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CVE COUNTER PROPOSAL
BETWEEN
CHULA VISTA ELEMENTARY SCHOOL DISTRICT
AND
CHULA VISTA EDUCATORS

October 17, 2023

ARTICLE 39. HALF-TIME EMPLOYMENT/SHARED ASSIGNMENTS

- 39.1 Half-time employment (**92.5 days of 185-day contract**) may be requested by an employee through written application and granted at the discretion of the District.
- 39.2 An employee who agrees to a reduced load of one-half time will have the option to return to a full-time assignment the following year.
- 39.3 An employee must notify in writing the Assistant Superintendent for Human Resources no later than February 1 of the intent to continue or terminate part-time status. Any employee who terminates from his or her part-time position shall be eligible for full-time employment under the provisions of transfer.
- 39.4 An employee accepting a half-time assignment will have a salary reduced from full annual salary at his/her present class and step to one-half the annual salary at the same class and step.
- 39.4.1 An employee on a half-time assignment will only receive half a year credit towards moving up on the salary schedule. Ex: two (2) half years equal one full year of credit.
- 39.5 An employee on a half-time assignment will receive sick leave and leave credit for compelling personal importance on a prorated basis.
- 39.6 ~~The~~ **Both** employees shall receive full District benefits for health, life, and dental insurance as though rendering full-time service.

- 39.7 Approval of the employee's request shall be predicated upon District staff requirements with consideration given to the strengths of employees so that a balanced curriculum meeting the adopted policies of the Board of Education is provided.
- 39.8 Shared Assignments: A shared assignment is **defined as 92.5 days of the 185-day contract** when two employees share one assignment.
- 39.9 Permanent unit members who wish to participate in a shared assignment shall submit a written application proposal for a shared assignment ~~on an annual basis~~. The application proposal shall include a detailed plan for sharing of duties, and responsibilities, ~~and health/welfare benefits~~. ~~In addition, the application~~ The proposal shall contain a detailed calendar for the pertinent school year that specifies the days of service for each participant in the shared assignment. The application proposal and plan shall be submitted to the school principal/supervisor by no later than the first day back from Spring break, March 1, of the year ~~preceeding~~ preceding the school year ~~in~~ for which the applicants have made their proposal. ~~desire to participate in the shared assignment.~~
- 39.10 Unit members shall be notified of their shared assignment approval or ~~disapproval~~ denial by ~~March 15~~, the second Friday following Spring break but the final site/grade level assignment for the team will be determined using the same procedures and timelines ~~utilized by~~ in Article 33. ~~for the District's full-time teachers~~. If the principal/supervisor denies ~~does not approve~~ the proposal application or plan, reasons for the denial disapproval shall be provided to the bargaining unit members in writing by the second Friday following Spring break. ~~within a reasonable time.~~
- ~~39.11 Shared assignment team members shall share the maximum District contribution for health benefits of. The District contribution will be allocated/shared pursuant to the following options: (a) A team member will receive a share of the District contribution for health benefits based upon the team members full time equivalency (FTE). (b) A team member may opt out of the following, allocating their benefit cap share to their partner;~~

~~▲ Medical;~~

~~▲ Dental and Vision;~~

~~The health benefit programs from which the team members may select is limited to those programs offered by the District at the time the shared assignment is in effect. If a team member selects health benefit programs that exceed their share of the District contribution, the team member will authorize a payroll deduction for the premium amount that exceeds the District contribution. If a unit member does not choose to participate in the medical coverage offered by the district, he/she must provide proof of alternative minimum essential medical coverage to the district.~~

~~39.11~~ **39.12** A salary schedule increment shall not be granted to a unit member if they work less than 75% of one full year of service. As defined in the Ed. Code, a full year of service is 75% of a full-time assignment (.75 x 185= 139 days). When a unit member meets the 75% or more full time equivalency, he/she will receive a salary step increase at the start of the next fiscal year. Once the unit member earns his/her salary step increase, accumulation of full-time employment hours toward the next step increase begins at zero. There is no carryover.

~~39.13~~ Unit members who wish to participate in a shared assignment will be required to request a leave of absence without pay for that portion of the school year during which they will not be working. Unit members who participate in a shared assignment shall be offered full-time employment in the event that the shared assignment will not continue the following school year. Unit members ending a shared assignment and returning to full-time employment will be treated as a displaced teacher.

39.12 When unit members are ending a shared assignment and returning to full-time employment, the most senior teacher remains at the assignment, and the other teacher will be treated as a displaced teacher. Either teacher may volunteer to be displaced.

~~39.13~~ **39.14** Unit members participating in a shared assignment shall be required to perform the complete range of adjunct duties as described in Article 8.4. ~~required of a unit member in a full-time assignment.~~

~~39.14 39.15~~ The team member who is on duty at the time of the staff development/school business meetings shall provide the required essential information to the partner who is not on duty at the time. District directed professional development trainings on prep days shall be attended by both partners. Each partner shall receive per diem pay for the extra hours worked (2.5 days). The partner who is not scheduled to work that day shall be paid the current hourly "out of contract" pay.

There shall be no more than two (2) shared assignments at any school site. The duration of a shared assignment shall be limited to no more than five (5) years.