

TENTATIVE AMENDMENTS TO AGREEMENT

BETWEEN

BORREGO SPRINGS UNIFIED SCHOOL DISTRICT (BSUSD)

AND

BORREGO SPRINGS EDUCATION ASSOCIATION (BSEA)

CTA/NEA (JULY 1, 2007 – JUNE 30, 2010)

The Agreement between BSUSD and BSEA, dated June 11, 2007, is hereby amended as of November 17, 2008. Except as herein amended, which amendments are subject to ratification by BSUSD and BSEA, said Agreement shall remain in full force and effect:

ARTICLE V NEGOTIATION PROCEDURES

5.1 Not later than March 1 of each year of this Agreement, the Association will submit initial proposals for reopeners as specified in Article XXVIII or proposals for a successor Agreement, whichever is appropriate. The District will complete the Public Notice provisions of the Educational Employment Relations Act (hereinafter called "EERA") in successive meetings. Upon completion of the Public Notice provisions, the parties shall meet and negotiate in good faith for a successor Agreement. Any agreement reached between parties shall be reduced to writing and signed by them.

ARTICLE XIII PROCEDURES FOR EVALUATION

13.1.1 Employees with permanent status who have been employed by the District for at least ten (10) years may mutually agree with their evaluator that the employee will be evaluated only once every five years if the employee is highly qualified under state and federal law and if the teacher's previous two performance evaluations certified that the employee has met or exceeded standards. This mutual agreement will be in writing. Either party may withdraw consent for this evaluation option at any time without cause. (Ed Code 44664.3)

ARTICLE XVII SALARIES

17.3 Placement on the Schedule

17.3.1 Placement shall be based in the appropriate class determined by the number of units earned beyond the Bachelor's Degree (include any units earned for a Master's Degree) and the number of years of full-time equivalent professional teaching experience in the classroom up to and including ten (10) years.

ARTICLE XXI RETIREMENT PROVISIONS

- 21.5 The parties agree to implement Education Code Section 44929 for teachers who desire to retire and meet the following conditions:
- 21.5.1 His/her age is between fifty (50) and sixty (60).
 - 21.5.2 The teacher is eligible to retire under STRS rules.
 - 21.5.3 The teacher submits a letter of retirement, effective at the end of the current school year. The letter of resignation must be submitted before June 1.
 - 21.5.4 If the District offers an early retirement incentive then the District can set the notification date needed in order to qualify for the incentive.
 - 21.5.5 Education Code Section 44929 may only be implemented in those cases where the District can substantiate that there will be no added costs to the District.

ARTICLE XVI EMPLOYEE BENEFITS


There shall be no changes to the wording of this Article XVI.

The District and the Association acknowledge that the four (4) percent increase in health and welfare benefits for 2008-2009 will be paid in totality by the District.

Attached hereto are two signed memoranda of understanding (covering a committee for collaboration days, dated May 28, 2008, and a committee for optional alternative evaluation procedures, dated October 28, 2008) that do not change the Agreement but were a part of negotiations that are being concluded on November 17, 2008.

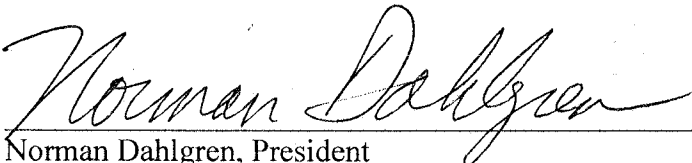
Dated: November 17, 2008

For the Borrego Springs Unified School District:



Consuela Smith, Superintendent

For the Borrego Springs Education Association (CTA/NEA):



Norman Dahlgren, President