

**AMENDMENT TO THE 2022-25 CONTRACT
BETWEEN THE
DEL MAR UNION SCHOOL DISTRICT
AND THE
DEL MAR CALIFORNIA TEACHERS ASSOCIATION**

The Del Mar Union School District (“DMUSD”) and Del Mar California Teachers Association (“DMCTA”) met in and collectively bargained through the Interest Based Bargaining process and have mutually agreed to the following contract changes. Both parties agree to include the changes to the contract of the July 1, 2022 through June 30, 2025 Agreement between DMUSD and DMCTA (“Agreement”).

Article 2 – Definitions

2.15 “Immediate family” means the employee’s, ~~or~~ the employee’s spouse’s, or the employee’s registered domestic partner’s, mother (stepmother), father (stepfather), daughter (stepdaughter, daughter-in-law), son (stepson, son-in-law), grandmother, grandfather, granddaughter, grandson, sister (stepsister, sister-in-law), brother (stepbrother, brother-in-law), niece, nephew, aunt, uncle, and any person living in the household of the unit member.

Article 11 - Evaluations

11.2.1 Unit members with permanent status, who meet the qualifying guidelines stated in California Education Code 44664, and who have been employed by the District for at least ten (10) years and have received meets or exceeds standards on all prior evaluations, may be evaluated every three (3) years instead of every other year. The three-year evaluation cycle is subject to evaluator and unit member agreement. The unit member or the evaluator may withdraw consent at any time, and the unit member shall be returned to the evaluation cycle of every other year. Upon receipt of a requires improvement or unsatisfactory evaluation, the unit member will be returned to the annual evaluation cycle. Ten (10) year period will begin with the unit member’s first year of permanent status in a certificated assignment.

Article 13- Professional Responsibilities/Hours of Employment/Duty

13.1 Professional Responsibilities

The unit member has the responsibility to perform the following core professional duties where applicable:

- Two night events per year:
 - General Education Teachers and Education Specialists attend Back to School Night & Open House.
 - Itinerant STEAM+ Teachers will attend both assigned site’s STEAM+ Nights.
 - Non-itinerant STEAM+ Teachers will attend their site STEAM+ night and one other night as determined by the unit member and supervisor assist another site’s STEAM+ night.

- Other unit members not identified above will attend up to two night events (relevant to their position) as determined by the unit member and supervisor.
- All unit members who choose to attend more than two night events will be paid the non-instructional extra hourly rate with supervisor approval.

13.6.1 School Psychologists shall be provided the opportunity to work up to thirty-five hours per school year as Administrative Designee in IEP meetings. To off-set hours spent serving as Administrative Designee, the School Psychologist can be compensated for up to thirty-five additional hours per year ~~of on-site make-up time~~. The make-up hours will be completed on District property outside of the unit member's regular hours of employment as mutually agreed upon with the unit member's supervisor. The maximum annual stipend shall be \$5,000 and will be prorated hourly.

Article 15 – Leaves

15.3 Bereavement Leave:

15.3.1 Each unit member is entitled to a leave of absence of up to five days on account of death of any member of the unit member's immediate family. No deduction shall be made from the salary of such unit member for three days of bereavement leave nor shall such leave be deducted from other leaves. ~~A unit member is entitled to leave not to exceed three (3) days.~~ Two additional days for a total of five (5) days may be taken in the following circumstances:

- For in-state travel if travel one (1) way exceeds four hundred (400) miles, or if out-of-state travel is required
- For the death of a unit members spouse, registered domestic partner, or child, to include still-birth.

Bereavement leave may be extended by the unit member by utilizing available personal necessity leave.

Article 19 – Salaries and Benefits

19.3 Health and Welfare Benefits

19.3.1 Eligible unit members shall be provided with medical, dental, vision and life insurance benefits. The maximum district contribution for all premiums for health/welfare benefits shall be ~~\$12,500~~ \$13,500 (the District "cap") annually. Any premium costs for health and welfare benefits that exceed ~~\$12,500~~ \$13,500 will be the responsibility of the employee.

Compensation

- Increase on schedule of 4.25%, effective July 1, 2022
- Increase of benefit cap to \$13,500 effective 2023/24 school year

The elements described above represent the entirety of the tentative agreement between the parties.