the parties agree otherwise in writing**, each year the Parties agree to reopeners on Article 7: Compensation and Benefits.
- 29.3** Each year the window to reopen negotiations will be from October 1st through April 1st. During this time, either the District or the Association may notify the other in writing of the Articles that will be opened for negotiation.
 - 29.3.1** In the final year of the contract, the District and the Association may reopen all articles of interest for the successor agreement.
 - 29.3.2** In all other years, the District and the Association shall have the ability to reopen two (2) articles for negotiations.

APPENDICES

Former APPENDIX O
APPENDIX O: Deleted

Former APPENDIX P
APPENDIX O: 4th/5th GRADE NON-ENROLLED STUDENTS

See Article 11.2 for 4th/5th grade non-enrolled student requirements and procedures.

Example:

Teacher			Enrolled Students
			30
	Non-Enrolled Stu Levels	Comp. Rate	Number of Students in Each Level
Additional Non-Enrolled on Roster Students	Level I	\$ 1.30	0
	Level II	\$ 2.25	1
	Level III	\$ 3.00	2
	Level IV	\$ 4.00	1
	Level V	\$ 4.75	0
	Total=/ 3		
			\$ 6.13

$$=(((1.30*0)+(2.25*1)+(3.00*2)+(4.00*1)+(4.75*0))/(0+1+2+1+0))*2 = 6.13$$

APPENDIX P CTE Salary Schedule

This salary schedule shall only apply to individuals hired exclusively to teach CTE classes.

Salary Schedule	Column A	Column B	Column C	Column D
CTE Schedule Appendix B-9	BA + 44 or Voc/DSC Credential	BA/Voc/DSC Cred + 45 or MA	BA/Voc/DSC Cred + 60 or MA + 15	MA +30 or BA/Voc/DSC + 75 w/MA

1. Initial Salary Schedule Placement

(a) For the purpose of initial step placement, teachers hired exclusively to instruct CTE designated coursework may be credited a maximum of 10 years teaching experience and/or CTE industry sector experience in the field they were initially hired to teach.

(b) For initial step placement, only industry experience within the last ten (10) years immediately preceding an employee's date of hire into an exclusive CTE position will be credited. Verification of industry sector experience will be made in accordance with Appendix Q and/or Appendix R, which are attached.

(c) In accordance with Education Code section 45028(b)(1), the District and Association agree that this provision will only apply to employees hired on or after July 1, 2018.

2. **Post-Credential/Degree Coursework:** Courses used for initial salary schedule placement or advancement shall be college work taken from an accredited institution and completed after the employee obtains their bachelor’s degree or preliminary CTE Designated Subjects Teaching Credential (DSC). A grade of C or higher, or its equivalent (Pass), must be earned for course work to count toward salary advancement.

a. Courses taken for salary placement and advancement must relate to the education of the students of the District, recognizing that expanding a unit member's area of expertise will benefit the student body. Courses taken may include:

- i. Content Areas - should include all subjects taught in the District or being considered for inclusion in the District curriculum.
- ii. Enrichment Areas - should include courses in subject areas taught within the District as enrichment and/or elective classes, or subjects that could be considered for future curriculum enrichment.
- iii. Methodological Areas - should include courses in teaching techniques, motivation, classroom management, school and district administration, etc.

- iv. Effective Areas of Interpersonal Relations - of students and faculty, pupil growth and development, staff communication, problem solving, decision making, etc.
- b. A Master’s degree may be used for column placement advancement.

Technical Notation

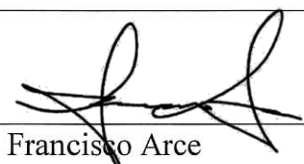
All previously approved tentative agreements on language shall be reflected in the final tentative agreement document presented for the required processes and shall be included in the subsequent printed revised version of the master collective bargaining agreement between the Association and the District.

AB 1200/Ratification

This Tentative Agreement is subject to AB 1200 disclosures and approval by TVEA and the District’s Governing Board.

Temecula Valley Unified School District
Bargaining Team Members

Temecula Valley Educators Association
Bargaining Team Members



Francisco Arce
Assistant Superintendent
Human Resources Development

3/5/2025
Date



Brian Balaris
Bargaining Chair
Temecula Valley Educators Association

3/5/25
Date

CERTIFICATED SALARY SCHEDULE "A"
184 Day Work Year
2024-2025

	A	B	C	D
STEP	BA with up to 44 units	MA or BA + 45	MA + 15 or BA + 60	MA + 30 or BA + 75 w/MA
1	64,107	67,163	70,216	73,271
2	67,317	70,524	73,724	76,928
3	70,524	73,878	77,232	80,598
4	73,724	77,232	80,744	84,261
5	76,927	80,592	84,254	87,926
6	80,135	83,950	87,765	91,589
7	83,342	87,307	91,276	95,259
8	86,543	90,662	94,782	98,919
9	89,751	94,024	98,295	102,585
10	92,954	97,377	101,801	106,251
11			105,313	109,915
12			108,823	113,575
13				117,241
16*				122,926
19*				128,889
22*				135,141
25*				142,641

A maximum of 7 years experience may be granted for previous full-time experience outside the Temecula Valley Unified School District.

*Longevity steps are available to unit members who fulfill longevity criteria listed in the collective bargaining agreement per Article 9.4.

Effective 07/01/2024

CERTIFICATED SALARY SCHEDULE "B"
184 Day Work Year
2024-2025

	A	B				
STEP	BA	BA + 15				
1	61,061	61,061				
2	61,061	61,061				
3	61,061	61,061				
4	61,061	64,107				
5		67,317				
6		70,681				
7		74,216				
8		77,929				
9						
10						
11						
12						
13						
16*						
19*						
22*						
25*						

A teacher assigned to a "B" schedule holds either out of state credentials, emergency permits, waivers, or are intern program participants.

Effective 07/01/2024

**COUNSELOR/LIBRARIAN/BEHAVIORAL HEALTH SUPPORT SPECIALIST SALARY SCHEDULE
194 Day Work Year
2024-2025**

	A	B	C	D
STEP	BA with up to 44 units	MA or BA + 45	MA + 15 or BA + 60	MA + 30 or BA + 75 w/MA
1	67,556	70,775	73,991	77,211
2	70,934	74,318	77,693	81,066
3	74,318	77,852	81,386	84,934
4	77,693	81,386	85,083	88,792
5	81,063	84,928	88,784	92,654
6	84,446	88,464	92,484	96,520
7	87,819	92,000	96,181	100,378
8	91,202	95,533	99,880	104,236
9	94,582	99,079	103,581	108,097
10	97,951	102,613	107,271	111,959
11			110,978	115,824
12			114,674	119,683
13				123,544
16*				129,537
19*				135,820
22*				142,407
25*				150,311

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Effective 07/01/2024

**PSYCHOLOGIST/LICENSED CLINICAL SOCIAL WORKER/BEHAVIOR ANALYST
SALARY SCHEDULE
189 Day Work Year
2024-2025**

	A	B	C	D
STEP	BA with up to 44 units	MA or BA + 45	MA + 15 or BA + 60	MA + 30 or BA + 75 w/MA
1	75,935	79,554	83,154	86,775
2	79,388	83,176	86,937	90,719
3	82,844	86,794	90,719	94,668
4	86,629	90,763	94,868	98,994
5	89,804	94,083	98,342	102,622
6	93,172	97,613	102,030	106,470
7	96,624	101,229	105,813	110,418
8	100,076	104,848	109,594	114,365
9	103,514	108,450	113,357	118,290
10	106,985	112,087	117,160	122,259
11			120,903	126,162
12			124,686	130,112
13				134,059
16*				140,560
19*				147,377
22*				154,525
25*				163,102

A maximum of 7 years experience may be granted for previous full-time experience outside the Temecula Valley Unified School District.

*Longevity steps are available to unit members who fulfill longevity criteria listed in the collective bargaining agreement per Article 9.4.

Effective 07/01/2024

TEMECULA VALLEY UNIFIED SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE - LEAD NURSE
194 Day Work Year
2024-2025

	A	B	C	D
STEP	BA with up to 44 units	MA or BA + 45	MA + 15 or BA + 60	MA + 30 or BA + 75 w/MA
1	71,076	74,462	77,848	81,235
2	74,634	78,190	81,742	85,289
3	78,190	81,909	85,629	89,359
4	81,742	85,629	89,521	93,418
5	85,289	89,350	93,414	97,485
6	88,847	93,076	97,304	101,546
7	92,401	96,796	101,196	105,612
8	95,953	100,518	105,084	109,671
9	99,507	104,244	108,978	113,734
10	103,056	107,960	112,867	117,800
11			116,760	121,862
12			120,651	125,921
13				129,985
16*				136,291
19*				142,900
22*				149,830
25*				158,145

A maximum of 7 years experience may be granted for previous full-time experience outside the Temecula Valley Unified School District.

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Effective 07/01/2024

TEMECULA VALLEY UNIFIED SCHOOL DISTRICT

**CERTIFICATED SALARY SCHEDULE - ROTC
194 Day Work Year**

Salary for each ROTC teacher will be calculated by MIP x 1.108. TVUSD will adjust the salary based on notification by the Federal Government of a change in a specific teacher's MIP.

TVHS	ROTC Teacher 1	
	ROTC Teacher 2	
CHS	ROTC Teacher 1	
	ROTC Teacher 2	
GOHS	ROTC Teacher 1	
	ROTC Teacher 2	
	ROTC Teacher 3	

SPEECH & LANGUAGE PATHOLOGIST SALARY SCHEDULE
184 Day Work Year
2024-2025

D	
STEP	Annual Salary
1	91,276
2	95,837
3	100,629
4	105,662
5	110,942
10	111,639
11	115,374
12	119,107
13	122,845
16	128,802
19	135,048
22	141,598
25	149,457

Effective 07/01/2024

CAREER TECHNICAL EDUCATION SALARY SCHEDULE
184 Day Work Year
2024-2025

	A	B	C	D
STEP	BA + 44 or Vocational (Voc) / Designated Subject Credential (DSC)	BA/Voc/DSC + 45 or MA	BA/Voc/DSC + 60 or MA + 15	MA + 30 or BA/Voc/DSC + 75 w/MA
1	64,107	67,163	70,216	73,271
2	67,317	70,524	73,724	76,928
3	70,524	73,878	77,232	80,598
4	73,724	77,232	80,744	84,261
5	76,927	80,592	84,254	87,926
6	80,135	83,950	87,765	91,589
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8	86,543	90,662	94,782	98,919
9	89,751	94,024	98,295	102,585
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12			108,823	113,575
13				117,241
16*				122,926
19*				128,889
22*				135,141
25*				142,641

* For the purpose of initial step placement, teachers hired to instruct CTE designated coursework may be credited up to 10 years of teaching and/or industry sector experience within the last ten (10) years.

*Longevity steps are available to unit members who fulfill longevity criteria listed in the collective bargaining agreement per Article 9.4.

APPENDIX C-1: SPORTS STIPENDS

MIDDLE SCHOOLS												
	# OF STIPENDS	% of Stipend / Extra Duty Base	AMOUNT PER STIPEND									
ANY INTRAMURAL	1	5%	\$ 3,205									

ATHLETIC EVENT SUPPORT POSITIONS				
SPORT	ACTIVITY	POSITION	STIPEND PER EVENT	MAXIMUM EVENTS
FOOTBALL, BASKETBALL, WRESTLING	VARSITY	ANNOUNCER	\$17	25
FOOTBALL	JR. VARSITY & FRESHMAN	TIMER	\$12	25
BASKETBALL	ALL	TIMER	\$12	25
WRESTLING	ALL	TIMER	\$12	10
TRACK		TIMER/JUDGE	\$12	5
SWIMMING		TIMER/JUDGE	\$12	5

HIGH SCHOOL C.I.F. PLAYOFFS - Extension Team competitions: 10% of sport compensation paid per week (also for individual sports). District to determine the number of coaches to accompany players to CIF playoffs.

APPENDIX C-2: EXTRA-DUTY STIPENDS

Stipend/Extra Duty Base: \$64,107

ELEMENTARY				
ACTIVITY	POSITION	NUMBER OF STIPENDS	% of Stipend / Extra Duty Base	AMOUNT PER STIPEND
YEARBOOK	ADVISOR	1	3.75%	\$2,404
STUDENT COUNCIL	ADVISOR	1	3.75%	\$2,404
SCHOOL DISCRETION	ANY	1	4.00%	\$2,564
COMBO CLASS	Each Teacher		4.50%	\$2,885

MIDDLE SCHOOL				
Visual and Performing Arts Stipends (VAPA)				
BAND	DIRECTOR	1	4%	\$2,564
CHORUS	DIRECTOR	1	4%	\$2,564
VAPA	DIRECTOR	1	4%	\$2,564
Other Stipends				
YEARBOOK	ADVISOR	1	5%	\$3,205
A.S.B.	ADVISOR	1	5%	\$3,205
SCIENCE OLYMPIAD	ADVISOR	1	3%	\$1,923

ALTERNATIVE HIGH SCHOOL				
YEARBOOK	ADVISOR	1	2.50%	\$1,603
STUDENT COUNCIL	ADVISOR	1	1.25%	\$801
*LEAD TEACHER - NHS, TAVS, EXCELSIOR		\$60.84	PER SECTION PLUS	\$782.33

OTHER ASSIGNMENTS			
DESCRIPTION	BASIS OF PAY	AMOUNT	
SPEECH & LANGUAGE PATHOLOGIST CLINICAL FIELDWORK YEAR SUPERVISOR	ANNUAL	\$1,000	
SPEECH AND LANGUAGE PATHOLOGIST INTERN SUPERVISOR	PER SEMESTER	\$500	
INTERN SUPPORT PROVIDER FIELDWORK YEAR SUPERVISOR	ANNUAL	\$1,500	
*NEW TEACHER ORIENTATION	HOURLY	\$49.85	
STAFF/CURRICULUM DEVELOPMENT	HOURLY	\$50	
DIRECT STUDENT INSTRUCTION	HOURLY	Per Diem Hourly Rate	
SUMMER SCHOOL and AFTER SCHOOL INSTRUCTION	HOURLY		
*HOME TEACHING	HOURLY	\$67.30	
DISTRICT STAFF TRAINERS	HOURLY	\$70	NON-CONTRACT DAYS
	HOURLY	\$35	CONTRACT DAYS

*Indexed to compensation percent increases

APPENDIX C-2: EXTRA-DUTY STIPENDS

HIGH SCHOOL				
ACTIVITY	POSITION	NUMBER OF STIPENDS	% of Stipend / Extra Duty Base	AMOUNT PER STIPEND
PEP and Band Stipends				
PEP - VARSITY/FALL	COACH	1	6%	\$3,846
PEP - VARSITY/WINTER	COACH	1	6%	\$3,846
PEP - JR. VARSITY/FALL	COACH	1	5%	\$3,205
PEP - JR. VARSITY/WINTER	COACH	1	5%	\$3,205
PEP - FRESHMAN/FALL	COACH	1	4%	\$2,564
PEP - FRESHMAN/WINTER	COACH	1	4%	\$2,564
BAND - MARCHING	DIRECTOR	1	10%	\$6,411
BAND - MARCHING	ASSISTANTS	3	6%	\$3,846
Academic Stipends				
ACADEMIC DECATHLON	COACH	1	7%	\$4,487
MOCK TRIAL	COACH	1	7%	\$4,487
SCIENCE OLYMPIAD	COACH	1	7%	\$4,487
Visual and Performing Arts Stipends (VAPA)				
CHORUS	DIRECTOR	1	8%	\$5,129
DRAMA	DIRECTOR	1	8%	\$5,129
DANCE	DIRECTOR	1	8%	\$5,129
Other Stipends				
HIGH SCHOOL ACTIVITIES	DIRECTOR	1	12%	\$7,693
NEWSPAPER	ADVISOR	1	5.5%	\$3,526
YEARBOOK	ADVISOR	1	6%	\$3,846
*H.S. DEPARTMENT	CHAIR	\$60.84	PER SECTION PLUS	\$782.33
CLASS ADVISORS	SENIOR	1		\$255
CLASS ADVISORS	JUNIOR	1		\$255
CLASS ADVISORS	SOPHOMORE	1		\$255
CLASS ADVISORS	FRESHMAN	1		\$255

*Indexed to compensation percent increases