

**Tentative Agreement for the
2025-2026 Negotiation
Between The Sylvan Union School District and
The Sylvan Educators Association
February 10, 2026**

The Parties have met and agreed to the following as a resolution of all issues. Except as expressly stated herein all provision of the current collective bargaining agreement shall continue without modification.

ARTICLE 9-HOURS OF EMPLOYMENT

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9.1. The full-time teacher—**unit member** workday shall include regularly assigned instructional duties and responsibilities in accordance with past practice. (See Article 9.14–22)

9.2. On Fridays, and days preceding holidays, teachers—**unit members** may leave as soon as their student responsibilities have been completed, provided supervisory duties, reports or conferences have been completed.

9.3. The District will convene a joint calendar committee no later than November 1st. The purpose of the joint calendar committee is to develop draft school calendars for the upcoming school year. The joint committee will seek input and feedback from members in order to develop a final proposed calendar to be approved by the Board of Trustees in open session. If the board did not approve the proposed calendar, the board will direct district staff on steps for resolution which may include returning the calendar to the committee.

9.3.1. A joint committee comprised of two (2) SUSD and two (2) SEA designees shall convene and collaborate after seeking input/feedback from members regarding preferences for the upcoming year's calendar of events, including Back to School Night, Parent Conferences and, Open House, and Promotion, no later than April 30.

9.3.2. A jointly agreed upon calendar, when available, shall be distributed.

9.4. The District agrees to make no change in officially adopted District policy concerning hours of employment (including adjunct duties), lunch periods, minimum days, preparation periods in grades 6–8, or rest periods, without consultation with the Association.

9.5. During the time when the K–6 regularly assigned teacher's class is being taught by a certificated teacher, such as Librarian, Art, or Music teacher, the regularly assigned teacher may leave his/her classroom for purposes of class preparation. Art and Music substitutes, if available, will be hired when those specialists are absent. The parties to this Agreement acknowledge that the total preparation minutes per week may not be the same for all regularly assigned teachers.

9.6. The exercise of District discretion to excuse a teacher unit member from the requirements of a normal work day shall not be construed as discriminatory treatment of teachers unit members whose salary is deducted for unauthorized absences.

ARTICLE 11-TEACHER UNIT MEMBER SAFETY

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Effective July 1, 2024, the District established, and implemented, the Workplace Violence Protection Plan (WVPP) in compliance with SB 553. The WVPP, a component of the Injury and Illness Prevention Program, is intended to establish a framework for protecting employees from workplace violence.

11.1. The Sylvan Union School District commits to work with SEA to create and promote a safe and orderly environment for all. The District shall maintain a Workplace Violence Prevention Plan (WVPP) in accordance with Labor Code Section 6401.9. The violence incident log will be reviewed at Safety Committee meetings.

11.2. The District recognizes that repeated verbal abuse, threats, intimidation, or harassment by students may be precursors to creating an unsafe working environment. Such behavior shall be addressed to support a safe working environment.

11.2.1 A teacher unit member may use such reasonable force as is necessary and legally appropriate to protect him/her from attack, to protect another person, to prevent damage to property, to quell a disturbance threatening physical injury to others, or to obtain possession of weapons or other dangerous objects upon the person or within the control of a student. In the event of any disorder or disruption in the regular school program a good faith effort will be made to ensure teacher unit member safety.

11.2.2 In the event of any disciplinary action of a unit member, the District bears the burden of proving that the unit member's actions were inconsistent with safe workplace and professional standards, based on a preponderance of the evidence.

11.3. Whenever any teacher unit member of the District is attacked, assaulted, or menaced by anyone, it shall be the duty of such teacher unit member, and/or any person under whose direction or supervision administrator such teacher unit member is employed who has knowledge of such incident, to promptly report the incident to the proper law enforcement authorities. The District shall not impose any sanctions against a unit member for reporting the incident to law enforcement authorities.

11.3.1. The unit member will complete a workplace violence report in a timely manner. The district will provide a safety response to the unit member. The safety response will include input from the impacted unit member, administration, and appropriate support personnel.

11.3.2. A student who causes physical harm to a unit member may be temporarily removed from the classroom pending review by administration and, if applicable, the IEP team.

11.4. Administrators shall deal promptly with all threats **of violence** made against **teachers unit members**. Anyone who threatens **violence against a unit member a teacher** shall be reported to the proper law enforcement authorities immediately. **Teachers-Unit members** shall be notified of subsequent actions taken by administration including the notification of law enforcement.

11.4.1 The District shall support unit members in filing police reports, worker's compensation claims, and/or seeking restraining orders when deemed appropriate by the District.

11.5. Injury and Property Claim Process:

11.5.1. Anytime a member is involved in a physical **or psychologically traumatic** interaction with any person that creates, or may result in physical **or psychological** injury; or, anytime a member has a physical accident (commonly a slip, trip, or fall), the member shall, **promptly report such incidents and complete required documentation, and the District shall provide required workers' compensation claim forms in a timely manner, in accordance with law.** Procedures for the provision of Worker's Compensation will be followed.

11.5.2. The District is not required to reimburse members for the damage or loss of personal property. Members are to take all reasonable means to secure any personal items brought onto District property. In some instances, the District may consider reimbursement on a case by case basis. Claim forms for property items may be requested from the Superintendent's Office. Any claim submitted will be subject to Board approval.

11.6. A bargaining unit member may suspend a pupil from his/her class for the day of the suspension and the following day for any act that disrupts or diminishes the education process in accordance with Education Code section 48900 and 48910.

11.6.1. The unit member shall immediately report the suspension to the site administrator (or his/her designee) and send the pupil to the administrator (or his/her designee) for appropriate action.

11.6.2. As soon as possible, **the teacher unit member** shall ask the parent or guardian of the pupil to attend a parent-teacher conference regarding the suspension. A school counselor or school psychologist may attend the conference.

11.6.3. At the request of the unit member, or the parent, or guardian, the administrator shall be present at all subsequent meetings regarding the suspension.

11.6.4. The pupil shall not be returned to the unit member's class during the period of suspension without the unit member's concurrence.

11.6.5. The pupil shall not be placed in another regular class during the period of suspension. However, if the pupil is assigned to more than one class per day this subdivision shall apply only to other regular classes scheduled at the same time as the class from which the pupil was suspended.

11.6.6. A unit member may also refer a pupil, for any of the acts enumerated in Section 48900, to the principal or the designee of the principal for consideration of a suspension from the school.

11.7. The District and unit members shall conform to and comply with all health, safety and sanitation requirements imposed by local, state, or federal law or regulations adopted under local, state or federal law.

11.8. Only credentialed nurses shall provide and conduct medical procedures including those prescribed or directed by a physician or other qualified health professional.

11.9. Any other specialized healthcare procedures not listed above will be evaluated on an individual basis by the school nurse to determine the level of care.

11.10. SEA may place up to two SEA members on the District Safety Committee. The Committee will meet at least three (3) times per year in a joint effort to gather suggestions and address concerns relating to issues of school and district safety, **which may include additional personnel, resources, or program adjustments.**

11.11. The District shall offer TB screenings for all unit members, at no cost to the unit member, as required for continued employment with the District.

11.12. The District provides information on procedures for filing a Worker's Compensation Claim at orientation for newly hired staff, as well as in the annual notifications to all employees.

11.13. The District shall make training available for life-saving practices, which may include Cardiopulmonary Resuscitation, Epinephrine Auto Injector, Naloxone, and Automatic External Defibrillator training at no cost to unit members.

11.14. The District will utilize security cameras on district property to maintain safe school environments and secure District assets.

11.14.1. Internal video recording equipment will be used to monitor and maintain a safe and secure campus and worksite. Any audio recording capabilities shall be disabled.

11.14.2. No recording equipment will be installed where there is a reasonable expectation of privacy, such as bathrooms or locker rooms.

11.14.3. The District shall post notification signs at sites where video cameras are present in accordance with applicable law or board policy/administrative regulations.

11.14.4. SEA and the District agree that the use of video and/or audio recording devices shall fully comply with Ed. Code 51512.

11.15 Upon identification of a credible threat against the site, timely notification shall be provided to the site unit members.

11.16 Unit members who have experienced prior verbal abuse, threats, harassment, or other hostile behavior from a parent or guardian may request that an administrator or designee be present for future communication or meetings. Additionally, unit members may be excused from attending meetings with parents who have documented, credible threats of violence against the unit member.

ARTICLE 14-WAGES

14.1. There is a 0.0% increase to the 2024-2025 salary schedule.

14.1. For 2025-2026 wages include a salary schedule increase of 3% (three point zero percent) over the 2024-2025 salary schedule, effective retroactively to July 1, 2025 for the 2025-2026 school year. Retroactive payments will be made for the base/contracted work (NORMAL PAY) for any unit member employed as of December 31, 2025.

The salary schedule increase will be paid no sooner than April 30, 2026 payroll. The retroactive salary payments for July 1, 2025 – March 31, 2026 will be paid no sooner than May 31, 2026 payroll. (Pending SCOE approval)

14.3 Establishes a new hourly rate of \$44.44 ~~45.77~~ (Starting July 1, 2025)

14.6 Summer School, Extended School Year, Intersession Classes & English Learner Adult Classes

14.6.1 The process for staffing Summer School, Extended School Year, Intersession, and English Learner Adult Classes will be communicated electronically to all certificated staff. The selection process will be as follows:

Summer School, Intersession, and English Learner Adult Class Teacher selection is based on the following:

(Omitted selection criteria as no changes were made)

14.6.2. Teachers selected to teach enrichment classes during Summer School, Extended School Year, or Intersession or English Learner Adult Classes will be paid at the rate of 1.5 times the hourly certificated rate. The classes will be combined and/or closed based on enrollment. Staffing assignments will be adjusted based on enrollment according to the criteria above in 14.6.1.

14.7. Remediation Intervention and Expanded Learning Opportunity Program Classes Offerings

14.7.1. The selection process for filling remedial program classes offerings will include the openings being posted at the site of the program only occur at the site. If more than one teacher applies at the site, the standard District interview process will be used to select the qualified teacher the selection process will match 14.6.1 as outlined for Summer School, Intersession or English Learner Adult Classes. If no one can be found to fill the position from within the site, the openings will be posted in all of the schools in the District. If more than one teacher applies from the District, the standard District interview process will be used to select the qualified teacher.

14.7.2. Teachers selected to teach the remedial Intervention and Expanded Learning Opportunity Program Offerings classes will be paid at 1.5 times the hourly certificated rate.

ARTICLE 15-HEALTH AND WELFARE BENEFITS

15.10.2 Eligibility - The Teacher Unit Member must:

15.10.2.7 Have participated in and paid for District health benefits in the health

benefit program, as an employee and (not as a dependent), during in the calendar year of retirement. Additionally, the unit member must enroll in health benefits no later than the open enrollment period of the same academic year in which the employee retires. and elects to take retirement health Benefits.

Signatures

For SEA



Jan Taylor, Lead Negotiator

2-11-2026

Date



Chris Long

Chris Long, President

2-11-2026

Date

For SUSD



Deborah Rowe

Deborah Rowe, Assist. Supt., HR

Feb 11, 2026

Date