

Know Your CUTA Contract

Grounds for a
Grievance?



A middle school principal
schedules three after school events
during the year requiring staff
attendance.

☐ Yes

☐ No

7.6 In addition to the work day/work week requirements described above, the unit members shall be required, without additional compensation, to render such additional duties as are normally required of the education professions and which are consistent with past District practices, e.g., Open House, Parent Conferences, Back-to-School Night, school-wide activities, student supervision assignments.

7.6.1 **As determined by the site administration, elementary and middle school sites may schedule up to two (2) after school/evening programs in any academic year which require staff attendance.** High schools will not exceed four (4) after school/evening programs in any academic year and such duties shall not occur outside of the District...

YES

On a shortened Thursday a principal directs 4th and 5th grade teachers to attend a staff development activity after student dismissal.

☐ Yes

☐ No



7.12 ... The planning time provided by the early release of students on Thursday shall be used for lesson planning and preparation. Preparation time is intended to provide unit members time to think, plan, and work on projects in preparation for improving the quality and delivery of classroom instruction. **Staff development activities and/or meetings should not be planned or scheduled during this time by administration, except for serious reasons or emergencies.**

YES

A teacher who for one school year worked as a 60% job share was denied step advancement on the salary schedule.

Yes

No



12.4.2 The service requirement for advancing one step on the salary schedule shall be in accordance with the statutory definition of one (1) year's full-time, regular contract service or the equivalent of one (1) year's full-time, regular contract service in a certificated position within the District.

NO
(IT MUST BE 75% OF A
SCHOOL YEAR)

The district pro-rates its health insurance contribution for a part-time high school teacher working 80% of the school year.

Yes

No



14.13 ENTITLEMENT

Unit members with a 60 percent or more assignment shall receive the District's full contribution towards fringe benefits. Unit members with less than a 60 percent assignment shall receive a pro-rated District contribution. Job-sharing positions are excluded from this entitlement, as specified in Article 25.1.1.

YES

A teacher with 5 available sick leave days is denied use of three-day personal business leave.

Yes

No



15.7.2 THREE-DAY ABSENCE

15.7.2.1 Any member may use up to three (3) days per school year of accumulated sick leave for personal business. These days may be used at the unit member's discretion. Forty-eight (48) hours advance notice to the site supervisor shall be required.

15.7.2.2 **Such leave is available to unit members who have five (5) sick leave days, after the use of this leave,** left in the current school year's sick leave allocation.

NO

A student pushes against a teacher and physically threatens her. The principal decides to handle this incident without reporting it to the police.

Yes

No



16.1.1 Unit members shall immediately report cases of assault suffered by them in connection with their employment to their principal or other immediate superior who shall immediately report the incident to the police. The District shall comply with the California Education Code provisions that protect unit members from assault (verbal or physical), which occur during the scheduled workday, including during the performance of assigned adjunct duties.

YES

The district neglects to provide its list of student suspensions and the causes thereof to the teachers with whom they're enrolled.

Yes

No



16.4.2 In compliance with state law, **a list of student suspensions and expulsions, along with information regarding the specific causes therefore, based upon any records the District maintains in the ordinary course of business and receives from a law enforcement agency shall be provided to the teacher.**

YES

A teacher is involuntarily transferred because of over-staffing. He is denied the opportunity to fill a vacancy which he preferred.

Yes

No



17.4.3.3 Employees being considered for involuntary transfer will be given a list of the District's vacant positions for which the employee is credentialed and qualified, as provided in the second paragraph of the Involuntary Transfer section of Article 17. In the event that more than one transfer is being considered, the employees shall be notified of all vacancies then being considered. **It is understood that an employee statement of preference is not binding upon the Superintendent.**

NO

Districtwide the ratio of total general education students to general education classroom teachers is $32 \frac{1}{2}:1$.

Yes

No



18.1 In planning each year's enrollment of students and regular classroom teachers, **the District will initially employ sufficient number of regular classroom teachers not to exceed a ratio of 32-1 total general education classroom teachers to total general education students on a District-wide basis (i.e. total general education student count divided by total general education teacher count = 32)**. Should a reduction in staff occur pursuant to the lay off procedures of the Education Code, the Governing Board may increase class size. The remaining effects of the lay off will be negotiated with the Association.

YES

Without written notification
beforehand, a negative comment
appears on a teacher's final
evaluation.

Yes

No



19.1.7 Evaluation shall include at least one classroom/assignment observation. **Negative comments shall not be included in the final evaluation, unless the evaluatee has previously been notified, in writing, of said area of concern and provided an opportunity for written response.**

YES

During heated contract negotiations a principal bars a site rep from holding a union meeting in the school after contract hours.

Yes

No



21.2.1 The Association and its members shall have the right to make use of school equipment, buildings, and facilities at all reasonable hours for lawful purposes. The District shall not provide supplies for use by the Association.

21.2.4 The District shall not discriminate for/against any member of the unit because of membership in or participation in the activities of any employee organization.

YES