

TENTATIVE AGREEMENT

This Tentative Agreement is entered into by and between the California Military Institute Charter School ("Charter") and the California Military Institute Teachers Association ("CMITA"). The Charter and CMITA may be referred to herein as "Party" or collectively as "Parties."

Any issue, subject, or matter discussed by the Charter and the CMITA during negotiations for the 2017-2018 school year not contained in this document shall be considered withdrawn by the party presenting it. Any "oral agreement" or "understanding" not reflected in writing herein shall have no force or effect. Negotiations shall be closed for 2017-2018.

NOW, THEREFORE, the Parties hereto agree as follows:

Regardless of having signed a Statement of Intent, for the 2017-18 school year only, CMITA unit members may resign their positions with thirty (30) days notice to the Charter.

ARTICLE VII - Professional Work Day/Work Year

1. Work Year. The work year for **instructors** ~~certificated employees, except counselors, nurses and teachers on special assignment (TOSA),~~ shall be one hundred eighty-~~four six~~ **(1846)** days of which there will be one hundred eighty (180) student-instructional days. The number of workdays for counselors shall be one hundred and ninety-~~four six~~ **(1946)** days, ~~and~~ the number of workdays for **teachers on special assignment (TOSAs)** and nurses shall be two hundred ~~two~~ **(2002)**, ~~and the number of workdays for the military science instructor shall be two hundred and twenty (220) days.~~
2. Work Day. ~~Except counselors, nurses and teachers on special assignment (TOSA),~~ ~~†~~The regular instructional work day for ~~unit members~~ **instructors** shall not exceed seven (7) hours and ~~thirty (30)~~ **forty-five (45)** minutes.; ~~This is inclusive of a thirty (30) minute duty-free lunch period making the instructor paid work day seven (7) hours and fifteen (15) minutes.~~ Counselors, ~~teachers on special assignment (TOSAs), and nurses and the military science instructor~~ shall be required to work eight (8) hours, ~~and thirty (30) minutes.; This is inclusive of a thirty (30) minute duty-free lunch period making the paid work day for these positions eight (8) hours.~~

3. Planning Period.

a. CMITA **instructors members** shall be provided with a daily planning period or an equivalent period of time. This provision shall not apply to **any other positions counselors**. The planning period shall be the equivalent of one (1) period of instruction. The planning period may be used for instructional planning and preparation, meeting with parents, and meetings with administration.

ARTICLE XII - Layoff

The parties agree to table this article and for it to be discussed with contract negotiations for 2018-19 which shall commence in the Fall of 2018 as triggered by the receipt of CMITA's sunshine proposal to the Charter.

Appendix A - Compensation

Salary

Add salary schedule 241 for Military Science Instructor to Appendix A of the contract.

This Tentative Agreement is subject to CMITA bargaining unit member ratification and approval of the Charter Governing Board.

Date: 5/1/17
CALIFORNIA MILITARY INSTITUTE
CHARTER SCHOOL
Leslie Ventuleth
Leslie Ventuleth
Interim Chief Human Resources Officer
Candace Reines
Candace Reines
Assistant Superintendent, Business

Date: May 1 2017
CALIFORNIA MILITARY INSTITUTE
TEACHERS INSTITUTE
Angel Love-Behrens
Angel Love-Behrens
CMITA Negotiations Team Member
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Diana Palmer
CMITA Negotiations Team Member
Jane Scibilia
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CMITA Negotiations Team Member
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