

**Tentative Agreement  
Between the  
Temecula Valley Unified School District  
And The  
Temecula Valley Educators Association CTA/NEA  
May 23, 2019**

**Successor 2019-2021**

This is an Agreement made and entered into on May 20, 2019, 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").

**Article 4: Organizational Membership**

- 4.1** Any application or authorization of membership in the Temecula Valley Educators Association, CTA/NEA, shall be delivered to and maintained by the Association. The Association shall be responsible for notifying the District of unit members' authorization to deduct unified membership dues, initiation fees and general assessments in the Association. Pursuant to such authorization, the District shall deduct one-tenth (1/10) of such dues from the regular salary warrant of the unit member each month for the ten (10) months September through June. During the months September through June inclusive, any new, canceled or changed authorizations for payroll deductions submitted to the District prior to and including the 15<sup>th</sup> day of the month shall be applied to that month's pay warrant. Authorizations received after the 15<sup>th</sup> day of the month shall take effect in the following month. Any authorizations received after the 15<sup>th</sup> day of the month in June or during the months of July and August shall take effect in September.
- 4.2** Employee requests to cancel or change authorizations for payroll deductions for the Association shall be directed to the Association rather than to the District. The Association shall be responsible for processing these requests. The District shall rely on information provided by the Association regarding whether deductions for the Association were properly canceled or changed.
- 4.3** With respect to all sums deducted by the District pursuant to Section 4.1 above, the District agrees promptly to remit such monies to the Association accompanied by an alphabetical list of unit members including employee identification numbers for whom such deductions have been made, and indicating any changes in personnel from the list previously furnished. When dues monies are remitted to the Association and separately to CTA, the District shall notify the Association as in the manner described above for both parties including the amounts remitted to each.
- 4.4** The Association agrees to furnish any information needed by the District to fulfill the provisions of Section 4.3 of this Article.
- 4.4.1** The Temecula Valley Educators Association shall indemnify, defend, and hold harmless the District's Board of Education, including each individual School Board Member, and

employees, agents, and representatives of the District against any and all claims, demands, suits or other forms of liability; including, but not limited to, wages, damages, judgments, fees, fines, court costs, attorney fees and any back pay, penalties or awards resulting from any court, arbitrator or PERB orders, judgments or settlement which may arise by reason of, or resulting from the operation of this article. The Temecula Valley Educators Association shall bear all costs defending against any and all such claims, demands, suits or other forms of liability; including, but not limited to, court costs, attorney fees and all other costs of litigation.

**4.4.2** The Association shall have the exclusive right to decide and determine whether any such action or proceeding referred to in 4.4.1 above shall or shall not be compromised, resisted, defended, tried or appealed.

**4.5** The Association's decision thereon shall be final and binding upon all Parties protected by Section 4.4. This paragraph shall not be construed as a waiver on the part of the District, Board of Education, or any individual protected by this Section of any claim against the Association for failing to act in good faith in settling a claim or any failure to competently defend and hold them harmless. Within ten (10) days of proper service of a claim, demand, suit, or other legal action against any protected Party, the District shall inform the Association and provide the Association with copies of any documents received as a result of the legal action. Upon request, the District shall provide the Association's legal counsel with documents and information reasonably related to providing a defense.

## **Article 7: Compensation and Benefits**

**7.1.1** Effective July 1, 2019, a 2.3% increase will be applied to all non-longevity steps for salary schedules in Appendices B-1, B-2, B-3, B-4, B-5 and B-9; a 4.3% increase to all non-longevity steps for the salary schedule in Appendix B-8.

A one-time off-schedule payment of 2% to be determined as follows: All members in paid status as of the date of ratification who are also employed by the District on September 1, 2019 will qualify for the one-time off-schedule payment. The payment will be based upon salary schedule placement at the time of ratification of this Agreement and paid no later than October 31, 2019.

The salary schedules in Appendices B-1, B-3, B-4, B-5 and B-8 shall be restructured to a 4-column schedule such that existing columns A through C will be combined into one column and any member who has a Bachelor's degree with up to 44 units will be placed on the first column. The other columns will remain the same.

**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. Effective July 1, 2019, the Stipend/Extra Duty Base shall be \$50,069.

This shall resolve salary/health and welfare for the 2019-2020 school year.

**Article 9: Professional Growth and Development Plan**

**9.4.3** Each longevity/professional growth increment shall be compensated at the rate of 3.85% above the previous step. Step 16, then, shall be F/13 + 3.85%, Step 19 shall be Step 16 + 3.85%, Step 22 shall be Step 19 + 3.85%, and Step 25 shall be Step 22 + 3.85%.

With exception of Appendix B-9, any reference to Column F in Article 9: Professional Growth and Development Plan, will be amended to reflect Column D.

**Article 11: Class Size**

**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.

**Article 16: Grievance/Arbitration Procedures**

**16.1.2** A **day** is a day upon which the District Office is open for business, as published on the District website. Computation of time shall begin on the day following the alleged violation of the Agreement.

**16.2.2** A grievance shall not be valid for consideration unless it is submitted in writing, on the prescribed grievance form, a copy of which is attached to this Agreement as Appendix D-1, to Human Resources Development setting forth the facts and specific provision(s) of the Agreement allegedly violated and the particular relief sought. The written grievance must be submitted within twenty (20) days from the date of the most recent act, omission or practice giving rise to the grievance. Failure to file any grievance within such time period shall be deemed a waiver thereof.

**16.3: Grievance Steps**

**16.3.1 Level I Problem Solving**

Prior to filing a grievance, the potential grievant will schedule a meeting with the immediate supervisor to identify the problem and seek resolution. The potential grievant shall notify the supervisor that the meeting is requested pursuant to this section. In the event the problem is not resolved at Level I, the decision may be appealed to Level II – Superintendent/Designee, provided the grievance is submitted on the prescribed form (Appendix D-1) to Human Resources Development within the twenty (20) day time limitation provided in paragraph 16.2.2.

**16.3.2 Level II Superintendent/Designee**

After receipt of the completed grievance resolution form, the Superintendent/Designee shall have ten (10) days in which to render a written decision regarding the grievance. In the event the grievance is not resolved at Level II, the decision may be appealed to Level III - Mediation, provided such appeal is submitted on the prescribed form (Appendix D-2) to Human Resources Development within ten (10) days after receipt of the decision at Level II.

**16.3.3 Level III Mediation**

The Superintendent/Designee shall, upon the receipt of the request for mediation within five (5) days, request the services of a mediator through the State Mediation and Conciliation Service, who shall meet with the parties and attempt to resolve the grievance. If the grievance is not resolved in such a fashion, the grievant has ten (10) days from the date of the final mediation meeting to file the grievance at Level IV. A Level IV grievance must be filled out on a new grievance form (Appendix D-3), including a notice to the District, that the grievant is proceeding to the Board of Education and be submitted to the Superintendent's Office.

**16.3.4 Level IV Board of Education**

**16.3.4** The grievant may present her/his case to the Board of Education at their next regularly scheduled meeting or, at the Board's discretion, at a special meeting.

**Article 29: Term**

**29.1** The new term of the Agreement will be from July 1, 2019 through June 30, 2021. For the 2020/21 school year, the parties agree to reopeners on Article 7: Compensation and Benefits. In addition, the District and the Association shall have the ability to reopen two (2) articles for negotiations.

**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

*Nicole Dagn*  
*Mak...*  
*...*  
*Hany Martens*  
*Shopeck*  
*Nicola Gash*  
*E. J. 2*

Temecula Valley Educators Association  
Bargaining Team Members

*Nicole Per*  
*Lee*  
*Ms. Tr...*  
*Christina Tenney*  
*Karen Hagan*  
*Patty Curry*  
*Lucena E. Morgan*

*Raymond R Johnson* 5-23-19  
Raymond R. Johnson Date

Assistant Superintendent  
Human Resources Development

*Brian Balaris* 5/23/19  
Brian Balaris Date

Bargaining Chair  
Temecula Valley Educators Association

**Temecula Valley Unified School District  
Student/Teacher Calendar  
2019/2020 School Year**

H - Holidays & School Breaks  
T - Teacher Preparation Day (K-12 Non-student day)  
S - Staff Development Day (K-12 Non-student day)  
MHM - Modified Day (6-12 only)  
HM - Modified Day (9-12 only)

M - Modified Day (K-12)  
EM - Elem. Modified Day (K-5 only)  
MM - Modified Day (6-8 only)  
MHLS (6-12 only) Late Start - MS & HS

180 student days  
184 teacher days

Board Approved 5/15/18; Revised 7/17/18

July						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
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August						
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September						
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October						
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November						
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December						
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January						
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February						
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March						
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April						
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May						
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31						

June						
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28	29	30				

**Holidays and Breaks:**

184 teacher days

Jul 4	Independence Day	Dec 20	M-First semester ends	Feb 17	Washington's Birthday
Sep 2	Labor Day	Dec 23-Jan 3	Winter Break	Mar 23-Apr 3	Spring Break (Easter 4/12/20)
Nov 11	Veterans Day	Jan 20	Martin Luther King Jr. Day	May 25	Memorial Day
Nov 25-29	Thanksgiving Break	Feb 14	Lincoln's Birthday		

**Temecula Valley Unified School District**  
**Student/Teacher Calendar**  
**2019/2020 School Year**  
 Pending Board Approval 5/15/18  
 Revised 7/17/18

Crisis Information Line 506-7900

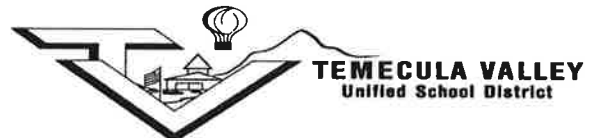
**Calendar Dates**

"H" ~ Holidays & School Breaks (K-12)	Dates
Independence Day	July 4, 2019
Labor Day	September 2, 2019
Veteran's Day	November 11, 2019
Thanksgiving Break	November 25 - 29, 2019
Winter Break	Dec. 23, 2019 - Jan. 3, 2020
Martin Luther King Jr. Day	January 20, 2020
Lincoln's Birthday	February 14, 2020
Washington's Birthday	February 17, 2020
Spring Break	March 23 - April 3, 2020
Memorial Day	May 25, 2020
<b>"T" ~ Teacher Preparation Day (K-12)</b> (Non-student day)	August 13, 2019 January 6, 2020
<b>"S" ~ Staff Development Day (K-12)</b> (Non-student day) (Non-student day)	August 12, 2019 September 13, 2019 January 6, 2020
<b>"M" ~ Modified Day (K-12)</b>	August 14, 2019 December 20, 2019 June 4, 2020 June 5, 2020
<b>"EM" ~ Elementary Modified Day (K-5 only)</b>	Wednesdays, from 8/21/19 through 5/20/20 (except 12/18/19) October 14-18, 2019
<b>"MM" ~ Middle School Modified Day (6-8 only)</b>	October 17, 2019 October 18, 2019
<b>"MHM" ~ Middle &amp; High School Modified Day (6-12 only)</b>	March 13, 2020
<b>"HM" ~ High School Modified Days(9-12 only)</b>	September 12, 2019 December 19, 2019

**"MHLS" ~ Middle & High School Late Start**  
 School Hours: High Schools(CALL Schools) & Middle Schools(9:15am-2:45pm;  
 except BVMS - 9:30am-3:00pm)

**Dates ("MHLS"): Middle & High School Late Start Monday DATES:**  
 Every Monday starting 8/19/19, ending 5/18/2020  
 (RVHS: Mondays and Fridays)

Site	Phone
<b>Elementary Schools:</b>	
Alamos Elementary School (AES)	294-6760
Abby Reinke Elementary School (ARES)	302-6610
Ysabel Barnett Elementary School (BES)	296-5579
Crowne Hill Elementary School (CHES)	294-6370
French Valley Elementary School (FVES)	926-3643
Helen Hunt Jackson Elem. School (JES)	302-5199
Susan La Vorgna Elem. School (LES)	294-6385
Nicolas Valley Elementary School (NVES)	695-7180
Paloma Elementary School (PES)	302-5165
Pauba Valley Elementary School (PVES)	302-5140
Rancho Elementary School (RES)	695-7150
Red Hawk Elementary School (RHES)	302-5125
Temecula Elementary School (TES)	695-7130
Temecula Luiseno Elementary (TLES)	294-6340
Tony Tobin Elementary School (TTES)	294-6355
Vail Elementary School (VES)	695-7140
Vintage Hills Elementary School (VHES)	695-4260
<b>Middle Schools</b>	
Bella Vista Middle School (BVMS)	294-6600
James L. Day Middle School (DMS)	699-8138
Erie Stanley Gardner Middle School (GMS)	699-0080
Margarita Middle School (MMS)	695-7370
Temecula Middle School (TMS)	302-5151
Vail Ranch Middle School (VRMS)	302-5188
<b>High Schools</b>	
Chaparral High School (CHS)	695-4200
Great Oak High School (GOHS)	294-6450
Temecula Valley High School (TVHS)	695-7300
<b>Alternative Education Programs</b>	
<i>Located at Joan F. Sparkman Alternative Education Center (SAEC)</i>	
Rancho Vista High School (RVHS)	695-7320
Susan H. Nelson High School (SNS)	695-7360
Temecula Valley Adult School (TVAS)	294-6512
Excelsior Program (EXA)	294-6513
Temecula Advantage Virtual School (TAVS)	506-7908
<b>Charter Schools</b>	
Temecula Valley Charter School (TVCS)	294-6775*
Temecula Preparatory School (Charter School)	926-6776*
	* Call for information
<b>District Administration</b>	
District Administration Center (DO)	676-2661
Transportation (MOT)	695-7110
Maintenance and Operations (MOT)	695-7115



**2019/2020 Daily School Schedules**

School	Regular Day	Modified Day	"MHLS"
Chaparral, Great Oak & Temecula Valley High Schools	7:30 a.m. - 2:30 p.m.	7:30 a.m.-12:22 p.m.	Late Start Mondays
Rancho Vista High School	7:45 a.m. - 2:15 p.m.	7:45 a.m. - 12:12 p.m. (every Monday 8/19/19-5/18/20)	
Middle Schools (except Bella Vista)	8:15 a.m. - 2:45 p.m.	8:15 a.m. - 12:25 p.m.	High School
Bella Vista Middle School	8:30 a.m. - 3:00 p.m.	8:30 a.m. - 12:40 p.m.	CALL for times
Elementary Schools	8:55 a.m. - 3:20 p.m.	8:55 a.m. - 1:00 p.m.	
AM Kindergarten	Call School	Call School	Middle School
PM Kindergarten	Call School	Call School	9:15 a.m. to
Charter Schools	Call School	Call School	2:45 p.m.

APPENDIX A-3 STUDENT/TEACHER CALENDAR 2020/2021

Temecula Valley Unified School District  
Student/Teacher Calendar  
2020/2021 School Year

H - Holidays & School Breaks  
T - Teacher Preparation Day (K-12 Non-student day)  
S - Staff Development Day (K-12 Non-student day)  
MHM - Modified Day (6-12 only)  
HM - Modified Day (9-12 only)

M - Modified Day (K-12)  
EM - Elem. Modified Day (K-5 only)  
MM - Modified Day (6-8 only)  
MHLS (6-12 only) Late Start - MS & HS

180 student days  
184 teacher days

Board Approved 5/15/2018

July						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3 H	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	

August						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10 S	11 T	12 M	13	14	15
16	17 MHLS	18	19 EM	20	21	22
23	24 MHLS	25	26 EM	27	28	29
30	31 MHLS					14

September						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7 H	8	9 EM	10	11	12
13	14 MHLS	15	16 EM	17 HM	18 S	19
20	21 MHLS	22	23 EM	24	25	26
27	28 MHLS	29	30 EM			

October						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5 MHLS	6	7 EM	8	9	10
11	12 EM/MHLS	13 EM	14 EM	15 EM / MM	16 EM / MM	17
18	19 MHLS	20	21 EM	22	23	24
25	26 MHLS	27	28 EM	29	30	31

November						
Su	Mo	Tu	We	Th	Fr	Sa
1	2 MHLS	3	4 EM	5	6	7
8	9 MHLS	10	11 H	12	13	14
15	16 MHLS	17	18 EM	19	20	21
22	23 H	24 H	25 H	26 H	27 H	28
29	30 MHLS					15

December						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7 MHLS	8	9 EM	10	11	12
13	14 MHLS	15	16	17 HM	18 M	19
20	21 H	22 H	23 H	24 H	25 H	26
27	28 H	29 H	30 H	31 H		

January						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4 T/S	5	6 EM	7	8	9
10	11 MHLS	12	13 EM	14	15	16
17	18 H	19	20 EM	21	22	23
24	25 MHLS	26	27 EM	28	29	30

February						
Su	Mo	Tu	We	Th	Fr	Sa
	1 MHLS	2	3 EM	4	5	6
7	8 MHLS	9	10 EM	11	12 H	13
14	15 H	16	17 EM	18	19	20
21	22 MHLS	23	24 EM	25	26	27

March						
Su	Mo	Tu	We	Th	Fr	Sa
	1 MHLS	2	3 EM	4	5	6
7	8 MHLS	9	10 EM	11	12 MHM	13
14	15 MHLS	16	17 EM	18	19	20
21	22 H	23 H	24 H	25 H	26 H	27
28	29 H	30 H	31 H			15

April						
Su	Mo	Tu	We	Th	Fr	Sa
				1 H	2 H	3
4	5 MHLS	6	7 EM	8	9	10
11	12 MHLS	13	14 EM	15	16	17
18	19 MHLS	20	21 EM	22	23	24
25	26 MHLS	27	28 EM	29	30	

May						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3 MHLS	4	5 EM	6	7	8
9	10 MHLS	11	12 EM	13	14	15
16	17 MHLS	18	19 EM	20	21	22
23	24 MHLS	25	26 EM	27	28	29
30	31 H					20

June						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3 M	4 M	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			

Holidays and Breaks:

Jul 4	Independence Day	Dec 18	M-First semester ends	Feb 15	Washington's Birthday
Sep 7	Labor Day	Dec 21-Jan 1	Winter Break	Mar 22-Apr 2	Spring Break (Easter 4/4/21)
Nov 11	Veterans Day	Jan 18	Martin Luther King Jr. Day	May 31	Memorial Day
Nov 23-27	Thanksgiving Break	Feb 12	Lincoln's Birthday		

184 teacher days



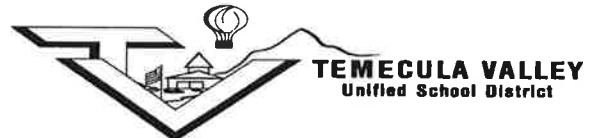
**Temecula Valley Unified School District**  
**Student/Teacher Calendar**  
**2020/2021 School Year**  
 Pending Board Approval 5/15/18

Crisis Information Line 506-7900

<b>Calendar Dates</b>	
<b>"H" ~ Holidays &amp; School Breaks (K-12)</b>	<b>Dates</b>
Independence Day	July 4, 2020
Labor Day	September 7, 2020
Veteran's Day	November 11, 2020
Thanksgiving Break	November 23 - 27, 2020
Winter Break	Dec. 21, 2020 - Jan. 1, 2021
Martin Luther King Jr. Day	January 18, 2021
Lincoln's Birthday	February 12, 2021
Washington's Birthday	February 15, 2021
Spring Break	March 22 - April 2, 2021
Memorial Day	May 31, 2021
<b>"T" ~ Teacher Preparation Day (K-12)</b> (Non-student day)	August 11, 2020 January 4, 2021
<b>"S" ~ Staff Development Day (K-12)</b> (Non-student day) (Non-student day)	August 10, 2020 September 18, 2020 January 4, 2021
<b>"M" ~ Modified Day (K-12)</b>	August 12, 2020 December 18, 2020 June 3, 2021 June 4, 2021
<b>"EM" ~ Elementary Modified Day (K-5 only)</b>	Wednesdays, from 8/19/20 through 5/19/21 (except 12/16/20) October 12-16, 2020
<b>"MM" ~ Middle School Modified Day (6-8 only)</b>	October 15, 2020 October 16, 2020
<b>"MHM" ~ Middle &amp; High School Modified Day (6-12 only)</b>	March 12, 2021
<b>"HM" ~ High School Modified Days(9-12 only)</b>	September 17, 2020 December 17, 2020
<b>"MHLS" ~ Middle &amp; High School Late Start</b>	
School Hours: High Schools(CALL Schools) & Middle Schools(9:15am-2:45pm; except BVMS - 9:30am-3:00pm)	

<b>School Listing</b>	
<b>Site</b>	<b>Phone</b>
<b><u>Elementary Schools:</u></b>	
Alamos Elementary School (AES)	294-6760
Abby Reinke Elementary School (ARES)	302-6610
Ysabel Barnett Elementary School (BES)	296-5579
Crowne Hill Elementary School (CHES)	294-6370
French Valley Elementary School (FVES)	926-3643
Helen Hunt Jackson Elem. School (JES)	302-5199
Susan La Vorgna Elem. School (LES)	294-6385
Nicolas Valley Elementary School (NVES)	695-7180
Paloma Elementary School (PES)	302-5165
Pauba Valley Elementary School (PVES)	302-5140
Rancho Elementary School (RES)	695-7150
Red Hawk Elementary School (RHES)	302-5125
Temecula Elementary School (TES)	695-7130
Temecula Luiseno Elementary (TLES)	294-6340
Tony Tobin Elementary School (TTES)	294-6355
Vail Elementary School (VES)	695-7140
Vintage Hills Elementary School (VHES)	695-4260
<b><u>Middle Schools</u></b>	
Bella Vista Middle School (BVMS)	294-6600
James L. Day Middle School (DMS)	699-8138
Erle Stanley Gardner Middle School (GMS)	699-0080
Margarita Middle School (MMS)	695-7370
Temecula Middle School (TMS)	302-5151
Vail Ranch Middle School (VRMS)	302-5188
<b><u>High Schools</u></b>	
Chaparral High School (CHS)	695-4200
Great Oak High School (GOHS)	294-6450
Temecula Valley High School (TVHS)	695-7300
<b><u>Alternative Education Programs</u></b>	
<i>Located at Joan F. Sparkman Alternative Education Center (SAEC)</i>	
Rancho Vista High School (RVHS)	695-7320
Susan H. Nelson High School (SNS)	695-7360
Temecula Valley Adult School (TVAS)	294-6512
Excelsior Program (EXA)	294-6513
Temecula Advantage Virtual School (TAVS)	506-7908
<b><u>Charter Schools</u></b>	
Temecula Valley Charter School (TVCS)	294-6775*
Temecula Preparatory School (Charter School)	926-6776*
* Call for information	
<b><u>District Administration</u></b>	
District Administration Center (DO)	676-2661
Transportation (MOT)	695-7110
Maintenance and Operations (MOT)	695-7115

**Dates ("MHLS"): Middle & High School Late Start Monday DATES:**  
 Every Monday starting 8/17/20, ending 5/24/21  
 (RVHS: Mondays and Fridays)



<b>2020/2021 Daily School Schedules</b>			
<b>School</b>	<b>Regular Day</b>	<b>Modified Day</b>	<b>"MHLS"</b>
Chaparral, Great Oak & Temecula Valley High Schools	7:30 a.m. - 2:30 p.m.	7:30 a.m.-12:22 p.m.	Late Start Mondays
Rancho Vista High School	7:45 a.m. - 2:15 p.m.	7:45 a.m. - 12:12 p.m. (every Monday)	
Middle Schools (except Bella Vista)	8:15 a.m. - 2:45 p.m.	8:15 a.m. - 12:25 p.m.	High School
Bella Vista Middle School	8:30 a.m. - 3:00 p.m.	8:30 a.m. - 12:40 p.m.	CALL for times
Elementary Schools	8:55 a.m. - 3:20 p.m.	8:55 a.m. - 1:00 p.m.	
AM Kindergarten	Call School	Call School	Middle School
PM Kindergarten	Call School	Call School	9:15 a.m. to
Charter Schools	Call School	Call School	2:45 p.m.

Appendix A-4 Student/Teacher Calendar 2021-2022

**Temecula Valley Unified School District**  
**Student/Teacher Calendar**  
**2021/2022 School Year**

H - Holidays & School Breaks  
 T - Teacher Preparation Day (K-12 Non-student day)  
 S - Staff Development Day (K-12 Non-student day)  
 MHM - Modified Day (6-12 only)  
 HM - Modified Day (9-12 only)

M - Modified Day (K-12)  
 EM - Elem. Modified Day (K-5 only)  
 MM - Modified Day (6-8 only)  
 MHLS (6-12 only) Late Start - MS & HS

180 student days  
 184 teacher days

Pending Board Approval: 6/11/2019

July						
Su	Mo	Tu	We	Th	Fr	Sa
				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

August						
Su	Mo	Tu	We	Th	Fr	Sa
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				

September						
Su	Mo	Tu	We	Th	Fr	Sa
			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		

October						
Su	Mo	Tu	We	Th	Fr	Sa
					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						

November						
Su	Mo	Tu	We	Th	Fr	Sa
	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				

December						
Su	Mo	Tu	We	Th	Fr	Sa
			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	

January						
Su	Mo	Tu	We	Th	Fr	Sa
						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					

February						
Su	Mo	Tu	We	Th	Fr	Sa
		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					

March						
Su	Mo	Tu	We	Th	Fr	Sa
		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		

April						
Su	Mo	Tu	We	Th	Fr	Sa
					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

May						
Su	Mo	Tu	We	Th	Fr	Sa
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				

June						
Su	Mo	Tu	We	Th	Fr	Sa
			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		

**Holidays and Breaks:**

184 teacher days

Jul 4	Independence Day	Dec 17	M-First semester ends	Feb 14	Washington's Birthday
Sep 6	Labor Day	Dec 20-Dec 31	Winter Break	Mar 21-Apr 1	Spring Break (Easter 4/17/22)
Nov 11	Veterans Day	Jan 17	Martin Luther King Jr. Day	May 30	Memorial Day
Nov 22-26	Thanksgiving Break	Feb 11	Lincoln's Birthday		

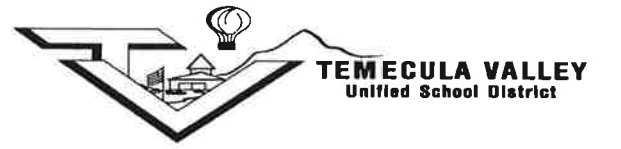
**Temecula Valley Unified School District**  
**Student/Teacher Calendar**  
**2021/2022 School Year**  
 Pending Board Approval 6/11/2019

Crisis Information Line 506-7900

Calendar Dates	
"H" ~ Holidays & School Breaks (K-12)	Dates
Independence Day	July 4, 2021
Labor Day	September 6, 2021
Veteran's Day	November 11, 2021
Thanksgiving Break	November 22 - 26, 2021
Winter Break	Dec. 20 - 31, 2021
Martin Luther King Jr. Day	January 17, 2022
Lincoln's Birthday	February 11, 2022
Washington's Birthday	February 14, 2022
Spring Break	March 21 - April 1, 2022
Memorial Day	May 30, 2022
"T" ~ Teacher Preparation Day (K-12) (Non-student day)	August 10, 2021 January 3, 2022
"S" ~ Staff Development Day (K-12) (Non-student day) (Non-student day)	August 9, 2021 September 17, 2021 January 3, 2022
"M" ~ Modified Day (K-12)	August 11, 2021 December 17, 2021 June 2, 2022 June 3, 2022
"EM" ~ Elementary Modified Day (K-5 only)	Wednesdays, from 8/18/21 through 5/18/22 (except 12/15/21) October 11 - 15, 2021
"MM" ~ Middle School Modified Day (6-8 only)	October 14, 2021 October 15, 2021
"MHM" ~ Middle & High School Modified Day (6-12 only)	March 11, 2022
"HM" ~ High School Modified Days(9-12 only)	September 16, 2021 December 16, 2021
<b>"MHLS" ~ Middle &amp; High School Late Start</b>	
School Hours: High Schools(CALL Schools) & Middle Schools(9:15am-2:45pm; except BVMS - 9:30am-3:00pm)	

School Listing	
Site	Phone
<b><u>Elementary Schools:</u></b>	
Alamos Elementary School (AES)	294-6760
Abby Reinke Elementary School (ARES)	302-6610
Ysabel Barnett Elementary School (BES)	296-5579
Crowne Hill Elementary School (CHES)	294-6370
French Valley Elementary School (FVES)	926-3643
Helen Hunt Jackson Elem. School (JES)	302-5199
Susan La Vorgna Elem. School (LES)	294-6385
Nicolas Valley Elementary School (NVES)	695-7180
Paloma Elementary School (PES)	302-5165
Pauba Valley Elementary School (PVES)	302-5140
Rancho Elementary School (RES)	695-7150
Red Hawk Elementary School (RHES)	302-5125
Temecula Elementary School (TES)	695-7130
Temecula Luiseno Elementary (TLES)	294-6340
Tony Tobin Elementary School (TTES)	294-6355
Vail Elementary School (VES)	695-7140
Vintage Hills Elementary School (VHES)	695-4260
<b><u>Middle Schools</u></b>	
Bella Vista Middle School (BVMS)	294-6600
James L. Day Middle School (DMS)	699-8138
Erle Stanley Gardner Middle School (GMS)	699-0080
Margarita Middle School (MMS)	695-7370
Temecula Middle School (TMS)	302-5151
Vail Ranch Middle School (VRMS)	302-5188
<b><u>High Schools</u></b>	
Chaparral High School (CHS)	695-4200
Great Oak High School (GOHS)	294-6450
Temecula Valley High School (TVHS)	695-7300
<b><u>Alternative Education Programs</u></b>	
<i>Located at Joan F. Sparkman Alternative Education Center (SAEC)</i>	
Rancho Vista High School (RVHS)	695-7320
Susan H. Nelson High School (SNS)	695-7360
Temecula Valley Adult School (TVAS)	294-6512
Excelsior Program (EXA)	294-6513
Temecula Advantage Virtual School (TAVS)	506-7908
<b><u>Charter Schools</u></b>	
Temecula Valley Charter School (TVCS)	294-6775*
Temecula Preparatory School (Charter School)	926-6776*
* Call for information	
<b><u>District Administration</u></b>	
District Administration Center (DO)	676-2661
Transportation (MOT)	695-7110
Maintenance and Operations (MOT)	695-7115

**Dates ("MHLS"): Middle & High School Late Start Monday DATES:**  
 Every Monday starting 8/118/21, ending 5/23/22  
 (RVHS: Mondays and Fridays)



2020/2021 Daily School Schedules			
School	Regular Day	Modified Day	"MHLS"
Chaparral, Great Oak & Temecula Valley High Schools	7:30 a.m. - 2:30 p.m.	7:30 a.m.-12:22 p.m.	Late Start Mondays
Rancho Vista High School	7:45 a.m. - 2:15 p.m.	7:45 a.m. - 12:12 p.m. (every Monday)	
Middle Schools (except Bella Vista)	8:15 a.m. - 2:45 p.m.	8:15 a.m. - 12:25 p.m.	High School
Bella Vista Middle School	8:30 a.m. - 3:00 p.m.	8:30 a.m. - 12:40 p.m.	CALL for times
Elementary Schools	8:55 a.m. - 3:20 p.m.	8:55 a.m. - 1:00 p.m.	
AM Kindergarten	Call School	Call School	Middle School
PM Kindergarten	Call School	Call School	9:15 a.m. to
Charter Schools	Call School	Call School	2:45 p.m.

**TEMECULA VALLEY UNIFIED SCHOOL DISTRICT**

Appendix B-1

**CERTIFICATED SALARY SCHEDULE "A"**

**184-Day Work Year**

**2019-20**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>STEP</b>	BA with up to 44 units	MA/BA + 45	MA + 15 or BA + 60	MA + 30 or BA + 75 with MA
1	51,999	54,477	56,953	59,432
2	54,602	57,203	59,800	62,398
3	57,203	59,923	62,645	65,375
4	59,800	62,645	65,493	68,346
5	62,397	65,370	68,340	71,318
6	64,999	68,094	71,188	74,290
7	67,600	70,816	74,035	77,266
8	70,197	73,538	76,879	80,235
9	72,799	76,265	79,729	83,208
10	75,397	78,985	82,573	86,182
11			85,422	89,154
12			88,268	92,123
13				95,096
16*				98,757
19*				102,559
22*				106,508
25*				110,608

A maximum of 7 years experience may be granted for previous full-time experience outside the Temecula Valley Unified School District  
 2.3% salary increase effective 7-1-2019

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

\*Includes longevity increment of 3.85% above previous step effective 7-1-2019

**TEMECULA VALLEY UNIFIED SCHOOL DISTRICT**

Appendix B-2

**CERTIFICATED SALARY SCHEDULE "B"**

**184 Day Work Year**

**2019-20**

	<b>A</b>	<b>B</b>				
<b>STEP</b>	BA	BA + 15				
<b>1</b>	49,528	49,528				
<b>2</b>	49,528	49,528				
<b>3</b>	49,528	49,528				
<b>4</b>	49,528	51,999				
<b>5</b>		54,602				
<b>6</b>		57,331				
<b>7</b>		60,198				
<b>8</b>		63,210				
<b>9</b>						
<b>10</b>						
<b>11</b>						
<b>12</b>						
<b>13</b>						
<b>16*</b>						
<b>19*</b>						
<b>22*</b>						
<b>25*</b>						

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

2.3% salary increase, effective 7/1/2019.

**TEMECULA VALLEY UNIFIED SCHOOL DISTRICT**

Appendix B-3

**COUNSELOR/LIBRARIAN/BEHAVIORAL HEALTH SUPPORT SPECIALIST SALARY  
SCHEDULE  
194-DAY WORK YEAR  
2019-20**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>STEP</b>	BA with up to 44 units	MA/BA + 45	MA + 15 or BA + 60	MA + 30 or BA + 75 with MA
1	54,796	57,407	60,015	62,627
2	57,536	60,280	63,018	65,755
3	60,280	63,147	66,014	68,892
4	63,018	66,014	69,012	72,021
5	65,752	68,886	72,014	75,153
6	68,496	71,755	75,015	78,290
7	71,231	74,623	78,014	81,418
8	73,976	77,489	81,014	84,548
9	76,717	80,365	84,016	87,680
10	79,451	83,231	87,010	90,812
11			90,017	93,946
12			93,014	97,078
13				100,209
16*				104,067
19*				108,074
22*				112,234
25*				116,555

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

2.3% salary increase effective 7-1-2019

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

\*Includes longevity increment of 3.85% above previous step effective 7-1-2019

**TEMECULA VALLEY UNIFIED SCHOOL DISTRICT**

Appendix B-4

**PSYCHOLOGIST/LICENSED CLINICAL SOCIAL WORKER/BEHAVIOR ANALYST  
SALARY SCHEDULE  
189-DAY WORK YEAR  
2019-20**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>STEP</b>	BA with up to 44 units	MA/BA + 45	MA + 15 or BA + 60	MA + 30 or BA + 75 with MA
1	61,593	64,528	67,448	70,384
2	64,394	67,465	70,517	73,585
3	67,197	70,400	73,585	76,787
4	70,267	73,619	76,949	80,296
5	72,842	76,313	79,768	83,239
6	75,573	79,175	82,758	86,360
7	78,374	82,109	85,826	89,562
8	81,174	85,044	88,894	92,763
9	83,963	87,966	91,946	95,947
10	86,778	90,916	95,031	99,167
11			98,067	102,333
12			101,135	105,536
13				108,737
16*				112,923
19*				117,271
22*				121,786
25*				126,474

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

2.3% salary increase effective 7-1-2019

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

\*Includes longevity increment of 3.85% above previous step effective 7-1-2019

TEMECULA VALLEY UNIFIED SCHOOL DISTRICT

Appendix B-5

CERTIFICATED SALARY SCHEDULE - LEAD NURSE  
194-DAY WORK YEAR  
2019-20

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
STEP	BA with up to 44 units	MA/BA + 45	MA + 15 or BA + 60	MA + 30 or BA + 75 with MA
1	57,651	60,398	63,144	65,892
2	60,537	63,422	66,302	69,179
3	63,422	66,437	69,455	72,481
4	66,302	69,455	72,613	75,774
5	69,179	72,474	75,770	79,072
6	72,065	75,496	78,925	82,365
7	74,948	78,514	82,082	85,664
8	77,828	81,532	85,236	88,957
9	80,712	84,554	88,395	92,252
10	83,591	87,569	91,549	95,549
11			94,706	98,845
12			97,862	102,136
13				105,433
16*				109,493
19*				113,708
22*				118,086
25*				122,632

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

2.3% salary increase effective 7-1-2019

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

\*Includes longevity increment of 3.85% above previous step effective 7-1-2019



**TEMECULA VALLEY UNIFIED SCHOOL DISTRICT**

Appendix B-8

**SPEECH & LANGUAGE PATHOLOGIST SALARY SCHEDULE  
184-DAY WORK YEAR  
2019-20**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>STEP</b>	BA with up to 44 units	MA/BA + 45	MA + 15 or BA + 60	MA + 30 or BA + 75 with MA
1	55,701	58,229	60,753	63,281
2	58,355	61,008	63,656	66,304
3	61,008	63,780	66,556	69,340
4	63,656	66,556	69,461	72,368
5	66,302	69,333	72,362	75,398
6	68,956	72,112	75,266	78,428
7	71,607	74,887	78,169	81,462
8	74,256	77,662	81,068	84,489
9	76,909	80,441	83,974	87,520
10	79,558	83,215	86,874	90,552
11			89,778	93,583
12			92,679	96,610
13				99,641
16*				103,477
19*				107,461
22*				111,598
25*				115,895

4.3% salary increase effective 7-1-2019

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

\*Includes longevity increment of 3.85% above previous step effective 7-1-2019

**TEMECULA VALLEY UNIFIED SCHOOL DISTRICT**

Appendix B-9

**CAREER TECHNICAL EDUCATION SALARY SCHEDULE**

**184 Day Work Year**

**2019-20**

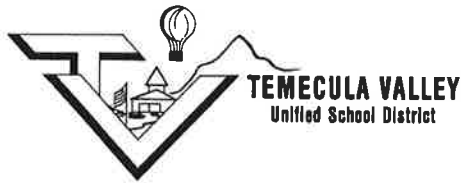
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>STEP</b>	<b>Designated Subject Credential (DSC)</b>	<b>DSC + 15</b>	<b>DSC + 30</b>	<b>Master of Field (MoF) or DSC + 45</b>	<b>Master of Field (MoF) + 15 or DSC + 60</b>	<b>MoF + 30 or DSC + 75 w/MoF</b>
<b>1</b>	50,069	50,069	51,999	54,477	56,953	59,432
<b>2</b>	50,069	50,069	54,602	57,203	59,800	62,398
<b>3</b>	50,069	50,069	57,203	59,923	62,645	65,375
<b>4</b>	50,069	51,999	59,800	62,645	65,493	68,346
<b>5</b>		54,602	62,397	65,370	68,340	71,318
<b>6</b>		57,331	64,999	68,094	71,188	74,290
<b>7</b>		60,198	67,600	70,816	74,035	77,266
<b>8</b>		63,210	70,197	73,538	76,879	80,235
<b>9</b>			72,799	76,265	79,729	83,208
<b>10</b>			75,397	78,985	82,573	86,182
<b>11</b>					85,422	89,154
<b>12</b>					88,268	92,123
<b>13</b>						95,096
<b>16*</b>						98,757
<b>19*</b>						102,559
<b>22*</b>						106,508
<b>25*</b>						110,608

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

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

\*Includes longevity increment of 3.85% above previous step effective 7-1-2019

2.3% salary increase effective 7-1-2019



**CERTIFICATED CONTRACT GRIEVANCE FORM – LEVEL II**  
**Article 16 – Grievance/Arbitration Procedure (16.3.2)**

---

Submission of Complaint – All portions of this section must be completed by the grievant.

Employee Name: \_\_\_\_\_

**Reason for Appeal:**

**Remedy Sought:**

---

Employee's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Upon completion of this section, grievant shall present original and copies #2 and #3 to Superintendent/Asst. Supt. HRD (Designee). Copy #4 should be retained by grievant.

---

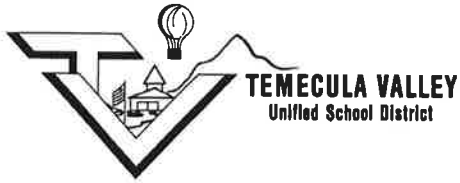
**Superintendent/Assist. Supt. HRD (Designee)'s Response:**

---

Superintendent/Designee's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Upon completion of this section, Designee shall retain original, present copy #2 to grievant and forward copy #3 to Principal. The original and all attachments shall be filed.



**CERTIFICATED CONTRACT GRIEVANCE FORM – LEVEL III  
Article 16 – Grievance/Arbitration Procedure (16.3.3)**

---

**REQUEST FOR MEDIATION**

This section must be completed by the grievant. A copy of the completed Grievance Form – Level II must be attached.

I hereby request this grievance be moved to Level III, Mediation.

My representative is: \_\_\_\_\_

Employee's Signature: \_\_\_\_\_ Date: \_\_\_\_\_