

**Agreement Between**  
**California Virtual Academies**  
**&**  
**California Virtual Educators United**

**July 1, 2017**

**To**

**June 30, 2020**

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## **ARTICLE 1 - AGREEMENT**

- 1.1 This Agreement is between all of the California Virtual Academies (CAVA) and California Virtual Educators United (CVEU) /CTA/NEA.
- 1.2 This Agreement is entered into and shall be enforced pursuant to the Educational Employment Relations Act (EERA) of the California Government Code (Sections 3540-3549) as adopted and amended.

## **ARTICLE 2 - RECOGNITION**

CAVA recognizes CVEU/CTA/NEA as the exclusive representative of all certificated employees of CAVA schools, excluding all managers, supervisors, classified employees, confidential employees and casual substitutes.

### **ARTICLE 3 – TERM OF AGREEMENT**

- 3.1 The term of this Agreement shall be July 1, 2017 through June 30, 2020.
- 3.2 During the term of this Agreement, on an annual basis unless a topic has been closed by agreement of the parties, either party may elect to reopen up to three (3) articles each. Notice must be given by either party one (1) month prior to commencement of bargaining.
- 3.3 During the term of this Agreement, there shall be no strike by employees or lockout by CAVA or unilateral imposition in the event of exhaustion of impasse procedures. This section of this Article shall lapse at the termination of this Agreement.

## ARTICLE 4 - UNION RIGHTS

- 4.1 Representation Rights: CVEU maintains those rights specified under the EERA to represent all bargaining unit members.
- 4.2 Access and Communications: Consistent with legal requirements, any authorized CVEU representative shall have the right of reasonable access to CAVA facilities, including posting notices of activities and matters of CVEU concern on these Schools; electronic file posting system (i.e. Share Point). Any material or literature distributed or posted by CVEU or its members shall be dated and shall not be violative of law.

Upon arriving at a CAVA designated work site, the CVEU/CTA representative shall notify the administration of his/her arrival and comply with any and all visitor requirements applicable to all other campus/facility visitors. CVEU/CTA representatives shall not in any way interrupt any employee's duties or assignments. The representative may contact employees before and after an employee's hours of service or during duty free lunch periods.

- 4.3 Association Release Time: The CVEU President, officers, or designee(s) shall have a combined annual total of five (5) days of release time to perform CVEU responsibilities with no reduction in pay. CVEU representatives shall provide at least five (5) working days' advance notice to the appropriate supervisor for such release time. This time shall be in addition to release time to which the CVEU President, officers, or designee(s) would otherwise be entitled to under EERA for the purposes of negotiations and attendance at grievance meetings, if necessary.

## ARTICLE 5- ORGANIZATIONAL SECURITY/DUES

### 5.1 Dues Deduction

- 5.1.1 Within thirty (30) days of final ratification of this Agreement, CAVA shall commence deduction of uniform Union dues, initiation fees and assessments from the pay of all bargaining unit members and remit said dues fees and assessments to CVEU. With respect to all sums deducted pursuant to this Article, CAVA agrees to deduct said sums in equal amounts from each paycheck (i.e. in 22 equal amounts) prorated for unit members hired mid-year, and to remit such moneys promptly to CVEU. Promptly shall mean as soon as practicable, but no later than thirty (30) days after the deduction.
- 5.1.2 Dues, initiation fees, and assessments may be changed (increased or decreased) only by CVEU/CTA/NEA and with written notice to CAVA at least thirty (30) days prior to the commencement of said change.
- 5.1.3 Dues, initiation fees, and assessments shall recur from school-year to school-year without re-solicitation.
- 5.1.4 On a quarterly basis or upon request, CAVA shall provide CVEU with an alphabetical list of unit members, including their name, addresses, and assignment for whom such deductions have been made, and indicating any changes in personnel from the list previously furnished.

### 5.2 Agency Fee Provision

Any unit member who does not make application for CVEU membership within thirty (30) days from the date of commencement of assigned duties shall pay a service fee (Agency Fee) equal to all dues, fees and assessments as determined by CVEU. While such agency fee unit members will pay dues, they will not enjoy the privileges of membership in CVEU. Deductions of such fees shall be in accordance with Government Code Section 3546.

- 5.2.1 Notwithstanding the above provisions, any unit member who is a member of a religious body whose traditional tenets or teachings include objections to joining or financially supporting unit member organizations shall not be required to financially support the organization. That unit member, in lieu of a membership fee or a fair share fee deduction, shall instruct the Employer to deduct and pay sums equal to the fair share fee to a non-religious, non-labor organization, charitable fund as noted below, for receipt of charitable contributions by payroll deductions, or in one (1) lump sum. Any unit member making a charitable contribution in lieu of dues or fees as set forth in this Article, and who requests that the grievance over the provisions of this Agreement be taken to arbitration, shall be responsible for the costs of the arbitration that would otherwise fall on the California Virtual Educators United.

- 5.2.1.1 Approved charitable organizations:

1. Scholarship America
2. Family Connections
3. Parents as Teachers



## **ARTICLE 6 – CHARTER SCHOOL RIGHTS**

- 6.1 Except as limited by this collective bargaining agreement, it is understood and agreed that CAVA retains all of its powers and authority to direct, manage and control its operations to the full extent of the law.
- 6.2 Subject to the provisions of this Agreement, CAVA's rights include, but are not limited to, the following:
- All management rights pursuant to law;
  - Determine the organization's intention and overall program design, including determination of the curriculum and related educational policies and methods of instruction;
  - Establish educational policies with respect to admitting students;
  - Hire, classify, assign, evaluate, supervise, promote, terminate, and discipline unit members;
  - Determine the number of personnel and kinds of personnel required;
  - Ensure the rights and educational opportunities of all students;
  - Maintain Board operations;
  - Build, move or modify facilities;
  - Establish budget procedures and determine budgetary allocations;
  - Determine the methods of raising revenue;
  - Contract out work and take action on any matter, consistent with any limitations in this Agreement.
  - Tracking of time during the work day using computer-based software, VoIP phones, or other identified tracking systems.
- 6.3 The exercise of the foregoing powers, rights, authority, duties, responsibilities by CAVA, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms are in conformance with law.

## **ARTICLE 7 - GRIEVANCE PROCEDURES**

### **7.1 Definitions & General Conditions**

- A. A grievance is a claim by one or more of the members of CVEU or by CVEU on behalf of its members or itself, that there has been a violation, misapplication, or misinterpretation of the Agreement.
- B. All matters and disputes which do not fall within the above definition of a grievance are excluded from this grievance process. Also excluded from this grievance process are those matters so indicated elsewhere in this Agreement.
- C. The respondent in any grievance shall be CAVA itself rather than any individual administrator. Processing and discussing the merits of a grievance shall not be considered a waiver by CAVA of a defense that the matter is not arbitrable or should be denied for other reasons that do not go to the merits.
- D. As used herein, "day" refers to a regular certificated workday when CAVA is open for business as a regular workday for a majority of CAVA unit members.
- E. The Grievant and CVEU representative (if a member of the bargaining unit) shall be provided with reasonable release time to attend any grievance meeting with CAVA.
- F. There shall be no reprisals against an employee for utilizing these grievance procedures or for assisting a grievant pursuant to these procedures.
- G. Any resolution agreements at the formal level shall be subject to approval of CVEU.

### **7.2 Informal Procedure**

- A. The grievant shall first discuss the grievance with the appropriate administrator, either directly or accompanied by a Union representative, with the object of resolving the matter informally. The grievant may authorize a CVEU representative to represent him/her.
- B. This discussion must be requested within fifteen (15) days of the alleged violation or within fifteen (15) days of when the grievant had knowledge of the facts concerning the alleged violation.

### **7.3 Level 1: Formal Procedure**

- A. If the matter is not resolved informally, the grievant may submit the claim in writing as a formal grievance no later than fifteen (15) days after the informal conference.
- B. Unless reasonably impracticable, within five (5) days after receipt of the written

grievance by the appropriate administrator, the administrator shall meet with the aggrieved and, if requested by the grievant, a CVEU representative, in an effort to resolve the matter. This meeting may take place virtually unless either party requests a meeting in person.

- C. Within five (5) days after receipt of the grievance, or after the Level 1 conference, the administrator shall render a decision in writing.

#### 7.4 Level 2: Formal Procedure

- A. Within five (5) days of receipt of the decision at Level 1, or if no decision is rendered within the required time, if the grievant is not satisfied with the decision, the grievance may be appealed to the Head of Schools.
- B. Unless reasonably impracticable, within ten (10) days of receiving the appeal, the Head of Schools shall meet with the aggrieved unit member and, if requested by the grievant, a CVEU representative, in an effort to resolve the grievance.
- C. Within five (5) days of the meeting, the Head of Schools shall respond with a decision in writing.

#### 7.5 Level 3: Mediation & Arbitration

- A. If both CVEU and CAVA agree to attempt a mediated settlement, then the matter will be submitted to mediation by utilizing the State Mediation & Conciliation Service ("SMCS") or any other mutually agreeable mediation service.
- B. If mediation is utilized and does not result in a resolution of the grievance, CVEU in its own discretion may submit the grievance to final and binding arbitration by utilizing SMCS.
- C. If the grievant is not satisfied with the decision rendered at level 2, and the parties do not mutually agree to mediation, then CVEU in its own discretion may submit the grievance to final and binding arbitration by utilizing SMCS or any other mutually agreeable mediation service.
- D. In arbitration, either party may request from the other the production, review and right to copy non-confidential documents relevant to the grievance. In addition, the parties shall, at least five (5) days prior to the first hearing date, exchange lists of their intended witnesses.
- E. The conduct of the hearing shall be at the discretion of the arbitrator who shall be governed by commonly accepted rules of procedure for holding arbitration hearings.
- F. The arbitrator shall have no power to add to, subtract from, disregard, alter, amend or modify any provisions of this Agreement or impose any limitations or

obligations not specifically provided for under the terms of this Agreement.

- G. The arbitrator's award shall be final and binding upon the grievant(s), CAVA, and CVEU. The California law on final and binding arbitration awards shall be applicable to such a decision.
- H. All fees and expenses of the arbitrator shall be shared equally by CVEU and CAVA. Each party shall bear the expense of presenting its own case. A transcript of proceedings shall not be required, but either party may order a transcript at its own expense. If the other party at any time desires a copy of the transcript, it must share equally the cost of the reporter and transcript.

#### 7.6 Miscellaneous

- A. The grievant and CVEU representative (if a member of the bargaining unit) shall be provided with reasonable release time to attend any grievance meetings with CAVA.
- B. There shall be no reprisals against an employee for utilizing these grievance procedures or for assisting a grievant pursuant to these procedures.

## ARTICLE 8 - EVALUATION PROCEDURES

### 1. Purpose

These evaluation procedures include an administrative assessment/observation of evidence concerning the quality of teaching based upon the standards as defined herein. The primary purpose of evaluation is the improvement of the professional practice of all unit members and thereby the improvement of the quality of education as measured by increased student achievement, student/family satisfaction, student retention, etc.

### 2. Evaluation System

Acknowledging that California Standards for the Teaching Professional has been taken into consideration in the creation of the unique CAVA evaluation model, CAVA shall utilize the applicable evaluation rubrics to evaluate unit members as follows:

- K5 General Education Teacher Rubric
- MS GE Teacher Evaluation Rubric
- HS Teacher Evaluation Rubric
- CD K-8 Teacher Evaluation Rubric
- Intervention Specialist Evaluation Rubric
- Special Education Teacher Evaluation
- Elementary Synchronous Instruction Rubric
- Intervention Specialist Synchronous Instruction Rubric
- Middle School Live Synchronous Instruction Rubric
- High School Synchronous Instruction Rubric
- Community Day Synchronous Instruction Rubric
- High School Counselor Rubric

Should CAVA or CVEU wish to materially revise any current Rubric, either party must first submit a written request to the other party no later than March 1 for any changes to become effective the following school year. If changes are requested, the parties may form a committee with an equal number of representatives to discuss such revisions. If any material changes are agreed to by the parties, by May 15, the agreement must be reduced to writing and signed by the appropriate representatives. Failure of the parties to reach agreement to any material changes to any Rubric by May 15 shall result in continued use of the current Rubrics for the following school year. If negotiations result in a change in any Rubric, the change will go into effect as negotiated.

### 3. Annual Timeline

- **August/September/October:** CAVA administration notifies unit members who will be formally evaluated as well as identifies the assigned evaluator, and initial observations will commence. Within 30 days of notification, unit members to be formally evaluated may request a Goal Setting Conference.
- **December/January:** Unit members to be formally evaluated shall complete a self-

evaluation.

- **January - March:** Evaluators complete evaluation conferences with unit members to be evaluated.

#### **4. Frequency of Evaluation**

- A. For unit members hired prior to January 1, such unit members shall be formally evaluated in that school year.
- B. For members hired after January 1, such unit members shall be formally evaluated in the following school year so long as employment continues.
- C. Following initial evaluation, unit members will be formally evaluated every other year thereafter. Insofar as employment is continued for a unit member receiving either a basic (needs improvement) or an unsatisfactory final evaluation rating, such unit members will off cycle for evaluation, but will be subject to the annual evaluation process as noted herein.
- D. A formal observation shall be conducted each year for all unit members.
- E. Unit members may receive ongoing feedback and informal observations.

#### **5. Evaluator**

- A. The School will assign the administrator designated to complete the evaluation and report that assignment to the unit member as early as practicable but no later than 30 days prior to the evaluation conference.
- B. A unit member may not evaluate another unit member.

#### **6. Process for Evaluation**

- A. Goal Setting Conference

Goal setting shall commence at the previous evaluation or in the case of a new unit member within thirty (30) days of the start of their first evaluation year. At the beginning of the year of formal evaluation unit members may request a formal goal setting conference.

- B. Informal Observations

Informal Observations may be conducted throughout the year. If, during an informal observation, the evaluator notices serious concerns, then the evaluator must meet with the unit member within five (5) work days, or within a reasonable time as agreed by the evaluator and the unit member, to discuss these concerns. In said discussion, concerns should be noted with specific recommendations for improvement as well as meaningful guidance and assistance necessary to help the employee improve performance.

C. Formal Observations

There shall be at least one formal classroom observation each in an evaluation year. Each observation shall utilize the appropriate standards and forms. Formal Classroom Observations shall last for no fewer than thirty (30) minutes.

D. Correcting Deficiencies

In the case of serious concerns noted in an observation, the evaluator shall:

- Provide notification of the serious concerns along with an explanation of concerns.
- Schedule a meeting to discuss improvement. At this time, specific areas of concern shall be identified along with suggestions or directives for improvement.

The evaluator shall offer additional resources to assist with improvement which may include but is not limited to the following: support from director/grade level or department chair, support and coaching, professional development, observation of demonstration lessons, administrator determined and accompanied visitations to other classes and other techniques to measure improvement, time scheduled to monitor progress.

**7. Summative/Final Evaluation Report**

- A. The Principal or designated administrator shall produce the Final Formal Evaluation of each unit member employed at the time for such evaluations, based upon information gathered from formal observation(s), informal observation(s), and the unit member's evidence.
- B. Final evaluation forms shall include a summary performance rating that will serve as the official record documenting the unit member's overall performance. The final evaluation form shall utilize the following summary performance ratings:
- i. Distinguished
  - ii. Accomplished
  - iii. Proficient
  - iv. Basic (needs improvement)
  - v. Unsatisfactory
- C. A final evaluation conference between the unit member and evaluator shall be held no later than thirty (30) days prior to the last day of the unit member's work year. Each unit member will be informed prior to the final conference if they will be receiving an unsatisfactory or basic evaluation and have the right to be accompanied by a union representative.

- D. The unit member shall have ten (10) calendar days to review and sign the evaluation and add a written response. Any written response of the unit member to the evaluation shall be attached to the evaluation and included in the unit member's personnel file. The signature of the unit member shall indicate receipt of the document, not necessarily agreement with the evaluation.

**8. Employment Status Not Affected by This Article**

Neither this Article or any of its provisions is intended to alter any rights of the unit member or CAVA as stated in this Agreement, including those rights as stated in the article entitled, "Employment Status."



## ARTICLE 9 – EMPLOYMENT STATUS

Effective July 1, 2017 and thereafter, the following shall be implemented:

### 9.1 Probationary Period

All unit members new to CAVA shall be initially hired on an at-will basis for a two (2) year probationary period. During this period, either CAVA or the unit member can terminate employment at any time, with or without use or advance notice. Should such probationary unit members serve two (2) complete and consecutive years of service at CAVA in the probationary period, employment shall be as described below (if offered employment for the succeeding school year). For purposes of this section, a complete year of service is defined as seventy-five percent (75%) of the instructional days in the school year or greater. Beginning July 1, 2017, any unit members who have satisfied this requirement will be employed subject to the provisions of this article.

### 9.2 Reduction in Force

Probationary employees are not subject to this section of the agreement.

In the sole discretion of a local CAVA Board, if a layoff or reduction of force (in the bargaining unit) is necessary due to a lack of work or lack of funds, that CAVA Board may release or reduce one or more full-time equivalents if thirty (30) calendar days advance notice is provided. This decision to reduce force is not subject to grievance or arbitration. If a unit member's position is eliminated, the unit member shall be placed on CAVA's twelve (12) month reemployment list. Unit members on the reemployment list shall first be offered a position at their school if a vacancy occurs for which the unit member is qualified. In the event there are more unit members on the reemployment list than vacant positions available, positions shall be offered based upon CAVA's assessment of prior performance as reflected in CAVA performance appraisals. If a unit member rejects the reemployment offer, he or she will be removed from the reemployment list.

### 9.3 For Cause Suspension without Pay or Dismissal During Term of Employment Agreement

In the event of formal "for cause" discipline (suspension without pay or dismissal) during the Agreement term, and consistent with the tenets of progressive discipline, the following apply:

#### 9.3.1 General Provisions

The following independently or collectively are causes for discipline:

- Dishonesty, including any falsifying of employment records, employment information, or other School records;
- Theft or deliberate or careless damage or destruction of any School property, or the property of any employee or student;
- Inappropriate use of School equipment, time, materials, or facilities;

- Possession of any firearms or any other dangerous weapons on School premises at any time;
- Possession of any intoxicant while on duty or at any CAVA designated work location, including alcohol or controlled substances (unless such substances are supported by a valid prescription);
- Conviction of any" felony or crime of moral turpitude;
- Insubordination, including but not limited to failure or refusal to obey the orders or instructions of a supervisor or member of management;
- Absence without leave, repeated tardiness or abuse of leave privileges;
- Unprofessional conduct;
- Unsatisfactory performance;
- Violating any safety, health, security or School policy, rule, or procedure or engaging in any conduct which risks injury to the unit member or others;
- Misuse of proprietary information.
- Committing of or involvement in any act of unlawful harassment of another individual;
- Failure to maintain appropriate credential(s) required for the position; and
- Abandonment of position.

### 9.3.2 For Cause Suspension or Dismissal Process

Discipline less than a suspension without pay (i.e. conference memoranda, letters of reprimand/warning etc.) shall not be subject to the Grievance Article or these procedures. If such documents are to be placed in the unit member's personnel file, the unit member shall have ten (10) calendar days to file a written response to be attached to and included with the document to be filed.

Suspension or dismissal shall be initiated in writing by the CAVA Head of Schools by providing Notice of Recommended Discipline ("Recommendation") and serving such Recommendation upon the unit member in person or by certified mail. A copy of the Recommendation shall also be provided to the Association President. The Recommendation shall contain a statement, in ordinary language, of the factual basis upon which the disciplinary action is based, any rule or regulation alleged to have been violated, and the proposed penalty. The unit member shall also be given a copy of any documentary materials upon which such action is based and a statement of the unit member's right to respond, verbally and in writing, within five (5) working days prior to the proposed discipline being imposed, unless by agreement of both the Head of Schools and the unit member, this deadline is extended. Following this period, the Head of Schools may provide Notice of Discipline to be served upon the unit member in person or by certified mail.

If the unit member wishes to appeal the imposition of disciplinary action to the CAVA Board of Directors ("Board"), the appeal must be filed in writing with the office of the Head of Schools within five (5) work days from the time the Notice of Discipline is served on the unit member. Thereafter, the unit member shall be entitled to appear personally before the Board to make a presentation to contest the Notice of Discipline. This appeal to the Board is not an evidentiary hearing. If the

unit member chooses to be accompanied by legal counsel at such meeting, the unit member shall bear any cost therein involved. The unit member shall be provided a written decision setting forth the decision of the Board. Thereafter, if the unit member so decides he or she may file a grievance under the applicable grievance procedures in this Agreement.

During the pendency of any disciplinary proceedings, CAVA reserves the right to place the unit member on paid administrative leave status.

#### 9.4 Reference to or Reliance upon the Education Code

The parties expressly agree that the Education Code provisions for certificated discipline (suspension or dismissal) and interpreting case law do not apply to CAVA.

## **ARTICLE 10 - LEAVES OF ABSENCE**

### **10.1 Sick Leave**

Unless required otherwise by local ordinance, the following applies regarding certificated unit member sick leave.

10.1.1 All full-time unit members shall accrue paid sick leave at the rate of 0.5 days per pay period. If any applicable local ordinance requires a greater amount of time be provided at the beginning of any school or fiscal year, CAVA shall comply and accrual shall commence in a manner to ensure the unit member does not exceed eleven (11) days per school year. Unused sick leave carries over from year to year. Part-time unit members shall accrue sick leave on a prorated basis. Unit members will not be paid for unused sick time upon separation from employment.

10.1.2 Leave may be used for personal injury or illness of the unit member or an immediate family member. Immediate family includes parent, spouse, domestic partner, child, grandchild, brother, sister or grandparent by blood or by marriage. Sick leave may also be used for purposes relating to a unit member being a victim of domestic violence, sexual assault, or stalking.

10.1.3 Unit members must use sick leave in two (2) hour increments.

10.1.4 Unit members are expected to call Human Resources or their designated supervisor prior to the start of each workday to report an absence. For absences of three (3) consecutive work days or more, CAVA may require physician verification. If requested, unit members may be expected to present a physician's statement certifying the unit member's fitness to return to duty after illness.

10.1.5 Upon retirement, the unit member's accrued sick leave, if any, may be applied toward service credit in accordance with the State Teachers Retirement System ("STRS") regulations.

#### **10.1.6 Personal Necessity Leave**

10.1.6.1 All unit members may use up to five (5) days of sick leave for personal necessity leave per year.

10.1.6.2 Uses of personal necessity leave may include, but are not limited to, death or serious illness of a member of the unit member's immediate family (this is in addition to Bereavement Leave), an accident involving the unit member's person or property, or the person or property of an immediate family member, adoption of a child, the birth of child making it necessary for an unit member who is the parent of the child to be absent from his/her position during work hours, attendance at conferences, personal legal matters, religious observances, and business matters that cannot reasonably be conducted outside of the workday.

10.1.6.3 Unit members must request personal necessity leave at least one (1) week in advance unless an emergency situation occurs.

## 10.2 Unpaid Leave of Absence

10.2.1 Unit members may be granted an unpaid leave of absence to attend to personal matters in which CAVA determines that an extended period of time away from the job will be in the best interest of the unit member and CAVA.

10.2.2 Requests for an unpaid leave of absence or any extension of a leave shall be submitted in writing to the unit member's supervisor ten (10) days in advance or as soon as practicable prior to commencement of the leave period. CAVA will make the final decision concerning the request. The maximum amount of unpaid leave that CAVA will approve should be consistent with any applicable legal requirements. All unit members on approved leave are expected to report any change of status in their need for leave or their intention to return to work to their supervisor.

10.2.3 Unit members on a personal leave will be required to use all accrued sick leave while on leave before unpaid leave status commences. CAVA will continue health insurance and other benefits to unit members on leave for no longer than twelve (12) weeks from the beginning date of leave so long as the unit member continues to pay any unit member portion of the contribution. Benefits that accrue according to length of service, such as sick leave or holidays, do not accrue during periods of leave.

10.2.4 Unit members returning from a personal leave due to an illness or injury must provide a job-related release indicating their ability to perform the functions of their job. Any restrictions must be noted on the release.

10.2.5 Unit members on an authorized personal leave of absence may not perform work for any other employer.

10.2.6 It is possible that a unit member returning from a personal leave of absence may not be returned to the same job position that they held before taking leave. If a unit member fails to return to work after an approved leave of absence, including any extension of the leave time, the unit member will be considered to have voluntarily terminated employment with CAVA.

## 10.3 Pregnancy Disability, Family Medical, and California Family Rights Act Leaves

CAVA shall provide Pregnancy Disability Leave, Family and Medical Leave Act and California Family Rights Act leave to unit members consistent with applicable law.

## 10.4 Industrial Illness/Workers' Compensation

CAVA shall provide industrial accident and illness leave consistent with applicable law and under the provisions of the existing insurance carrier. A unit member claiming an industrial accident or illness leave may be subject to examination by a physician designated by the School's insurance carrier to assist in determining the qualification and the length of time during which the teacher will be temporarily unable to perform assigned duties, and the degree to which a disability is attributable to the injury or illness involved.

#### 10.5 Bereavement Leave

Unit members are entitled to time off from work with full pay in the event of a death in the family, in accordance with the following guidelines:

10.5.1 Up to five (5) consecutive days in the event of death of a spouse, registered domestic partner, child, parent, sibling, or comparable step relation;

10.5.2 Up to three (3) consecutive days in the event of the death of a grandparent, father-in-law, mother-in-law, son-in-law or daughter-in-law, or the registered domestic partner's equivalent relative.

Request for bereavement leave should be made to the immediate supervisor.

#### 10.6 Jury Duty and Witness Leave

10.6.1 Unit members, while serving jury duty, shall receive full pay during such duty, for up to five (5) working days per school year provided the unit member makes every reasonable effort to postpone jury duty service to a time when school is not in session. A unit member is also permitted to retain the allowance he or she receives from the court for such service.

10.6.2 Unit members are allowed unpaid time off if summoned to appear in court as a witness.

10.6.3 To qualify for either jury duty or witness leave, a unit member must submit to his/her supervisor a copy of the summons as soon as it is received. In addition, the unit member must also submit to the unit member's supervisor a related proof of service with the period of jury duty or witness duty when completed. No adverse employment action will be taken against unit members due to their service as either a juror or witness in state or federal courts.

#### 10.7 Military and Military Spousal Leave of Absence

CAVA shall comply with all applicable military service leave laws, including USERRA.

#### 10.8 Other Statutory Leaves of Absence

CAVA shall comply with applicable law with respect to any statutory leaves of absence not mentioned herein.

## 10.9 Catastrophic Illness or Injury Leave

Catastrophic injury or illness is defined as a life-threatening injury or illness of a unit member which totally incapacitates the unit member from work, as verified by a licensed physician, and forces the unit member to exhaust all leave time earned by that unit member, resulting in the loss of compensation for the unit member. Conditions that are short-term in nature, including, but not limited to, common illnesses such as influenza and the measles, and common injuries, are not catastrophic. Acute chronic illnesses or injuries, such as cancer or major surgery, which result in intermittent absences from work and which are long-term in nature and require long recuperation periods may be considered catastrophic. However, common conditions such as back pain, a broken limb, or influenza shall not be considered catastrophic. CAVA shall create a catastrophic leave program as follows:

- 10.9.1 Unit members may donate one (1) sick leave day per fiscal year for each five (5) days of accumulated leave they have to a sick leave bank for unit members suffering a catastrophic illness; however, each unit member must retain at least ten (10) sick leave days for his/her own account before donating.
- 10.9.2 Catastrophic leave requests must be submitted in writing to CAVA. Any unit member who received eligible sick leave credits under this program shall first exhaust all paid leave he/she has accrued.
- 10.9.3 CAVA shall make a determination as to whether each of the requirements of this article have been met.
- 10.9.4 The number of sick days that can be received by a unit member from the Catastrophic Leave bank is limited to forty-five (45) days per fiscal year.
- 10.9.5 Unit members utilizing Catastrophic Leave shall have reinstatement rights in accordance with applicable law.

## **ARTICLE 11 - PROFESSIONAL WORK DAY/WORK YEAR**

### **11.1 Work Day**

As professional exempt employees, unit members are required to be in active work status (give full attention to the duties and responsibilities of the position) between the hours of 8:30 a.m. to 4:00 p.m. each work day (excluding holidays and weekends). As a professional, it is understood that work is likely required beyond business hours in order for each unit member to adequately fulfill his or her responsibilities.

While duties for the teaching profession are generally known, and as stated in the applicable job description, relevant policy or legal requirements, to assist unit members in their daily tasks, the following specific items may be referred to the CAVA administration for assistance and/or completion:

- Sending letters to families of students requiring missing Independent Study Master Agreements ("ISMA") may be referred to administration for follow-up, consistent with lists of students provided by the unit member
- Scheduling Black Board Collaborate ("BbC") sessions and inviting students to general sessions, consistent with lists of students provided by the unit member
- Retrieving and archiving into School Pathways work samples that have been pre-identified and evaluated by unit member
- Adjusting the student calendar and/or student assignments prior to the school start date in the instance of late start students
- Making initial student assignments and reassignments to test sites, except in cases when the family directly contacts the teacher for a reassignment
- Administering and/or grading the CELDT test
- Providing school records and forms to families upon request (such as transcripts, copies of report cards, progress reports, change of address and learning coach forms)
- Sending and follow-up of non-compliance letters
- Following up on pulse checks
- Tracking BTSP completion
- Processing withdrawals (after grades and other legally required documents have been submitted, by the teacher).
- i-Ready tracking and follow-up



For Education Specialists, the following additional tasks may be referred to CAVA administration:

- Mailing of special education progress reports that have been completed by the unit member.
- Compiling and mailing relevant special education related documents to parents.
- Sending of IEP goals and/or accommodations to general education teachers.
- Updating goals and services in the Marvin student information system.
- Scheduling and inviting those students who have been identified by the unit member to Specialized Academic Instruction ("SAI") Sessions.
- Scheduling all types of IEPs.
- Transferring data from previous IEPs into IEP databases (SIRAS, SEIS, etc.) when the previous IEP was not prepared in the same database.
- Obtaining IEP and 504 documents.

For Guidance Counselors, the following tasks may be referred to CAVA administration for assistance and/or completion:

- Initial data entry for grad plans and corrections. It is understood that updating and correcting the graduation plan is a Guidance Counselor's responsibility.
- Course placement for new students in grade levels nine (9) and ten (10).
- Locate and secure student transcripts and/or previous report cards.

## **11.2 Work Year**

Effective July 1, 2018, and thereafter, the work year for unit members shall be one hundred ninety-seven (197) work days, which includes one hundred eighty (180) instructional days and seventeen (17) non-instructional days.

## **11.3 Required Teaching Hours**

Teaching is defined as planned standards-based, teacher-led activities designed to ensure learning of CAVA adopted curriculum and/or California state standards and consists of a combination of the following: live synchronous virtual instruction, recorded asynchronous virtual instruction, live in-person instruction, live student support or tutoring (either in person or virtual), or asynchronous student support.

Teachers whose job duties include homeroom assignments will provide no less than fifteen (15) hours of interactive instruction each week.

The fifteen (15) hours of interactive instruction is defined as follows:

- K-2: five (5) hours per week of live synchronous teaching (in person or virtually), and ten (10) hours of other forms of instruction or instructional support, including, but not limited to I on 1, large group, small group, tutoring, etc.
- 3-5: seven (7) hours per week of live synchronous teaching (in person or virtually) including a combination of other forms of instruction/support, and eight (8) hours of other forms of instruction or instructional support, including, but not limited to 1 on1, large group, small group, tutoring, etc.
- 6-12: ten (10) hours per week of live synchronous teaching (in person or virtually) including a combination of other forms of instruction/support, and five (5) hours of other forms of instruction or instructional support, including, but not limited to 1 on 1, large group, small group, tutoring, etc.

Teachers without a homeroom assignment (Education Specialists, Interventionists, and English Language Development Teachers) will provide no less than twenty-five (25) hours of interactive instruction each week (as defined in the first paragraph of 11.2).

- For education specialists, in addition to those activities defined above which constitute interactive instruction, the following duties shall also count toward the minimum requirements for instruction: preparation and attendance at IEPs and required student assessment.

In the event a unit member is required by his or her supervisor to perform a work activity or attend a mandatory meeting which prevents the unit member from providing previously scheduled instruction, a substitute teacher shall be provided as outlined below:

- For administratively scheduled sessions that are in conflict with another required work activity (such as an IEP), a substitute teacher will be provided (if available).

Unit members will be provided a substitute teacher (if available) for previously scheduled sessions that are missed due to time off due to illness.

#### **11.4 Non-Instructional Hours**

During the first week of quarters two (2) and four (4) (student onboarding process), unit members shall provide a minimum of the following student support services: five (5) hours of live instruction; three (3) hours homeroom onboarding; and two (2) hours content onboarding.

Each year the employee calendar shall include 5 non-instructional days between the first

and second semester for the purpose of completing non-instructional duties, including but not limited to: work records, course closure, and course set-up. Unit Members will not be required to complete professional development requirements, staff meetings or other events scheduled by administration during this time.

Courses access and student information will be provided to teachers prior to the time provided set-up their courses.

Teachers are entitled to one (1) hour 60 minutes of instructional planning time each work day.

#### **11.5 Duty-Free Lunch Break**

Each unit member is entitled to a thirty (30) minute duty-free lunch break. This lunch break shall be taken between noon and 1:00 pm.

#### **11.6 Learning Centers**

In the event CAVA opens physical locations where teachers will be assigned to work teachers may be expected to sign in and out of the facility.

## ARTICLE 12 – ASSIGNMENTS & VACANCIES

### I. Definitions

- A. Assignment: An “Assignment” is the initial placement of a Unit Member in a school or content area for which the unit member holds an appropriate credential.
- B. Re-assignment: A “Re-assignment” is the change of the initial placement (upon hire or at the beginning of a school year) of a Unit Member from one school, department or content area to another school, department or content area.
- C. Incumbent: An “Incumbent Unit Member” or “Unit Member” is a currently employed Unit Member.
- D. Vacancy: A “Vacancy” is any position that does not have a Unit Member assigned to it. This includes any vacated, or newly created position whose work is part of the bargaining unit.
- E. Transfers: A “Transfer” is a change, in whole or in part, in the assignment of a unit member to a school or schools.

### II. Assignments

- A. List of Vacancies: CAVA shall maintain a list of current vacancies, by grade level and school for K - 8 and content specific for 9- 12. Within ten (10) work days of a new vacancy occurring and prior to April 15 of each school year, CAVA shall provide notice of such vacancies to all unit members.
- B. Unit Member Assignment Preferences: Unit Members may prioritize the grade or content they would like to teach for the following year. Generally, Unit Members shall be placed in the same assignment each year except as provided herein.
- C. Notification of Assignments: Unit Members shall be notified of their assignments or re-assignment (as provided herein) by June 1, unless unknown, but in no event later than the first contracted work day (non-instructional) of each school year.
- D. Mid-Year Increase in High School Enrollment: In cases of enrollment increasing at the 9-12 grade level, CAVA shall prioritize adding additional classes to those Unit Members who are currently teaching one content class.
- E. Assignments for General Education TK-5 Teachers: Unit Members serving as general education teachers for the TK- 5th grade or general education middle school teachers in a position utilizing a multiple-subject credential will be assigned one (1) grade level when possible as supported by school enrollment or class for the school year. In the event that a multiple grade level assignment is necessary, no more than

three (3) consecutive grade levels may be assigned.

- F. Assignments for General Education 6-8 Teachers: Unit Members serving as general education teachers for the 6<sup>th</sup> – 8<sup>th</sup> grade or general education middle school teachers in a position utilizing a multiple-subject credential will be assigned one (1) grade level when possible as supported by school enrollment or class for the school year assigned. In the event that a multiple grade level assignment is necessary, no more than two (2) consecutive grade levels may be assigned.
- G. Assignments for General Education, 6-8 or High School Teachers: Unit Members serving as general education teachers for the high school or middle school level utilizing a single-subject credential shall be assigned to no more than two (2) content area preparations when possible as supported by school enrollment for the school year.

### **III. Involuntary Re-assignments**

- A. Notice of Intent to Involuntarily Reassign: In the event a unit Member is involuntarily reassigned, he or she shall receive notice of the school's intent to reassign and the reason therefor. CAVA shall reasonably attempt to avoid involuntary reassignments.
- B. Reason for Involuntary Re-assignment: The reason for the re-assignment must not be based on any discipline or performance evaluation. Notwithstanding the previous sentence a Unit Member being evaluated or under discipline may volunteer to be reassigned in accordance with this article.

### **IV. Vacancies**

- A. Voluntary Re-assignments: A Unit Member may request a re-assignment at any time when a vacancy exists for the following school year.
- B. Posting Vacant Positions: Upon knowledge of vacancies and for all vacant positions, CAVA shall first advertise vacant positions internally and shall notify all Unit Members via email of a list of vacancies as they become available. The list shall contain:
  - 1. A closing date, which is at least five (5) working days following the posting date;
  - 2. A job description; and
  - 3. Credentials and qualifications necessary to meet the requirements of the position.
- C. Internal Posting Requirement: Vacancies shall be posted internally for forty-eight (48) hours in advance of posting externally.
- D. Requirements for Filling Vacancies: Vacancies shall be filled as follows:

1. Preference shall first be given to incumbent Unit Members with satisfactory performance and appropriate credentialing.
  2. In the case where two incumbent Unit Members have satisfactory performance and appropriate credentialing, CAVA administration will consider seniority, past performance, and the recommendation of the interviewing team before making the final decision.
  3. External candidates shall only be considered if no incumbent Unit Members apply for the vacancy or incumbent Unit Member applicants do not have satisfactory performance and appropriate credentialing for the specified vacancy.
- E. Denial of Request for Re-assignment: If a request for a re-assignment is denied in accordance with the provisions of this article, upon request the Unit Member shall be granted a meeting with the administrator who denied the request to discuss the reason(s) for the denial. The Unit Member may request a union representative be present during this meeting. Following the meeting, the Unit Member shall, upon request, receive written reason(s) for the denial. Unit Member shall be allowed to retain their previous assignment.

## V. Transfers

- A. Voluntary Transfers: In reviewing requests for voluntary transfers and the appropriate timing for granting such requests, CAVA shall take into consideration enrollment needs and the best interests of the CAVA program. In the event a transfer request is granted, and such transfer results in the unit member no longer maintaining full-time status, a list of any available additional assignments shall be provided to the unit member in an effort to make available full-time status.
- B. Involuntary Transfers: Enrollment shifts, staff resignations, and other unforeseen circumstances may require a school to increase or decrease its staff, resulting in the need to involuntarily transfer unit members from one school to another, in whole or in part. CAVA will attempt in all instances of an involuntary transfer to maintain the unit members department, grade level or content assignment. In the event that changes will need to occur in department, grade level or content assignment, CAVA will provide a list of assignments available to enable the unit member to maintain full time status.

## **ARTICLE 13 – COMPENSATION**

### **1. Salary Schedule**

Effective July 1, 2017, the Salary Schedule for all certificated positions shall be as stated in Appendix A which is fully incorporated herein. This schedule is based upon 197 work days (180 instructional days and 17 Non-School Days).

This compensation settlement between the parties closes negotiations for 2017-2018.

As a result of settlement between the parties occurring during the 2017-2018 school year, unit members shall receive a retroactive payment to July 1, 2017 to be paid in two (2) installments – the first pay warrant immediately following ratification by the parties (or in the soonest practical pay warrant) and the second payment to be made in the last payroll of the 2017-18 school year so long as the unit member is employed by CAVA at that time.

Upon the initial placement on the new salary schedule (beginning the 2017-2018 school year), in the event that a bargaining unit member's current base salary is a higher amount than placement on the new schedule would provide, such unit member shall receive a pay increase by being placed on the next immediate higher cell above the unit member's current base salary.

### **2. Instructional Related Stipends**

Unit members teaching Advanced Placement and Honors courses at the high school level shall receive semi-monthly stipend payments as follows:

Advanced Placement:	\$125 for classes with less than twenty (20) students and \$150 for classes of twenty (20) or more students.
Honors Courses:	\$50 for classes with less than twenty (20) students; \$62.50 for classes with twenty-one (21) to forty (40) students; and \$75 for classes with more than forty (40) students.

### **3. Years of Service Credit for New Hires**

Upon hire, new unit members will be granted up to three (3) years of service credit for previous credentialed employment within California.

**4. Expense Reimbursement**

Not to exceed \$3,300 per school year, unit members shall receive reimbursement for approved actual expenses per school policy to cover expense reimbursements for school related expenses including but not limited to mileage, supplies, in-home set-up, home office furniture, home phone, cellular phones, internet, Live Scan test, printer supplies, travel and hotel within California. The limit noted above does not apply to School Psychologists who are reimbursed for actual expenses through the School's reimbursement policy.

**5. Work Year**

The above annual salary is based upon a work year of one hundred ninety-seven (197) work days, one hundred eighty (180) of which are instructional, and seventeen (17) of which are non-school days.

**6. Column Advancement**

Column advancements on the salary schedule are effective on the beginning date of contract service in the school year immediately following the school year in which the qualifying service was rendered.



## **ARTICLE 14 - HEALTH BENEFITS**

### **14.1 Employer Contributions.**

CAVA shall make available to full-time unit members health benefits, dental, vision and basic life coverage as follows:

Health Benefits:	United Health Care base plan (defined for 2017 as United Health Care Choice Plus 5000)
Dental Benefits:	United Health Care
Vision Benefits:	Vision Services Plan
Basic Life Insurance:	Cigna Welfare Basic Life (defined for 2017 as FLX-051416)
Basic Personal Accident:	Cigna Welfare Basic Personal Accident (defined for 2017 as FLX-051416)
Adoption Assistance Program:	Reimbursement up to \$1,500 per eligible child and proof of completion and subject to eligibility and program requirements
Education Assistance:	Reimbursement up to \$1,500 per calendar year upon proof of completion and subject to eligibility and program requirements.

Any cost for coverage on health benefits above the above plan shall be borne by the employee.

Eligibility for and duration of health benefits shall be in accordance with the applicable health benefits plan(s).

### **14.2 Retirement.**

CVEU unit members are covered under the State Teachers Retirement System and shall receive retirement benefits in accordance with legal requirements.

## ARTICLE 15 - SAFETY

### 15.1 Safe On-Site Working Conditions

15.1.1 Based upon industry standards, unit members shall not be required to work in unsafe conditions or to perform tasks that endanger their health or safety.

15.1.2 For all on-site CAVA designated work events, the place for that event will be communicated to the Unit Member reasonably in advance. CAVA will make available its safety plans and provide professional development to Unit Members that includes training on implementation of the school safety plan.

### 15.2 In-Home Working Conditions

CAVA is not responsible for the safety of a unit member's home. Upon hire, and every other year thereafter, unit members shall complete CAVA provided training regarding office ergonomics and defensive driving. Following the above-referenced training, unit members may request an ergonomic assessment from CAVA regarding their home office.

### 15.3 Dangerous Pupils

CAVA administration shall inform unit members of any student placed under their supervision when CAVA has knowledge that the student has been convicted of a violent crime, or suspended for violence against a teacher or student.

### 15.4 Assault

15.4.1 Unit Members shall immediately report cases of assault and battery sufferance in connection with their employment to the appropriate law enforcement authorities of the city or county in which the incident occurred and to their immediate supervisor.

15.4.2 CAVA administration shall comply with any reasonable request from the Unit Member for information relating to the incident or the persons involved which is within the possession of CAVA administration and which would not violate any person's privacy rights or be otherwise privileged.

15.4.3 CAVA will provide a reasonable period of paid release time to a unit member when he/she is required to make a statement to the police or appear in court in connection with any school-related incident.

15.4.4 Unit members who believe their safety, or the safety of other students, to be endangered by a student's actions should refer such student to their supervisor or designee.

### 15.5 Community Day Sites

15.5.1 CAVA will provide professional development for community day teachers that includes training on implementation of a school safety plan, including current laws affecting school safety, safe school strategies, crisis response planning and appropriate response to student threats to safety.

15.5.2 CAVA will provide additional training as needed to respond to changing school dangers faced by typical public schools, including but not limited to physical and cyber bullying, lockdown procedures, active shooter and threat de-escalation.

15.6 CPR and First Aid Training

If CPR and first aid training are required as a part of the unit member's position, CAVA shall provide such training at its cost or shall provide reimbursement for CAVA approved training regarding such subjects.

## **ARTICLE 16- SAVINGS CLAUSE**

16.1 If any provision of this Agreement is held to be contrary to law by a court of competent jurisdiction, then such provisions shall not be deemed valid, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

16.1.1 In the event of such finding of law, then within 15 days of receipt of notification of the court's decision, the parties will commence negotiations over the impacts and effects of the decision.

## **ARTICLE 17 – CASELOAD**

### **17.1 General Education Caseload Limitations**

Caseloads for unit members teaching general education for T-K through 12th grade shall be measured by the unit member's homeroom roster by verification of average daily attendance of 95% or more following each learning period.

### **17.2 Specific Caseload Limits/Targets**

The below caseload limits/targets shall be in place for unit members teaching general education for all months in the school year except the months of October and February, during which due to historically higher enrollments, shall not exceed 35 homeroom students per one full-time equivalent for unit members serving grades 6 through 12:

- T-K through 5<sup>th</sup> Grade: Caseloads shall not exceed 31 homeroom students per one full-time equivalent.
- 6<sup>th</sup> Grade through 12<sup>th</sup> Grade: Caseloads shall not exceed 32 homeroom students per one full-time equivalent.

For guidance counselors, caseloads shall not exceed 500 students per one full-time equivalent, except for the months of October and February, wherein the caseload limit/target shall not exceed 550 students per one full-time equivalent.

For Freshman Support Specialists, caseloads shall not exceed 600 students per one full-time equivalent.

### **17.3 Establishment of Ad-Hoc Caseload Committee**

Effective July 1, 2018, with the sole purpose of studying caseload issues for the below noted positions, a caseload committee consisting of two (2) representatives from CAVA and two (2) representatives from CVEU shall be formed to meet, study and provide recommendations to the bargaining teams for CAVA and CVEU for the following positions:

- Intervention Teachers, All Tiers
- English Language Development Teachers
- Lab Science Teachers
- Special Education Teachers
- Mentor Teachers
- High School Content
- Community Day

### **17.4 Payment When Caseload Limits/Targets Exceeded**

In the event of an overage in any of the above caseload limits/targets specified in Section 17.2 which continues for more than 50% of the learning period (10 school days), the following payments shall be made:

17.4.1: Teachers: \$30 per pay period per student over the limit paid retroactively to the first day of the overage.

17.4.2: Guidance Counselors and Freshman Support Specialists: \$30 per pay period for every ten (10) students over the limit retroactively to the first day of the overage.

	General Education (TK-8, EL, Freshman Support, TK-12 Intervention, 504 Coordinator, New Teacher Mentor, TK-8 CD teachers)		Single Subject (HS, CD Site Coordinator, HS CD teachers)		Special Education (TK-12 Ed Specialists)		Guidance Counselor/APE	Occupational Therapist	School Psychologist	Speech Language Pathologist
	BA < 45 Salary	MA Salary	BA < 45 Salary	MA Salary	BA Salary	MA Salary	Salary	Salary	Salary	Salary
1	\$ 46,000	\$ 47,495	\$ 47,122	\$48,653	\$ 51,000	\$ 52,658	\$ 58,000	\$ 75,353	\$ 81,919	\$ 81,633
2	\$ 47,150	\$ 48,682	\$ 48,300	\$49,870	\$ 52,275	\$ 53,974	\$ 59,450	\$ 77,237	\$ 83,967	\$ 83,674
3	\$ 48,329	\$ 49,899	\$ 49,508	\$51,117	\$ 53,582	\$ 55,323	\$ 60,936	\$ 79,168	\$ 86,066	\$ 85,765
4	\$ 49,537	\$ 51,147	\$ 50,745	\$52,394	\$ 54,921	\$ 56,706	\$ 62,460	\$ 81,147	\$ 88,218	\$ 87,910
5	\$ 52,014	\$ 53,704	\$ 53,283	\$55,014	\$ 57,667	\$ 59,542	\$ 65,583	\$ 85,204	\$ 92,629	\$ 92,305
6	\$ 53,314	\$ 55,047	\$ 54,615	\$56,390	\$ 59,109	\$ 61,030	\$ 67,222	\$ 87,334	\$ 94,944	\$ 94,613
7	\$ 54,647	\$ 56,423	\$ 55,980	\$57,799	\$ 60,587	\$ 62,556	\$ 68,903	\$ 89,518	\$ 97,318	\$ 96,978
8	\$ 56,013	\$ 57,834	\$ 57,379	\$59,244	\$ 62,102	\$ 64,120	\$ 70,625	\$ 91,756	\$ 99,751	\$ 99,402
9	\$ 57,414	\$ 59,279	\$ 58,814	\$60,725	\$ 63,654	\$ 65,723	\$ 72,391	\$ 94,050	\$ 102,245	\$ 101,887
10	\$ 60,284	\$ 62,243	\$ 61,755	\$63,762	\$ 66,837	\$ 69,009	\$ 76,011	\$ 98,752	\$ 107,357	\$ 106,982
11	\$ 61,791	\$ 63,800	\$ 63,298	\$65,356	\$ 68,508	\$ 70,734	\$ 77,911	\$ 101,221	\$ 110,041	\$ 109,656
12	\$ 63,336	\$ 65,395	\$ 64,881	\$66,990	\$ 70,220	\$ 72,503	\$ 79,859	\$ 103,751	\$ 112,792	\$ 112,398
13	\$ 64,919	\$ 67,029	\$ 66,503	\$68,664	\$ 71,976	\$ 74,315	\$ 81,855	\$ 106,345	\$ 115,612	\$ 115,208
14	\$ 66,542	\$ 68,705	\$ 68,166	\$70,381	\$ 73,775	\$ 76,173	\$ 83,901	\$ 109,004	\$ 118,502	\$ 118,088
15	\$ 68,206	\$ 70,423	\$ 69,870	\$72,140	\$ 75,620	\$ 78,077	\$ 85,999	\$ 111,729	\$ 121,465	\$ 121,040
16	\$ 69,911	\$ 72,183	\$ 71,616	\$73,944	\$ 77,510	\$ 80,029	\$ 88,149	\$ 114,522	\$ 124,501	\$ 124,066
17	\$ 71,659	\$ 73,988	\$ 73,407	\$75,793	\$ 79,448	\$ 82,030	\$ 90,353	\$ 117,385	\$ 127,614	\$ 127,168
18	\$ 73,450	\$ 75,838	\$ 75,242	\$77,687	\$ 81,434	\$ 84,081	\$ 92,611	\$ 120,320	\$ 130,804	\$ 130,347
19	\$ 75,287	\$ 77,734	\$ 77,123	\$79,630	\$ 83,470	\$ 86,183	\$ 94,927	\$ 123,328	\$ 134,074	\$ 133,606
20	\$ 77,169	\$ 79,677	\$ 79,051	\$81,620	\$ 85,557	\$ 88,337	\$ 97,300	\$ 126,411	\$ 137,426	\$ 136,946

CAVA Representative

Date

CVEU Representative

Date