

AGREEMENT BETWEEN
CINNABAR ELEMENTARY
SCHOOL DISTRICT
AND
ASSOCIATION OF CINNABAR
TEACHERS

2023-2024

Association of Cinnabar Teachers

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ARTICLE 1

AGREEMENT

- A. THIS AGREEMENT, hereinafter referred to as the agreement, entered into this 23rd day of May, 2023, by and between the CINNABAR ELEMENTARY SCHOOL DISTRICT, hereinafter referred to as “District,” and the ASSOCIATION OF CINNABAR TEACHERS/CTA/NEA, hereinafter referred to as “Association.”
- B. The term “Association” as used herein means the written agreement provided under Section 3540.1(h) of the Government Code.
- C. The term of the contract will be from July 1, 2023 to June 30, 2024.

ARTICLE II

RECOGNITION

- A. The District recognizes the Association as the exclusive representative of all certificated employees of the District, excluding management, confidential and supervisory employees, as defined in the ACT for the purposes of meeting and negotiating. Also excluded are day-to-day substitutes and home teachers. Included are temporary, probationary, and permanent teachers.

ARTICLE III

GRIEVANCE PROCEDURE

- A. A Grievance is a formal written allegation by a grievant that said grievant has been adversely affected by a violation of the specific provisions of the Agreement.
- B. Grievant may be any certificated employee of District covered by the terms of this Agreement.
- C. A Day is any day which the administrative office of the District is open for business, excluding winter break, Spring break, and Summer recess.
- D. The Immediate Supervisor is the Principal who has immediate jurisdiction over the grievant and has been designated to adjust grievances.
- E. Informal level is the level before filing a formal written grievance; the grievant shall attempt to resolve it by informal conference with his/her immediate supervisor.

LEVEL I

If the matter is not settled at the informal level the grievant, within ten (10) days after the occurrence of the act or omission giving rise to the grievance, must present his/her grievance in writing to his/her principal. The statement shall be a clear concise statement of the grievance, the circumstances involved, the decision rendered at the informal conference, and the specific remedies sought.

The principal shall communicate his/her decision to the employee, in writing, within ten (10) days after receiving the written grievance. If the principal does not respond within the time limit, the grievant may appeal to the next level. Within the above time limits, either party may request a personal conference.

LEVEL II

If the grievant is not satisfied with the decision at Level I, he/she may, within five (5) days, with the written approval of the Association, appeal the decision to advisory mediation. District and Association shall request a list of mediators from the State Mediation and Conciliation service and alternately strike names to determine the mediator. The parties shall meet with the mediator as soon as a meeting schedule can be established and attempt in good faith to resolve the grievance. This cost of mediation, if any, shall be shared equally between the parties. The findings of the advisory mediation shall be submitted to the Association and the District for consideration. The Board of Trustees shall take action on or before its next regularly scheduled meeting. The Board shall relay its decision to the affected parties within five days of the Board action.

F. Miscellaneous:

a) No administrator shall be required, within a five (5) day period, to handle more than one (1) grievance. If more than one (1) grievance is pending during this time limitation, time limits imposed on the employee shall be extended correspondingly.

b) Since it is important that the grievances be processed as rapidly as possible, the time limits specified at each level should be considered to be maximums and every effort should be made to expedite the process. The time limits may, however, be extended by mutual agreement.

c) In the event the grievance is filed at such time that it cannot be processed through all the steps in the grievance procedure by the end of the school year, and, if left unresolved until the beginning of the following school year, could result in harm to an aggrieved person, the time limits set forth herein will be reduced so that the procedure may be exhausted prior to the end of the school year, or as soon as practicable.

d) All documents, communications, and records dealing with the processing of a grievant's file will not be kept in the personnel file of any of the participants.

e) Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents will be prepared jointly by the Superintendent and the Association and given appropriate distribution by the

Association so as to facilitate operation of the grievance procedure. The cost of preparing such forms shall be borne by the Board of Trustees.

f) No reprisals of any kind will be taken by the Superintendent or by any member or representative of the administration or the Board against any aggrieved person, any party of interest, any member of the Association, or any participant in the grievance procedure by reason of such participation.

g) A teacher may be represented in the grievance procedure, beginning at Level I, by himself, or at his option, by a representative selected by the Association.

h) Any employee may at any time present grievances to the District and have such grievance adjusted, without the intervention of the Association, as long as the adjustment is not inconsistent with the terms of this Agreement and provided that the District shall not agree to a Resolution of Grievance until the Association has received a copy of the grievance and the proposed resolution and has been given the opportunity to file a response.

ARTICLE IV

PROFESSIONAL DUES OR FEES AND PAYROLL DEDUCTIONS

Any unit member who is a member of the Association of Cinnabar Teachers/CTA/NEA, or who has applied for membership, may sign and deliver to the District an assignment authorizing deduction of unified membership dues, initiation fees, and general assessments in the Association. Pursuant to such authorization, the District shall deduct one-tenth (1/10th) of such dues from the regular salary check of the unit member each month for ten (10) months. Deductions for unit members who sign such authorization after the commencement of the school year shall be appropriately prorated to complete payment by the end of the school year.

ARTICLE V

TEACHER ASSOCIATION RIGHTS

A. A seniority list which includes hiring dates will be provided to each employee by October 14 of each school year.

B. In the event that teachers have a common date of hire, seniority will be determined by lottery on the date of hire.

ARTICLE VI

LEAVES

A. Sick Leave and Extended Sick Leave.

Full-Time certificated employees employed five days a week are entitled to 10 days leave of absence for illness or injury per year. Less than full-time employees are entitled to that percentage of 10 days as their weekly work schedule bears calculated on a percentage basis. Accrued and unused sick leave shall accumulate from year to year without limitation.

Extended sick leave is available when a certificated employee has exhausted all available sick leave, including all accumulated sick leave, and continues to be absent from work on account of illness or accident. During this period, the employee is entitled to differential compensation as provided by California Education Code.

When an employee is on maternity leave, accrued sick leave may be paid until the end of the disability period (6 weeks) or as defined by the employee's physician per Ed Code 44965.

B. Personal Necessity Leave

In any one year, up to 7 days per year of the member's accrued sick leave may be used for personal necessity that is defined as follows:

- Death or serious injury or illness of an employee's immediate family.
- Accident, involving the employee's person or property, or the person or property of a member of the employee's immediate family.
- Personal business of a serious nature which the employee cannot disregard and cannot be taken care of outside the duty day; e.g. a court appearance (not jury duty).
- Other reason of extreme necessity that has been approved by the Superintendent/Principal at least two (2) days prior to the day of absence.

Use of personal necessity leave requires pre-approval by the Superintendent/Principal except when the initial leave is in response to a sudden emergency or event.

Use of personal necessity days shall be deducted from the employee's accumulated sick leave balance.

C. Personal Leave:

Of the 7 personal necessity days described above, up to three days may be used for undisclosed personal reasons. Use of these personal "no tell" days must be pre-approved by the Superintendent/Principal at least 2 days prior to the day of absence. As stated above, use of these days shall be deducted from the employee's accumulated sick leave balance. All requests for leaves for Personal Necessity under section B and C must be submitted on a District leave form.

D. Extended Leave

- 1) Any teacher may request a leave of absence without pay or benefits not to exceed one year. The request must be made in writing by the first day of March in the year preceding

the leave. The Board may consider requests made after the March 1st deadline. The bargaining unit member on leave may request an extension for an additional year's leave of absence according to the provisions of this Article.

2) A member on leave must notify the District by March 1st whether or not they are returning to their position. Failure to notify the District by the March 1st date will be considered as a resignation.

3) If more than one member of the bargaining unit requests a leave in the same year, the District will consider them on a seniority basis.

4) The leave of absence may not be used in connection with any retirement plan offered by the District.

5) The District retains the right to deny a leave of absence.

E. Sick Leave for Illness of Child, Parent, Spouse, or Domestic Partner.

A unit member may use his/her current and accrued sick leave to attend to an illness of a child, parent, spouse or domestic partner of the unit member. Each calendar year the amount of such leave shall not exceed ten (10) days for the full-time-equivalent (FTE) unit member (prorated for part-time). Such leave is in addition to that provided under Personal Necessity (Article VI, Section A).

F. Bereavement Leave

Employee is entitled to 5 days of paid leave on account of the death of a member of the employee's immediate family. Employees are entitled to utilize other paid leave entitlements including personal necessity days.

G. Other Types of Personal Leave

Employees should consult the board Policies and Administrative Regulations when requesting other types of leaves.

ARTICLE VII

TEACHING CONDITIONS

A. Reassignment:

1) Teachers shall be notified of assignment two (2) weeks prior to the opening of school in order to facilitate changes and preparation in moving materials.

2) Where a classroom change is required, the District will provide assistance in moving materials.

3) In cases of emergency, where the two weeks notice is not possible, the District will provide the teacher with necessary release time. (If the reassignment occurs within two (2) days of school starting or after school has started). In emergency situations where a change in classrooms is required, the District shall also provide assistance in moving materials.

4) Because of the effect upon a teacher's workload and hours of employment, the creation of combination classes will involve consultation with the teacher(s) involved. This will help ensure the most educationally sound distribution of students. If it is determined that a combination class is the solution, the make-up of the class should be thought out carefully with special consideration given to:

- a) keeping the combination class size smaller than single grade classes.
- b) structuring the combination classes to the recognized benefit of the students involved.
- c) minimizing the impact of children with known behavior problems and special needs.
- d) giving the combination class teacher(s) preferences in scheduling, whenever possible.
- e) giving the combination class teacher(s) preferences when assigning non-categorical instructional assistants whenever available.

B. District-Approved Curriculum and Practices

- 1) The curriculum content and instructional practices at the Cinnabar School will be approved by the Board of Trustees in collaboration with the Superintendent/Principal and the Association and in compliance with State mandates.
- 2) Teachers will conform to the approved curriculum content and instructional practices.

C. Supervision

Teachers will not be responsible for recess duty. Teachers will be responsible for after-school dismissal duties, which will be limited to 15 minutes after dismissal time.

D. The District will provide a 'roving' substitute teacher (up to three (3) days) to allow teachers with more than twenty-eight (28) students in their class to hold conferences during regular working hours.

E. With regard to conference week, if there are no minimum days, the District will pay each classroom teacher conducting conferences, up to 20 minutes of extra duty pay per conference per student. There will be no extra duty pay for any conference for which the teacher utilized a "roving" substitute teacher (referenced in D above.)

ARTICLE VIII

CALENDAR

In the school year there shall be 186 paid days made up of 180 instructional days, 3 work days (two before the beginning of school and one after the last student day), and 3 staff development

days. The teachers must attend the 3 staff development days in order to receive the salary associated with those days. Teachers may be excused from staff development days without penalty for reasons of personal necessity as outlined below:

- Death or serious injury or serious illness of an employee's immediate family.
- Accident, involving the employee's person or property, or the person or property of a member of the employee's immediate family.
- Personal business of a serious nature which the employee cannot disregard and cannot be taken care of outside the duty day; is. a court appearance (not jury duty).

Personal Leave – “no tell” days may not be used.

Individual unit members who do not attend a staff development day may make up the missed day by attending a pre-approved SCOE or District-sponsored in-service or conference session equal to a work day. Any staff development day missed and not made up will result in a non-paid day for the employee. Unit members must provide evidence to the district of full attendance. The make-up day cannot be on a regular work day and the employee pays any related registration or other fees for the additional day.

Within the above calendar, there shall be no minimum days except as shall be mutually agreed between the District and the Association.

B. The calendar shall be set forth in Exhibit A.

C. Any new state law or incentive program that increases the number of days in the school year will be call for a renegotiation of this collective bargaining agreement.

D. Early release Wednesdays will be used for staff development, teacher preparation, staff meetings, etc. One day each month will be used for Association directed collaboration and classroom planning. An additional five (5) days per year for other teacher preparation such as report cards, will be mutually agreed upon by both the Association and the Administration. All other Wednesdays will be directed by the Administration.

ARTICLE IX

HEALTH AND WELFARE BENEFITS

A. Health and Welfare benefit plans offered are:

Medical	Blue Shield or Kaiser Foundation Health Plan
Dental	Delta Dental
Vision	Vision Services Plan
Disability	The Standard American Fidelity

1. The benefit plans in item A will be hereafter referred to as the health benefit package. Employees with contracts of 1.0 FTE are required to enroll in a medical and a dental plan. Enrollment in a vision or disability plan is optional.
2. The District will pay \$800 per month/\$9,600 per year toward the health benefit package.
3. For employees working less than 1.0 FTE, the percentage of the cap paid by the District for the health benefit package is prorated based on the employee's FTE.

ARTICLE X

WAGES

- A. 2% increase to the 2023-2024 salary schedule for the 2023-2024 school year. A one-time off-schedule bonus in the amount of 5% of the employee's 2023-2024 contract for the unit members employed on September 1, 2023.
- B. In order to be acceptable for salary schedule movement, units must be approved by the Superintendent/Principal. Documentation in the form of official transcripts or report cards must be provided in a timely fashion. Any future units for placement on the salary schedule must be pre-approved by the Superintendent/Principal and documentation of satisfactorily completed units provided before the first instructional day for students in the year.
- C. Credit for public school experience is given on a year for year basis up to five (5) years.
- D. A \$1000 stipend will be added to a teacher's salary for each of the following: master's degree, combination class teaching assignment in grades TK-5, and designation as a "Teacher in Charge". Stipends will be paid monthly over the life of the service being performed.
- E. A stipend equivalent to eight (8) hours of extra duty pay will be paid to teachers who attend an overnight field trip that has been approved by the Board.
- F. If a member submits a request for payment (i.e. timesheet) for earnings that are more than 45 days late, the penalties and interest will be deducted from the timesheet payment for each day past the 45day deadline.
- G. Teachers who perform extra duty such as summer school, after school intervention programs, translation services, yard duty, or administrative designee at after school meetings will be paid at a rate of \$50 per hour. Such duties must be pre-approved by the Superintendent/Principal.
- H. BTSA Support Provider stipend will be \$1200 per beginning teacher. BTSA District Coordinator will receive \$125 stipend.

ARTICLE XI

INSTRUCTIONAL MINUTES

A. The instructional year shall contain at least the following number of instructional minutes.

Transitional K/Kindergarten	36,000
Grades 1-3	50,400
Grades 4-8	54,000

B. A committee shall be formed consisting of representatives of the Association and the Superintendent to make recommendations as to the implementation of the change in the instructional minutes. The final decision as to staffing needs and the precise allocation of instructional minutes during the school day shall be made by the governing board.

ARTICLE XII

SAVINGS

A. If any provisions of this Agreement are held to be contrary to law by a court of competent jurisdiction, such provisions will not be deemed valid and subsisting except to the extent permitted by law, but all other provisions will continue in full force and effect.

B. In the event that certain provisions have been found to be contrary to law and consequently deemed invalid during the duration of this Agreement, the parties agree to consult on the issue(s) affected within 30 days.

ARTICLE XIII

RETIREMENT OPTIONS

A. Retirement Incentive/Bonus

OPTION 2 will not apply to unit members hired on or after October 1, 2021.

A unit member may select one or a combination of the following retirement options, not to exceed \$25,000, no later than March 1 of the year of requested participation. Any unit member request submitted after March 1 shall be considered on a case-by-case basis.

Option 1. Reduced Workload (Education Code 44922 & 22713)

Qualified unit members may elect to reduce their workload and receive:

- the STRS service credit they would have received if full-time and,
- any other benefits they are entitled to under STRS based upon the salary they would have received if employed on a full-time basis.

A unit member is qualified to apply for reduced workload if:

- the unit member will be at least fifty-five (55) years of age on or before the effective date of the reduced work load and
- the unit member has been employed in a position requiring membership in STRS for at least ten (10) years of which the five (5) years immediately preceding the reduction in workload were full-time employment, without a break in service.

The unit member must request the reduced workload option of the District.

The minimum part-time employment in the reduced workload program shall be the equivalent of one-half of the number of days in service required by the unit member's contract.

The length of part-time employment shall not exceed 10 years.

The unit member shall receive full district paid health and welfare benefits. The District and the employee shall contribute to STRS the amount that each would have contributed had the unit member been employed full-time.

Option 2. Retirement with Bonus

A unit member who is at least fifty-five (55) years of age, or otherwise eligible for retirement under STRS regulations, and has served a minimum of ten (10) years with the District, is entitled to elect to receive a retirement bonus if the unit member submits to the District a written resignation to be effective June 30. The resignation must be submitted in the school year in which it is to be effective. The amount of the bonus shall be \$25,000. The District will make the payment of the \$25,000 to the employee in January of the year following retirement.

B. Retiree's Health and Welfare Benefits

A unit member who retires from Cinnabar School District is entitled to elect to continue health and welfare benefits at his/her own expense until age 65. The retired member will have access to the same health and welfare plans that are available to active members of the Association through the District's insurance joint powers authority, Redwood Empire Schools Insurance Group. A member electing to continue insurance coverage under this Retirement Option must make payments for insurance coverage prior to the first of the month of coverage or coverage may be terminated.

ARTICLE XIV

NEGOTIATIONS PROCEDURES

The Association's proposals shall be submitted to the Board of Trustees any time after February 1st before the fiscal year to be negotiated, but no later than the April District Board of Trustees meeting. The District may present its proposal at the same time or at the next regular District Board of Trustees meeting. The Association's bargaining team shall be given reasonable release time for the purposes of negotiating as provided by the Educational Employment Relations Act.

ARTICLE XV

EVALUATION

15.1 Permanent teachers shall be evaluated at least every other year. Probationary teachers shall be evaluated every school year.

15.1.1 For permanent unit members who have been employed at least five (5) years in the District, who are certified as Highly Qualified under Every Student Succeeds Act (ESSA), and whose most recent evaluation has indicated he/she has met standards shall, upon agreement of the evaluator and the teacher, have the evaluation made every (5) years. The affected unit member may withdraw consent at the beginning of a school year, no later than September 30, thus returning the unit member to the cycle of being evaluated at least every two (2) years. The evaluator may elect to evaluate a unit member at any time.

15.2 Teachers to be evaluated during the school year shall be furnished a copy of the evaluation procedures and advised of the criteria upon which the evaluation is to be based no later than October 1 of the school year in which the evaluation is to take place.

15.3 The evaluation criteria are listed on the Teacher Evaluation Form. (Exhibit C)

15.4 No later than October 15, each teacher evaluated will submit two (2) goals from Standards # 1-5 of the California Standards for the Teaching Profession, and one (1) additional professional development goal from Standard #6 of the California Standards for the Teaching Profession.

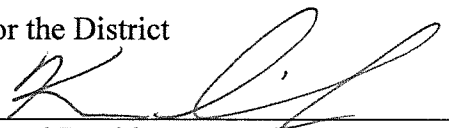
ARTICLE XVI

TERM OF CONTRACT

This contract shall be effective July 1, 2023 through June 30, 2024.

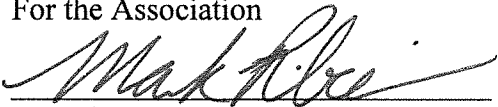
IN WITNESS THEREOF, the parties have executed this agreement this 23rd day of May, 2023.

For the District



Board President or Designee

For the Association



Association President



Witness



Witness

Cinnabar Elementary School District
 Certificated Salary Schedule
 2023-2024

Effective Date: July 1, 2023
 Board Approved: May 23, 2023
 Negotiated: 2% on Salary Schedule

Step	Column 1 BA + 30	Column 2 BA + 45	Column 3 BA + 60	Column 4 BA + 75
1	55573	56625	58219	61155
2	57071	58235	59959	63125
3	58569	59847	61700	65094
4	60067	61456	63439	67063
5	61564	63067	65179	69031
6	63062	64679	66920	71001
7	64560	66288	68659	72970
8	66058	67899	70399	74939
9	67555	69508	72139	76906
10	69058	71128	73882	78884
11	70479	72388	75521	80843
12	71319	73649	77097	82803
13	72160	74910	78673	84762
14	73000	76171	80249	86723
15	73840	77431	81720	88607
16		78692	83190	90078
17		79953	84661	91549
18		81213	86132	93020
19		82474	87603	94491
20		83735	89074	95962
21			90545	97432
22			92016	98903
23			93486	100374
24			94957	101845
25			96428	103316

Based on 186 days - 180 Student Days, 3 Staff Development Days, and 3 Work Days
 Health and Welfare CAP - \$9600/year

CINNABAR SCHOOLS CALENDAR FOR 2023/2024 - TRADITIONAL

Month	M	T	W	TH	F	Workdays / Holidays	Days of Instruction	Certified Employees
July 2023	3	4	5	6	7	4 Independence Day Holiday	0	0
	10	11	12	13	14			
	17	18	19	20	21			
	24	25	26	27	28			
	31							
August		1	2	3	4	9 Staff Development Day 10 Staff Development Day 11 Staff Development Day 14 Teacher Workday 14 Back to school night BBQ 15 Teacher Workday 16 First Day of School	12	17
	7	8	9	10	11			
	14	15	16	17	18			
	21	22	23	24	25			
	28	29	30	31				
September					1	4 Labor Day Holiday 18-22 Conference Week – Early Release	20	20
	4	5	6	7	8			
	11	12	13	14	15			
	18	19	20	21	22			
October							22	22
	2	3	4	5	6			
	9	10	11	12	13			
	16	17	18	19	20			
	23	24	25	26	27			
November			1	2	3	10 Veterans Day Holiday Observed 20-24 Fall Break	16	16
	6	7	8	9	10			
	13	14	15	16	17			
	20	21	22	23	24			
	27	28	29	30				
December					1	21 Minimum Day 22-29 Winter Break.	15	15
	4	5	6	7	8			
	11	12	13	14	15			
	18	19	20	21	22			
January 2024						1-5 Winter Break Continued 15 Martin Luther King Jr. Holiday 18 Open House 25 Kindergarten Round-Up	17	17
	8	9	10	11	12			
	15	16	17	18	19			
	22	23	24	25	26			
February				1	2	12 Lincoln's Holiday Observed 19 Presidents' Day	19	19
	5	6	7	8	9			
	12	13	14	15	16			
	19	20	21	22	23			
March					1		21	21
	4	5	6	7	8			
	11	12	13	14	15			
	18	19	20	21	22			
April						8-12 Spring Break	17	17
	1	2	3	4	5			
	8	9	10	11	12			
	15	16	17	18	19			
May			1	2	3	27. Memorial Day Holiday 30. Last Day of school – minimum day 31. Teacher workday	21	22
	6	7	8	9	10			
	13	14	15	16	17			
	20	21	22	23	24			
June						3-5 Emergency School Closure Make-up Days 10. Juneteenth Holiday	0	0
	3	4	5	6	7			
	10	11	12	13	14			
	17	18	19	20	21			
	24	25	26	27	28			

*June 3-5 are designated as Emergency School Closure Make-up Days. If we have an emergency school closure during the year, these days will be used to replace any missed days of instruction. If we do not have an emergency school closure during the year, these days will be non-school and non-work days. A decision whether days need to be made up or not will be announced no later than the first week of May.

Start date for Teachers
August 9, 2023

Start date for Students
August 16, 2023

Holidays

July 4, 2023
September 4, 2023
November 10, 2023

Fall Break
November 20 - 24, 2023

Winter Break
December 22, 2023 - January 5, 2024

January 15, 2024
February 12, 2024
February 19, 2024

Emergency School Closure Make-up Days*
June 3 - 5, 2024

Spring Break
April 8 - 12, 2024
May 27, 2024

Teachers' Workdays

August 14, 2023
August 15, 2023
May 31, 2024

Staff Development Days

August 9, 2023
August 10, 2023
August 11, 2023

Trimesters

End of 1st trimester: 11/9/2023
End of 2nd trimester: 3/1/2024
End of 3rd trimester: 5/30/24

Report cards go home

November 30
March 14

Progress Reports (Middle School)

September 7
January 18

School Hours

First-Eighth Grade Hours

M-T-TH-F: 8:25-3:00 p.m.
W: 8:25-1:30 p.m.

TK & K Hours

M-T-TH-F: 8:25- 2 p.m.
W: 8:25-12:45 p.m.

Early Release Days

Every Wednesday
Sept. 18-22 (Conferences)
December 21
May 30

**CINNABAR SCHOOL DISTRICT
CLASSROOM OBSERVATION REPORT**

Employee: _____ School: _____ Administrator: _____

Status: Permanent Probationary Temporary

Class/Activity Observed: _____ Observation Date: _____ Period/Time: _____

Post-Observation Conference Date: _____ (within five (5) days of observation)

Check (✓) standards identified in employee's goals and objectives. Probationary and Temporary must select three standards. Permanent employees must select any two (2) standards from standards 1-6.

- | | | |
|--------------------------|----------------|------------------------------------------------------------------------|
| <input type="checkbox"/> | STANDARD ONE | ENGAGING & SUPPORTING ALL STUDENTS IN LEARNING |
| <input type="checkbox"/> | STANDARD TWO | CREATING & MAINTAINING EFFECTIVE ENVIRONMENTS FOR STUDENT LEARNING |
| <input type="checkbox"/> | STANDARD THREE | UNDERSTANDING & ORGANIZING SUBJECT MATTER FOR STUDENT LEARNING |
| <input type="checkbox"/> | STANDARD FOUR | PLANNING INSTRUCTION & DESIGNING LEARNING EXPERIENCES FOR ALL STUDENTS |
| <input type="checkbox"/> | STANDARD FIVE | ASSESSING STUDENTS FOR LEARNING |
| <input type="checkbox"/> | STANDARD SIX | DEVELOPING AS A PROFESSIONAL EDUCATOR |

Classroom Observation Data:

**CINNABAR SCHOOL DISTRICT
CLASSROOM OBSERVATION REPORT**

Employee: _____

Observation Date: _____

CINNABAR SCHOOL DISTRICT
CLASSROOM OBSERVATION REPORT

Commendations/Recommendations, if applicable:

Administrator Signature

Title

Date

This report has been discussed with me in conference with the administrator. (The employee may, within five (5) working days, make a written response to the observation, and the same will be filed with the observation. A signature on this observation form does not necessarily signify agreement with the observation.)

Employee Signature

Date

Cinnabar Elementary School

Annual Goals

Teacher: _____ Grade: _____

Date: _____ School Year : _____

I want to improve my pedagogy skills in the following areas this year. Each objective needs to be meaningful, measureable, and manageable.

Goal 1:

Objective(s):

Goal 2:

Objective(s):

Cinnabar Elementary School

Annual Goals

Goal 3:

Objective(s):

California Standards for the Teaching Profession (CSTP) Placemat

STANDARD ONE:

ENGAGING AND SUPPORTING ALL STUDENTS IN LEARNING
1.1 Using knowledge of students to engage them in learning
1.2 Connecting learning to students' prior knowledge, backgrounds, life experiences, and interests
1.3 Connecting subject matter to meaningful, real-life contexts
1.4 Using a variety of instructional strategies, resources, and technologies to meet students' diverse learning needs
1.5 Promoting critical thinking through inquiry, problem solving, and reflection
1.6 Monitoring student learning and adjusting instruction while teaching

STANDARD TWO:

CREATING AND MAINTAINING EFFECTIVE ENVIRONMENTS FOR STUDENT LEARNING
2.1 Promoting social development and responsibility within a caring community where each student is treated fairly and respectfully
2.2 Creating physical or virtual learning environments that promote student learning, reflect diversity, and encourage constructive and productive interactions among students
2.3 Establishing and maintaining learning environments that are physically, intellectually, and emotionally safe
2.4 Creating a rigorous learning environment with high expectations and appropriate support for all students
2.5 Developing, communicating, and maintaining high standards for individual and group behavior
2.6 Employing classroom routines, procedures, norms, and supports for positive behavior to ensure a climate in which all students can learn
2.7 Using instructional time to optimize learning

STANDARD THREE:

UNDERSTANDING AND ORGANIZING SUBJECT MATTER FOR STUDENT LEARNING
3.1 Demonstrating knowledge of subject matter, academic content standards, and curriculum frameworks
3.2 Applying knowledge of student development and proficiencies to ensure student understanding of subject matter
3.3 Organizing curriculum to facilitate student understanding of the subject matter
3.4 Utilizing instructional strategies that are appropriate to the subject matter
3.5 Using and adapting resources, technologies, and standards-aligned instructional materials, including adopted materials, to make subject matter accessible to all students
3.6 Addressing the needs of English learners and students with special needs to provide equitable access to the content

STANDARD FOUR:

PLANNING INSTRUCTION AND DESIGNING LEARNING EXPERIENCES FOR ALL STUDENTS
4.1 Using knowledge of students' academic readiness, language proficiency, cultural background, and individual development to plan instruction
4.2 Establishing and articulating goals for student learning
4.3 Developing and sequencing long-term and short-term instructional plans to support student learning
4.4 Planning instruction that incorporates appropriate strategies to meet the learning needs of all students
4.5 Adapting instructional plans and curricular materials to meet the assessed learning needs of all students

STANDARD FIVE:

ASSESSING STUDENTS FOR LEARNING
5.1 Applying knowledge of the purposes, characteristics, and uses of different types of assessments
5.2 Collecting and analyzing assessment data from a variety of sources to inform instruction
5.3 Reviewing data, both individually and with colleagues, to monitor student learning
5.4 Using assessment data to establish learning goals and to plan, differentiate, and modify instruction
5.5 Involving all students in self-assessment, goal setting, and monitoring progress
5.6 Using available technologies to assist in assessment, analysis, and communication of student learning
5.7 Using assessment information to share timely and comprehensible feedback with students and their families

STANDARD SIX:

DEVELOPING AS A PROFESSIONAL EDUCATOR
6.1 Reflecting on teaching practice in support of student learning
6.2 Establishing professional goals and engaging in continuous and purposeful professional growth and development
6.3 Collaborating with colleagues and the broader professional community to support teacher and student learning
6.4 Working with families to support student learning
6.5 Engaging local communities in support of the instructional program
6.6 Managing professional responsibilities to maintain motivation and commitment to all students
6.7 Demonstrating professional responsibility, integrity, and ethical conduct

Explicit Direct Instruction Lesson Plan

Learning Objective standard abbreviation: _____

Today we will _____

CFU

_____ means _____

CFU

Prior Knowledge _____

CFU

Relevance (personal, real-world, academic)

Concept Development (I do) _____

Examples:

Non-examples:

Examples:

Skill Development/Guided Practice (we do) _____

Reminder of learning objective

CFUs

Independent Practice (you do) _____

Closure _____

CFU-What did you learn today? How well did you learn it? Quick exit assessment

**Tentative Agreement Between
Cinnabar Elementary School District
And
Association of Cinnabar Teachers (ACT)
April 11, 2023**

ACT agrees to the following:

Article X – Wages

- A. 2% increase to the 2023-2024 salary schedule for the 2023-2024 school year. A one-time off-schedule bonus in the amount of 5% of the employee's 2023-2024 contract for unit members employed on September 1, 2023.

Article XI – Bereavement Leave

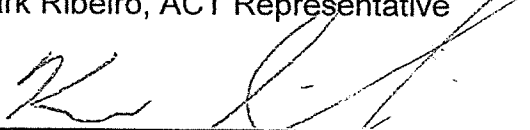
- B. Employee is entitled to 5 days of paid leave on account of the death of a member of the employee's immediate family. Employees are entitled to utilize other paid leave entitlements including personal necessity days.

This closes negotiations for the 2023-2024 school year.



Mark Ribeiro, ACT Representative

4/17/23
Date



Ken Silman, Superintendent/Principal


4/17/23
Date

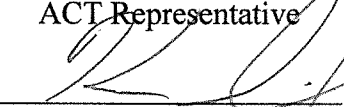


Katie Fouche, Accountant

4/17/23
Date

2023-2024 Seniority List	<u>Hire Date</u>	<u>Classification</u>	<u>FTE</u>
MINEHAN WILLIS, TREY	8-29-95	Permanent	1.0
VONDER KUHLEN, ANNE	8-27-96	Permanent	1.0
AZEVEDO, JAMIE	8-26-02	Permanent	1.0
ROSE, CATHERINE	8-14-13	Permanent	1.0
RIBEIRO, MARK	8-14-13	Permanent	1.0
POWELL, JOY	8-11-15	Permanent	1.0
ESQUIBEL, CATHERINE	8-26-15	Permanent	1.0
COLLINS, JENNIFER	8-09-18	Permanent	1.0
MORRIS, JENNIFER	8-10-22	Probationary	.6
PEIXOTO, ELLEN	8-10-22	Probationary	1.0
FERRIS, MYRIAH	08-09-23	Probationary	1.0
BEAUMONT, LEAH	08-09-23	Probationary	1.0


 ACT Representative 8/15/23
 Date


 Superintendent/Principal 8/14/23
 Date