

**Tentative Agreement  
Newport-Mesa Unified School District and  
Newport-Mesa Federation of Teachers  
August 11, 2015**

The negotiation teams for the Newport-Mesa Federation of Teachers and the Newport-Mesa Unified School District have reached tentative agreement for contract amendments to the current bargaining agreement between the District and the Federation. The negotiation teams recommend ratification of the tentative agreement to the Federation membership and to the Board of Education. This tentative agreement upon ratification will conclude negotiations between the Federation and the District for the 2015-16 school year.

**Salary - 12.2 Salary**

It is agreed there will be a 2.5% increase to the salary schedules effective August 11, 2015.

- Effective with the 2016-17 school year, two additional teacher staff development will be added to the teacher school year calculated by adding the per diem rate to each cell on the Teacher Salary Schedule #44. This teacher salary schedule will state “2016-17 Teacher Salary Schedule 188 days” and will include the 2 days calculated at the daily rate.
- The salary schedules will be modified to incorporate the salary for Doctorate and National Board Certification into additional salary columns. These new salary columns will now include the current 4% of base salary for Doctorate and 2% of base salary for National Board Certification.

**School Calendars**

The school calendar was approved for 2016-17 with two additional staff development days scheduled on August 29 and August 30, 2016.

**Health and Welfare Benefits**

Based upon recommendations from the Joint Benefits Team there will be new health benefit plans, one PPO and two HMO’s. Through negotiations, the District’s benefits cap will be increased from \$15,309 to \$15,857. As a result, there will be revised District and employee contributions for the medical plans as follows for full-time employees:

2015-2016 Full-Time Employee OCAP Benefit Contribution Chart (tenthly)			
	Cigna HMO	Kaiser HMO	Cigna OAP (PPO)
Employee	\$174	\$174	\$330
Employee +1	\$217	\$217	\$516
Employee + Family	\$258	\$258	\$684

Part-time employees who enroll in medical benefits shall pay the OCAP amount for benefits plus the appropriate part time rates based on the 2015-16 Active Employee Payroll

**Recognition**

Article 2.1.1 Add “Counselor on Special Assignment” to the list of certificated positions in the unit.

**Days and Hours of Employment**

3.1.1 Commencing 2016-17 Unit members who provide classroom instruction shall provide 188 days of service.

3.1.1.3 Commencing 2016-17, 2 additional staff development days will be added for a total of 4 days.

3.2.3 Commencing 2016-17, the average number of instructional minutes per day throughout the school year for students shall be at a minimum as follows:

- Note: No school shall reduce current instructional minutes.
- Note: Increased minutes become effective 2016-17.

Kindergarten	300 <del>200</del> Minutes per day
Grades 1-3	300 <del>280</del> Minutes per day
Grades 4-6	315 <del>330</del> Minutes per day
Grades 7-8	330 Minutes per day
Grades 7-12	360 Minutes per day
Grades 9-12	360 Minutes per day

The instructional minutes shall meet the requirements of Education Code Section 46201 - 46206, inclusive. Schools currently above the minimum instructional minutes shall not reduce minutes.

3.2.3.1.2 Either the faculty or administration may schedule open discussions to probe the need for, and value in, changing the configuration of instructional minutes. In order to facilitate incremental change, the discussion and voting process may be done as many times in succession during the school year as a site desires. The discussions may lead to a definite, single new alternative configuration that will (a) be cleared by Nutrition Services, Transportation and Fiscal departments, (b) be presented to the faculty for continued discussion, (c) be held for a wait and reflection period of at least five (5) school days, and (d) be subject to a waiver vote against the existing configuration of instructional minutes (as outlined in Appendix D). If the alternative receives 2/3 support of the total eligible certificated staff, it will be submitted to the JCCR on a completed district waiver application. If not, the configuration of instructional minutes will conform to meet the requirements of section 3.2.3.

3.3.3 K-3 Classroom Teacher Conference/Preparation:

Commencing 2016-17 within 15 workdays of the beginning of the teacher work year, unit members assigned to a regular elementary school class (grades TK-3) shall have a minimum of 120 minutes every two weeks for conference/preparation time. Team meetings may occur during conference/preparation time. Conference/preparation time shall be provided unless there is a shortened work week, substitute teacher shortage or other site-based events/field trips.

Also commencing with school year 2016-17, unit members assigned to a regular elementary school class (grades TK-3) will receive 3 on-site release days per year with a substitute teacher for preparation time. The 3 days will be coordinated by the District and may not be carried over to the following school year.

#### Corona del Mar High School - School Schedule Restructure Vote

In the 2015-16 school year, the staff and administration at Corona del Mar High School will take the necessary steps including conducting information meetings so that a restructure vote occurs no later than February 26, 2016 regarding an 8-block schedule beginning the 2016-17 school year. The 8-block schedule will proceed if the vote passes; if the vote does not pass, the schedule remains status quo.

**RECOMMENDATION: The N-MFT Negotiations Team and Executive Board recommend that you vote YES on this Tentative Agreement.**