SLTA/ SLUSD Tentative Agreement
Contract Negotiations July 2014- June 2015

December 17, 2014

Article XIV: Teacher Safety

E. The District shall maintain a program to assess and correct any unsafe physical conditions which exist within the buildings or on the property of the school district.

3. **A unit member or school site safety committee shall report promptly in writing to the immediate supervisor any unhealthy or unsafe facilities, conditions, or equipment. The administrator shall respond appropriately to the report. If the unit member or committee is not satisfied with the administrator's disposition of the issue, either may appeal the problem in writing to the superintendent or designee for further considerations and action. The determination of the matter by the superintendent or designee shall be reported to the unit member or committee as soon as possible but not more than five (5) days after receipt of the appeal. The unit member or committee may request a response in writing.**

F. When unauthorized persons are observed on school premises, they shall be reported to the administrator or designee, who shall investigate the report; and if appropriate, ask that the person leave, and if necessary, call the Police Department.

1. **To ensure the safety of SLTA members, the Human Resources Department will oversee the training of site personnel in the implementation and enforcement of the SLUSD Visitor's Policy by September 15 of each year, and, provide evidence to SLTA by October 1st.**

L. The District will notify teachers and counselors of students who have been suspended from school for violating acts set forth in Education Code 48900 within three (3) days.

Article XV: Salaries

2014-15 Compensation: 3.25 percent salary schedule increase, Retroactive to July 1, 2014 to be added to the board approved SLTA salary schedules for the 2014-15 school year.

ARTICLE XXI - MISCELLANEOUS PROVISIONS

H. Academic Freedom (NEW)

1) ***The teacher must be free to think and express ideas, free to select and employ supplemental materials, and follow methods and educationally acceptable learning styles of instruction, free from undue pressures of authority, and free to act within his/her professional group. Such freedom should be used judiciously and prudently to the end that it promotes the free exercise of intelligence and student learning. Such academic freedom shall be subject to the standards of professional responsibility with due regard for the maturity level of students, laws of the state of California, District policy, and administrative rules and regulations.***

Modifications provided by the negotiated settlement shall be effective only from the date of this agreement's ratification except as specifically provided above.

The parties hereto have caused this document to be executed by their duly authorized officers this 17th day of December 2014.

Anita Waldron

San Leandro Teachers' Association

Anita Waldron

SLTA Vice President &

Bargaining Chair

Rosanna Muccetti

San Leandro Unified School District

Rosanna Muccetti, Ed.D

Deputy Superintendent