

**Citizens of the World  
and United Teachers Los Angeles**

**Tentative Agreements for  
Presentation**

# **Article 1**

Citizens of the World - Certificated Unit

<b>PARTY</b>	<b>DATE OF PROPOSAL</b>
<b>UTLA</b>	<b>2025.02.26</b>
<b>CWC</b>	<b>2025.03.24</b>
<b>UTLA</b>	<b>2025.04.23</b>
<b>CWC</b>	<b>2025.04.23</b>

**Key:**

Normal = Agreed upon in prior negotiations

Underlined Normal = Added by CWC

~~Underline Normal Strikethrough~~ = Subtracted by CWC

**Underlined Bolded** = UTLA proposed and CWC accepted

**~~Bolded Strikethrough~~** = UTLA proposed and CWC rejected

1. UNION RIGHTS

- 1.1. Access: Consistent with legal requirements, any authorized UTLA representative shall have the right of reasonable access to Citizens of the World LA (CWC LA) facilities, including unit members' mailboxes, for the purpose of contacting unit members and transacting UTLA matters. Upon arriving at the site, the representative shall first report to the main office of the site administrator, sign in, and state the intended purpose and length of visit. The representative may contact unit members during duty-free lunch periods, before and after unit members' hours of service or when the unit member is not engaged in duties. The representatives shall not interrupt any unit member's duties or assignments.
- 1.2. Bulletin Board: UTLA shall have the right to post notices of UTLA official matters on a bulletin board established for UTLA's exclusive use at each work site where unit members are assigned.
- 1.3. Released time for Negotiations: Commencing twelve (12) months prior to expiration of this Agreement, up to seven (7) unit members designated by UTLA (but in no event more than one (1) from a single school site without the consent of CWC LA) shall be released for one (1) day every four (4) weeks from duty with no loss of pay or benefits for the purpose of attending negotiation meetings with Citizens of the World LA or preparing for negotiations (UTLA Bargaining Team). UTLA may designate up to two (2) members to serve as permanent members on the UTLA Bargaining Team who will attend each session. If UTLA so designates, then UTLA may also designate one (1) additional unit member from each permanent member's school to receive release time as a member of the UTLA

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Bargaining Team.

- 1.4. Released time at UTLA expense: UTLA may request the release of designated employees from their regular duties with no loss of pay for the purpose of attending to UTLA matters. Such released time shall be limited to twenty-five (25) days per year in the aggregate, to be used at the discretion of UTLA so long as UTLA provides at least thirty (30) days notice for the release time. As provided for by California Government Code 3558.8, UTLA shall reimburse the CWC LA “for all compensation paid to the employee on leave,” to “be made on or before 30 days after receipt” of CWC LA’s “payment of compensation to the employee.”
- 1.5. Exclusivity: UTLA and its authorized representatives shall be the exclusive representative of non-managerial, non-supervisory, and non-confidential certificated employees in contract enforcement matters.
- 1.6. UTLA Chapter-Chairs: UTLA shall have the right to designate, pursuant to its own procedures, one employee to serve as the UTLA Chapter Chair and one to serve as Co-Chair. To facilitate communication, the Chapter Chair, Co-Chair, but not both, shall meet with the site administrator on a bi-weekly basis for 15 minutes. The meeting shall be held at a time and place determined by CWC LA. No make-up meetings will be scheduled for a given week. The UTLA Chapter Chair and/or Co-Chair are the exclusive local representatives of the faculty in matters relating to enforcement and administration of the Agreement between UTLA and CWC LA. The Chapter Chair shall also be the official on-site representative of UTLA in contract enforcement matters and as such shall have the following rights:
  - 1.6.1. Upon request of a unit member, have the right to represent the unit member in grievance meetings and in meetings relating to discipline as expressly provided in this agreement;
  - 1.6.2. Be permitted reasonable use of the school telephone for local calls involving representation matters, so long as such use does not interfere with normal office business at the location;
  - 1.6.3. Have the right to coordinate UTLA meetings, which may be held in school buildings at times before or after the school day or during unit members’ duty-free lunch period provided that there is no interference with other scheduled duties or events, and provided that the UTLA use does not occur after 6:00 p.m. or without the presence of a site administrator or designee on campus.
  - 1.6.4. Have the right, subject to reasonable advance administrative approval, to make appropriate brief announcements, via the school bulletin and/or public address system, of UTLA-related meetings, special events, in-service/staff development, and the like. Such use of the public address system shall be limited to the time before or after student hours. The above rights do not encompass advocacy material of any nature, or statements covering inappropriate topics (e.g., personnel matters, grievances, or collective bargaining).
  - 1.6.5. The Chapter Chair shall have the right to make appropriate brief announcements within the first 45 minutes of such meetings or at least 15 minutes prior to the end of the meeting if such meeting is less than an hour

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in length.

- 1.7. List of Employees: The following new bargaining unit member information, if readily available in CWC's HRIS system, shall be delivered to UTLA's membership Department at [membership@utla.net](mailto:membership@utla.net) in digital Excel format, or in any other mutually-agreed upon digital format on a quarterly basis:
  - 1.7.1. Name
  - 1.7.2. Home Address
  - 1.7.3. Phone Numbers – work, home and cellular
  - 1.7.4. Personal (non-Employer) Email Addresses
  - 1.7.5. School Site
  - 1.7.6. Grade Level/Assignment
  - 1.7.7. Date of Hire
  - 1.7.8. Seniority Date
  - 1.7.9. Full time Equivalent (FTE) status
  - 1.7.10. Employment Status
  - 1.7.11. Type of Credential (i.e., Clear, Preliminary, Short-Term Staff Permit, Provisional Internship Permit "PIP" or College Internship, etc.)
- 1.8. New Bargaining Unit Member Orientation:
  - 1.8.1. Each time a person is newly employed in a position in the bargaining unit, the Employer shall inform them of their employment status, rights, benefits, duties and responsibilities, and other employment-related matters.
  - 1.8.2. CWC LA holds a new employee orientation for all new unit members hired before the start of the instructional year during the Summer Institute. During this Summer Institute orientation, ~~the Union~~ shall be provided no less than ninety (90) minutes of uninterrupted time to communicate with bargaining unit members at all new bargaining unit member orientations/onboarding meetings, thirty (30) minutes of which will be mandatory time and the remaining sixty (60) minutes will be voluntary for unit members, as applicable. To operationalize this structure, CWC LA shall be authorized to schedule the thirty (30) minutes to occur prior to lunch break or prior to the end of the orientation. In addition, CWC LA shall be authorized to inform unit members attending the meeting of the following: UTLA is the exclusive representative of the unit members. UTLA will be conducting the next session. UTLA does not speak for CWC LA and any statements made during the meeting are UTLA's own. In addition, the initial thirty (30) minutes are mandatory orientation time, with the remaining sixty (60) minutes being entirely voluntary and, for hourly employees, will not be paid for such time. Employer administration shall not be present during Union time, unless the Union requests specific administrators remain present.
  - 1.8.3. For all new hire unit members not participating in the new hire orientation before the instructional year, UTLA shall be entitled to schedule an in-person meeting **at each school site during a full-day at organization-wide professional development day every 60 days**, during which newly hired employees at that school shall have the opportunity to attend and shall be

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relieved of other duties for the purpose of attending the meeting. During this meeting, the exclusive representative shall be permitted to communicate directly with newly hired unit members for up to 30 minutes on paid time. CWC LA shall provide appropriate on-site meeting space within seven calendar days of receiving a request from the exclusive representative.

- 1.8.4. No unit member shall be required to attend more than one orientation referenced above, and such orientation shall not be required more than once a quarter.
- 1.8.5. To ensure new unit members get notice of UTLA's representation, CWC LA shall also include in new-hire packet for unit members a notice of representation that identifies UTLA as the representative, contact information, and notice that unit members will be participating in a mandatory orientation with UTLA at some point in the future.
- 1.8.6. Advanced notice of at least twenty (21) days shall be provided to UTLA of the time and place of the new employee orientations referenced above in Paragraph 1.8.4.
- 1.9. Consultation Rights: This Agreement does not expand or limit the rights and obligations provided by Government Code Section 3543.2(a)(3).
- 1.10. Access to Information: CWC LA shall provide upon reasonable request and in a reasonable time all information relevant and necessary to UTLA's duty to represent unit members.
- 1.11. Non-Reprisals: CWC LA shall not retaliate or otherwise discriminate against unit members because of their exercise or assistance with the exercise of rights under this contract.

# **Article 2**

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<b>PARTY</b>	<b>DATE OF PROPOSAL</b>
<b>UTLA</b>	<b>2025.02.26</b>
<b>CWC</b>	<b>2025.03.24</b>
<b>UTLA</b>	<b>2025.04.23</b>
<b>CWC</b>	<b>2025.04.23</b>

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2. SAFETY

- 2.1. General: CWC LA shall develop (and annually review) its Comprehensive School Safety Plan in collaboration with UTLA and unit members. CWC LA shall distribute School Emergency Operations Contingency Plan and the current Safe School Plan to each unit member by the start of second semester. These plans are expected to cover contingency plans, including the responsibilities of the various unit members, for a wide variety of safety risks, including but not limited to fire, earthquake, flood, civil disturbance, and emergency closings. These plans shall also include procedures for the release of unit members from the site. When preparing these plans, CWC LA shall take into consideration health and safety for persons with disabilities. Within the first three months of each school year the plans referenced above shall be reviewed at CWC LA and whatever training is required by the plan shall take place within the school year. The terms of the Comprehensive School Safety Plan are not incorporated into this Agreement and, as such, not subject to the grievance process. In addition, CWC LA shall have the final decision to adopt and approve the substance of the Comprehensive School Safety Plan, including changes thereto, consistent with the law and the terms of this Agreement.
- 2.2. Reporting Unsafe Conditions: Unit members shall be responsible to report, in writing, to the immediate supervisor any unsafe, hazardous, unhealthy, or potentially dangerous working conditions. To constitute a report under this section, the unit member must complete and submit a form substantially similar to

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that attached hereto as Appendix A to GENERIC EMAIL. The form shall include, at a minimum, the member's name and facts sufficient to understand the unsafe working condition. The site principal, appropriate administrator, or designee will confirm receipt of the report within ten days to the unit member. In addition to confirmation of receipt, ~~and confirmation that the issue has been reviewed in good faith,~~ this response shall include one of the following:

- 2.2.1. We lack sufficient information from your report to take action. Within five days, please submit additional facts or evidence for reconsideration.
- 2.2.2. We will conduct further investigation into this report before taking action and provide notice as to whether the investigation remains ongoing or has concluded with reasonable remedial steps no later than once every thirty days until the investigation is complete.
- 2.2.3. Confirmation that reasonable remedial steps to address the condition will be taken, including, if the unit member's participation is required as part of remediation.
- 2.3. Notwithstanding anything to the contrary in this Agreement, CWC shall not be precluded from conducting a prompt, thorough, and fair investigation into reports of any type, as required by law.
- 2.4. No unit member shall be discriminated or retaliated against as a result of reporting alleged unsafe or hazardous conditions.
- 2.5. Emergency Closures: In the event of an emergency closure of facilities lasting 5 school days or less, including but not limited to natural disaster, quarantine, or government order, unit members shall receive their daily rate of pay and benefits. In the event of an emergency closure of facilities lasting more than 5 school days, including but not limited to natural disaster, quarantine, or government order, unit members shall receive their daily rate of pay and benefits, if CWC LA collects ADA during this period, which payment may be delayed, if permitted by law, until collection of such funds. During any emergency closure, unit members may be asked to perform duties reasonably expected to ensure the continuity of learning during the closure. If make-up days or lengthening of school days or minutes are required by law to meet instructional minute requirements for funding, CWC LA shall negotiate the timing of the makeup days with the Union to occur within a period to ensure no loss of funding.
- 2.6. Codes of Student Conduct: It is the intention of the parties that teachers and administrators work in a mutually supportive manner to maintain proper student discipline. Consistent with the law and disciplinary policies and practices required by CWC LA's authorizer (LAUSD) to be enforced and followed by CWC LA, ~~t~~There are three levels or sources of student disciplinary rules:
  - 2.6.1. In order to improve consistency and accountability in student discipline, CWC LA shall develop and issue (and may revise from time to time) a CWC LA-wide Code of Student Conduct. CWC shall convene a network-wide committee at times, places, and regularity to be decided upon it, so long as UTLA shall have at least # representatives, to discuss and provide

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- input on the development of the Code of Student Conduct. CWC. CWC LA shall have the final decision to adopt and approve the substance of the Code of Student Conduct, including changes thereto, consistent with the law and the terms of this Agreement.
- 2.6.2. The CWC LA shall issue local rules consistent with the CWC LA Code of Student Conduct; and
  - 2.6.3. A teacher shall also have the right to issue and enforce reasonable rules of classroom conduct applicable to students consistent with the CWC LA School rules.
  - 2.6.4. At or soon after the start of the school year, each school site shall post and distribute its rules of student conduct to students, parents, teachers, and staff. Any later changes to such rules shall also be posted and distributed.
- 2.7. Each school site shall be provided with the following for staff use
- 2.7.1. An area adequately furnished and accessible to unit members for eating lunch
  - 2.7.2. Adequate lavatory facilities for staff use only
- 2.8. Nursing Facilities: CWC LA shall provide a dedicated space for unit members to express breast milk as frequently as needed by the mother. This space shall not be a bathroom, must be shielded from view and free from intrusion by coworkers or the public, shall have a lock, shall not be accessible to students, shall be clean, and shall have access to electricity, and shall be in close proximity to running water. Break time provided for this purpose shall run concurrently with any break time already provided to the unit member and shall not seriously disrupt the operations of CWC LA. If it is not possible to have a dedicated space due to facilities limitations, CWC LA shall meet with the Union to negotiate an appropriate alternative arrangement before the lactating employee or student returns to school.

# **Article 3**

Citizens of the World - Certificated Unit

PARTY	DATE OF PROPOSAL
UTLA	2025.02.26
CWC	2025.03.24

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3. California Teachers Retirement Systems (“CalSTRS”)
  - 3.1. Consistent with any legal requirements, Citizens of the World Los Angeles (CWC LA) shall
    - 3.1.1. continue to make retirement contributions for eligible unit members to Cal STRS.
    - ~~3.1.2. In the event of any CalSTRS reporting errors, CWC LA shall initiate corrective action with CalSTRS within twenty (20) work days of notification by the employee. [FOR DISCUSSION]~~
    - 3.1.3. At the unit member’s request (but no later than one (1) year after departure), any unused sick leave at the time of retirement may be transferred to CalSTRS for service credit, as applicable, at no cost to CWC LA.

# **Article 4**

<b>PARTY</b>	<b>DATE OF PROPOSAL</b>
CWC	2026.03.18
CWC	2026.03.18
CWC	2026.05.20 (REVISED PACKAGE)
CWC	2026.05.29 (TENTATIVE)

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24. TERM AND NEGOTIATION PROCEDURE

- 24.1. The effective date of this Agreement is three years beginning at 12:00 a.m. on July 1 or 3 months after ratification of this Agreement by CWC's Governing Board and UTLA's membership, whichever comes later, and expiring at 11:59 p.m. on the same calendar day three years thereafter.

# **Article 5**

United Teachers Los Angeles

Proposal 5

Date: \_\_\_\_\_ Time: \_\_\_\_\_

Citizens of the World Charter Schools Los Angeles

ARTICLE – ASSIGNMENTS AND VACANCIES

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5. ASSIGNMENTS AND VACANCIES

5.1. Definitions:

- 5.1.1. An “Assignment” is the initial placement of a unit member in a grade or content area for which he/she holds an appropriate credential for -the following school year.
- 5.1.2. A “Reassignment” is the change of the initial placement of a unit member from one grade or content area to another grade or subject area after the end of the school year.
- 5.1.3. A “Vacancy” is any position in the bargaining unit that does not have a unit member assigned to it. This includes any vacated, promotional or newly created position whose work is part of the bargaining unit.

5.2. Assignments:

- 5.2.1. CWC shall issue a written reminder regarding the submission of the intent to return form to all unit members no less than ten (10) school days before March 1<sup>st</sup> of the school year. No later than March 1 of the school year, each unit member shall provide CWC with a response to CWC-provided intent to return forms that indicates whether or not the unit member intends to return for the following school year. In addition to indicating their intent to return, each unit member shall provide on the same form their assignment preference for the following school year if intending to return.

- 5.2.2. No later than May 1 of the school year, unit members who have indicated an intent to return shall receive notice of assignments for the next school year. Thereafter, these unit members shall only have their assignment changed for good cause. Notwithstanding anything to the contrary in this Agreement, unit members that have not timely provided their response to a CWC provided intent to return by **March 1 shall (1) be treated as having rejected an offer for employment in the following school year, their position treated as vacant for purposes of Article 8 - Layoff and Reemployment, and subject to normal hiring employment in CWC's discretion; and (2)** not benefit from additional release time or limitations on assignment and re-assignment set forth in this Article and CWC LA may assign and re-assign these unit members in CWC LA's discretion. As an exception, if CWC fails to provide a reminder to the unit member within the contractual timeline mentioned in 5.2.1, a unit member's failure to complete and submit an intent to return by March 1<sup>st</sup> shall not be treated as having rejected an offer for employment in the following school year and their position shall not be treated as vacant.
- 5.2.3. In determining assignments for the following school year, assignments (which may include a change in grade level or content area from the previous year) shall be determined by CWC using a balancing test of the following criteria, where each of the following criteria is given an equal amount of weight:
- 5.2.3.1. The instructional needs of the school
  - 5.2.3.2. Credential(s) Held and Experience
  - 5.2.3.3. Unit Member Preference
  - 5.2.3.4. Administrative Input
  - 5.2.3.5. Whether the unit member timely informed CWC of an intent to return
- 5.2.4. Notwithstanding the foregoing, CWC retains the right to assign based on solely on the instructional needs of the school in exigent circumstances or as required by law.
- 5.2.5. For unit members that timely informed CWC of an intent to return, CWC shall make reasonable efforts to place unit members in their first preference. The Parties agree that signifying an intent to return constitutes a unit member's agreement to fulfill the contract for the following school year. Pursuant to section 44420 of the Education Code, any failure to fulfill such a valid contract, without good cause, or without the permission of the employer, may be disciplined by the California Commission on Teacher Credentialing pursuant to their rules and regulations. The Parties agree that unit members shall provide notice to CWC as soon as possible of any changed circumstances that may justify a refusal to complete the

contract. CWC agrees that should a unit member provide notice of changed circumstances prior to the last instructional day of May, CWC shall release the unit from its obligation. Any notice provided after that date shall be considered on a case-by-case basis and CWC reserves the right to report to the CTC, in its discretion, a unit member refusal to perform.

5.2.6. If CWC reassigns in its discretion a unit member after the last day of the school year, CWC shall, upon the unit member's request, elect to give the unit member one of the following:

5.2.6.1. two full days of additional preparation time as soon as practicable;  
or

5.2.6.2. Compensation, if any, as set forth in Article X - Compensation.

5.3. Voluntary Reassignments:

5.3.1. A unit member may request a reassignment when a vacancy exists:-

5.3.2. For voluntary reassignment requests, CWC shall notify the unit member via email if the unit member was not selected to fill the vacancy.

5.3.3. If a request for reassignment is denied, the unit member, upon request, meeting with the administrator who denied the request to discuss the reason(s) for the denial. This meeting shall occur within fifteen (15) days of the request for a meeting. The unit member may request a UTLA representative be present during the meeting.

5.4. Posting Vacancies:

5.4.1. For all vacant positions, CWC LA shall advertise all vacant positions internally at WEBSITE. If a unit member in good standing applies for a vacancy within twenty-one (21) days of posting on WEBSITE and is eligible for the position, CWC shall, at a minimum, interview the unit member. When an unanticipated vacancy occurs in the middle of the school year, CWC reserves the right to hire during the waiting period based on immediate needs of the school.

# **Article 6**

Citizens of the World - Certificated Unit

<b>PARTY</b>	<b>DATE OF PROPOSAL</b>
UTLA	2025.03.24
CWC	2025.04.23
UTLA	2025.05.14
CWC	2025.06.23 (RESCINDED)
CWC	2025.09.25
UTLA	2025.10.21
CWC	2025.11.13
UTLA	2025.12.03
CWC	2025.12.16 (RESCINDED)
CWC	2026.01.13
UTLA	2026.01.13
CWC	2026.01.29

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6. HOURS, DUTIES, AND WORK YEAR

6.1. [The following article applies primarily to exempt salaried staff. Non-exempt hourly employees shall be exempt from the following and shall be paid for all hours actually worked and receive breaks in accordance with the law, including overtime, meal, and rest breaks.]

6.2. Workday

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- 6.2.1. Regular workdays for unit members will be eight (8) hours, inclusive of a duty-free lunch period; provided, however, that after the evaluation system is put in place, consistent with Article X - Evaluations, unit members on a performance improvement plan, probationary staff, or in receipt of a below standard evaluation in the past school year may be directed to remain on campus for up to twenty-four (24) minutes after student dismissal at the written request of the affected unit member's principal. Notwithstanding the foregoing, Paragraph 6.2.4., shall be calculated based on the eight (8) hour workday. At the least, the workday shall begin ten (10) minutes before school begins and ten (10) minutes after school has ended. The on-site obligation shall not exceed 7.6 hours unless the unit member is directed to remain on campus as outlined in 6.2.1. The regular workday does not include weekends or holidays.
  - 6.2.2. Non-instructional professional development days and caregiver conferences shall constitute irregular workdays and will be seven and a half (7.5) continuous hours, inclusive of a duty-free lunch.
  - 6.2.3. Notwithstanding anything to the contrary in this Agreement, CWC LA shall be authorized to make changes to the bell schedule, daily schedule, and assignments, in its discretion, so long as CWC complies with the rest of the provisions cited in this Article.
  - 6.2.4. In addition to the workday, unit members may be required to participate in up to **four (4)** hours of events after the regular or irregular workday, in the aggregate, during the work year. With the exception of open house and back to school nights, after school events covered by this provision shall commence no later than 4:00 p.m.
  - 6.2.5. Nothing in the foregoing shall be interpreted to require work but rather defines the outer parameters of CWC's discretion to manage operations. That is, CWC may permit in its discretion early release on a regular or irregular release of staff as appropriate.
  - 6.2.6. Should CWC require work beyond these parameters, the unit member shall receive compensation, if any, as set forth in Article X - Compensation.
- 6.3. Work Year
    - 6.3.1. The work year shall be eleven (11) months for all unit members for which unit members receive compensation as set forth in Article X - Compensation.
    - 6.3.2. During this work year, the calendar may include up to
      - 6.3.2.1. One hundred seventy-nine (179) instructional days;

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6.3.2.2. Nine (9) professional development days for all staff, four (4) of which will be scheduled before the start of the instructional year, one (1) immediately after Halloween (if applicable); and one (1) immediately after spring or winter break; and

6.3.2.3. Two (2) caregiver conference days. The Wednesday afternoon before or after the full-day conference day ~~preceding these days~~ shall also be dedicated to conferences.

**6.3.3.** In addition, the work year for new (defined as a unit member who is serving in their first continuous school year) staff may include up to an additional six (6) professional development days preceding the start of the instructional year.

6.3.4. In addition, the work year for new staff may include up to an additional six (6) professional development days preceding the start of the instructional year.

6.3.5. Academic Calendar: The incoming calendar for the following academic year shall be reviewed by UTLA no later than May 15<sup>th</sup> of each year. UTLA shall provide feedback and recommendations no later than June 1 of each year; after which, CWC shall adopt a calendar consistent with the above parameters. If CWC provides the academic calendar earlier than May 15<sup>th</sup>, UTLA will provide any feedback within 2 weeks of receiving the calendar.

### 6.4. Duties

6.4.1. Except in exigent circumstances, the duties of each unit member during the workday shall not materially extend beyond those reasonably comprehended within the employee's existing job duties as defined by their current job description, all of which are attached hereto in Appendix A. Without limiting the foregoing, it is understood and agreed that reasonably comprehended duties for teachers shall include but not be limited to the following, lesson planning, attendance and preparation for coaching, data meetings, attendance and preparation for professional development meetings, and grade level meetings.

#### 6.4.2. Duty Free Lunch

**6.4.2.1.** Each unit member shall be entitled to a duty-free lunch period of not less than forty (40) minutes, as scheduled by the site administrator.

#### 6.4.3. Supervision

6.4.3.1. CWC may assign supervision duties to unit members for (1) arrival and dismissal only once per week, for a maximum of twenty (20) minutes, or (2) recess and nutrition only once per week, for a

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maximum of twenty (20). CWC may not regularly schedule unit members to perform supervision duties for both (1) and (2), except in exigent circumstances.

### 6.4.4. Workload/Adjunct Duties

6.4.4.1. Weekly staff meetings and/or professional development shall not exceed one and a half (1.5) ~~1.25 hours~~ each Wednesday unless an emergency exists.

6.4.4.2. All materials and tools reasonable and necessary to perform tasks within the scope of a unit member's employment shall be provided or, with prior approval, purchased by the unit member and reimbursed with proper documentation. Further, unit members that CWC requires to drive between work sites shall, with proper documentation, be reimbursed for actual miles driven between sites at the current Internal Revenue Service (IRS) mileage rate.

### 6.4.5. Preparation Time

6.4.5.1. Elementary classroom teachers shall be provided at least 180 minutes of preparation time per week. Middle school classroom teachers to be provided with a preparation period of one class period on regular school days to perform duties related to their teaching position. For purposes of this Agreement, preparation time shall occur within the confines of the instructional school day, and shall occur prior to the end of the last period of the instructional day. For unit members working at 0.8 FTE or less, preparation time shall be prorated accordingly. [For purposes of evaluation, which will be more fully discussed and defined in Article X - Evaluations, the Parties understand that CWC may and shall request evidence of lesson planning on a regular basis to ensure alignment with best practices.] The foregoing commitments to preparation time shall not apply in exigent circumstances.

6.4.5.2. Unit members shall not be required to substitute during their preparation period. If a unit member volunteers, upon CWC request, to substitute during the preparation period, or supervise in violation of Paragraph 6.4.3., the unit member shall receive compensation, if any, as set forth in Article X - Compensation.

6.4.5.3. Unit members who travel from one school to another on a regular basis shall have the same rights to a planning/preparation period, lunch period, and physical relief breaks as do other unit members.

6.4.5.4. So long as the preparation time is provided consistent with Paragraph 6.4.5.1, CWC may, in its discretion, add or increase additional minutes of preparation time, which may include time

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during recess, nutrition, and other periods of noninstructional, nonsupervisory time.

### 6.5. Miscellaneous

- 6.5.1. During the non-instructional professional development days referenced in Paragraph 6.3.2.2., teachers shall have at least three (3) hours each day for the purpose of completing non-instructional duties on site, including but not limited to: coaching, data entry, instructional planning, preparing materials, lesson planning, family outreach, newsletters, grading, intervention planning, retention planning, rostering, etc. [For purposes of evaluation, which will be more fully discussed and defined in Article X - Evaluations, the Parties understand that CWC may and shall request evidence of lesson planning on a regular basis to ensure alignment with best practices.] Unit Members will not be required to complete professional development requirements, staff meetings or other events scheduled by the administration during this time. Notwithstanding the foregoing, CWC LA shall have the discretion to require a full day of professional development (i.e., not permit the three [3] hours of release time) on two days during the school year.
- 6.5.2. CWC LA will provide teachers with the schedule and agenda for Summer Institute at least forty-eight (48) hours in advance of the first day of Summer Institute.
- 6.5.3. Instructional Requirements for TK/K
  - 6.5.3.1. CWC shall consider in good faith a plan to shorten the instructional day for TK/K under the following conditions:
    - 6.5.3.1.1. CWC meets and discusses alternatives with with staff holding responsibilities primarily relating to TK, /K, or both, whom voluntarily wish to discuss alternatives, whether during or outside the normal workday;
    - 6.5.3.1.2. Shortening the instructional day shall not negatively impact funding for CWC or otherwise violate the law or school charters; and
    - 6.5.3.1.3. For periods during the workday that the unit member no longer engages in instructional activities due to any shortened instructional day, CWC may assign unit members tasks outside of their normal assignments to support other activities authorized by law, including, without limitation, on-site non-instructional supervision duties for TK/K students that remain on campus.

Maureen Lamorena-Tatsui

Maureen Lamorena-Tatsui (Jan 29, 2026 14:06:52 PST)

mlamorena-tatsui@cwculosangeles.org



jill.marucut@utla.net

# **Article 7**

Citizens of the World - Certificated Unit

<b>PARTY</b>	<b>DATE OF PROPOSAL</b>
UTLA	2025.03.24
CWC	2025.05.14
UTLA	2025.09.25
CWC	2025.11.03
UTLA	2025.11.13
CWC	2026.01.13
UTLA	2026.01.13
CWC	2026.01.29
UTLA	2026.01.29
CWC	2026.01.29
UTLA	2026.01.29
CWC	2026.02.09
UTLA	2026.02.24
CWC	2026.03.18
CWC	2026.05.20 (REVISED PACKAGE)
CWC	2026.05.29 (TENTATIVE)

**Key:**

Normal = Agreed upon in prior negotiations

Underlined Normal = Added by CWC

~~Underline Normal Strikethrough~~ = Subtracted by CWC

**Underlined Bolded** = UTLA proposed and CWC accepted

**~~Bolded Strikethrough~~** = UTLA proposed and CWC rejected

7. HEALTH AND WELFARE

7.1. Definitions

## Citizens of the World - Certificated Unit

7.1.1. For purposes of this Article, “Benefits” and “Health Benefits” shall mean dental, vision, and medical benefits.

~~7.1.2. Part-time unit members shall be eligible only to the extent consistent with the status quo as set forth in the handbook received by the unit member upon the beginning of employment or the applicable school year, whichever is later. Their eligibility may be changed year over year based on changes to the handbook.~~

**7.1.3. Unit members regularly scheduled to perform 30 hours or more a week shall be eligible for the health benefits plan defined in 7.2 and the applicable employer contributions as defined in 7.2.1.**

### 7.2. Health Benefits Plan

7.2.1. The CWC shall change employer contributions for medical, dental, and vision, in the aggregate, as follows:

7.2.1.1. Unit member only: \$6,900 to \$7,400

7.2.1.2. Employee + ~~spouse~~ dependent: \$10,395 to \$12,600

7.2.1.3. Employee + family: \$13,125 to \$17,500

### 7.3. Enrollment

7.3.1. Prior to the annual open enrollment, the Employer shall present information regarding the currently offered medical, dental, and vision plans to unit members at a scheduled meeting, which may occur on the normal workday. The meeting is voluntary for unit members to attend.

7.3.2. CWC and UTLA shall co-operately work towards encouraging unit members into the most cost effective plan for their individual needs.

### 7.4. Duration of Benefits

7.4.1. For unit members hired prior to the start of the school year, benefits will commence on September 1. For returning unit members, their benefits will continue. For all other unit members, benefits shall commence on the first of the month after enrollment and terminate on the last of the month after separation.

# Article 8

Citizens of the World - Certificated Unit

<b>PARTY</b>	<b>DATE OF PROPOSAL</b>
<b>UTLA</b>	<b>2025.03.24</b>
<b>CWC</b>	<b>2025.04.23</b>
<b>UTLA</b>	<b>2025.05.14</b>
<b>CWC</b>	<b>2025.06.23</b>
<b>UTLA</b>	<b>2025.08.14</b>
<b>CWC</b>	<b>2025.09.09</b>
<b>UTLA</b>	<b>2025.09.09 (PACKAGE)</b>
<b>CWC</b>	<b>2025.09.25 (PACKAGE)</b>

**Key:**

Normal = Agreed upon in prior negotiations

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**Underlined Bolded** = UTLA proposed and CWC accepted

**~~Bolded Strikethrough~~** = UTLA proposed and CWC rejected

8. LAYOFFS AND REEMPLOYMENT

8.1. Scope: Layoffs may occur due to programmatic needs, declining enrollment or a significant budget deficit.

8.2. Notice:

8.2.1. End of Year Layoffs: All affected unit members shall receive their notice of layoff no later than March 15 of the current school year for the following school year. [Unless otherwise defined, “school year” and “year” shall be defined by fiscal year, meaning, July 1 through June 30; “calendar year” shall mean January 1 through December 31.] Notwithstanding the foregoing, CWC may rescind a notice of layoff prior to the end of the school year if and when programmatic needs, enrollment projections, or budget deficit projections materially change between notice and the end of the school year.

## Citizens of the World - Certificated Unit

### 8.3. Order of Layoff:

8.3.1. CWC will apply the following criteria on a school-by-school basis, listed in order of priority, to identify which unit members will be selected for separation at a particular school:

8.3.1.1. Unit members not in good standing as defined in Article XX – Evaluation. [Not in good standing includes a unit member (1) on a performance improvement plan; (2) did not satisfactorily complete a prior performance plan; (3) under investigation for misconduct that, if substantiated, would result in termination; (4) received previous notice that their employment would not be extended beyond the school year due to a substantiated finding of misconduct; or (5) as to probationary employees, received notice that their employment would not be extended beyond the school year.]

**8.3.1.2.** Unit members without appropriate credentials, defined as any credential other than a preliminary or clear credential required by federal, state, or local law for their then current assignment (e.g., intern permits, emergency credentials, or credentials no longer valid in subject area).

8.3.1.3. Evaluations, if, when, and how, approved by the Evaluation Committee as set forth in Article X - Evaluations.

8.3.1.4. The seniority of a unit member. Seniority shall be determined by the length of time that the certificated unit member has assumed bargaining unit work within the school site or assumed a position as a Teaching Assistant (TA)/Instructional Aides at CWC LA. If two (2) or more members share the same seniority date, the tie shall be broken by random lottery conducted in the presence of at least one UTLA representative and those unit members who are at risk of layoff.

**8.3.1.5.** "Seniority" as used in this agreement shall mean the continuous, unbroken length of employment in a certificated position or relevant Teaching Assistant (TA)/Instructional Aide(IA) position at any school in CWC LA. As an exception, if a unit member separates from employment at CWC and returns to resume employment at CWC within one (1) year of the effective date of separation, it is not considered a break in service, and the unit member is entitled to seniority accrued prior to their separation.

## Citizens of the World - Certificated Unit

- 8.3.2. For purposes of this Article, unit members “subject to the reduction in force” does not include those unit members terminated for cause or unit members that receive notice of non-renewal for reasons unrelated to the layoff.
- 8.3.3. Consistent with the foregoing, any unit member terminated for cause after receiving notice of a layoff shall not be entitled to any of the benefits identified under Paragraph 8.4.
- 8.4. Re-employment list: Unit members who have been laid off shall be placed on a Reemployment List at their school site for a period of twelve (12) months after the date of the layoff and shall be offered reemployment in the order of seniority of those holding the appropriate certification.
  - 8.4.1. When a vacancy within the bargaining unit and the same school site occurs, all eligible unit members from the school site previously holding a substantially similar role in pay or qualifications shall receive a contingent offer for the comparable position via email to their last known personal address. Unit members shall have ten (10) calendar days from the date of notice to respond.
  - 8.4.2. Unit members who decline the offer of a position or fail to respond may be removed from the Reemployment List.
  - 8.4.3. If more than one eligible and qualified unit member accepts the contingent offer, the unit member with the most seniority shall receive a noncontingent offer for the position. If only one eligible and qualified unit member accepts the contingent offer, the unit member shall receive a noncontingent offer for the position.
- 8.5. Unit members who have been laid off shall be entitled to a neutral reference and a letter of recommendation, so long as the unit member is in good standing, defined above. ~~**has not been suspended for misconduct as outlined in Article XX—Discipline.**~~
- 8.6. Grievance Procedure: CWC LA’s decision to conduct a layoff is not subject to grievance. However, alleged violations of the above procedures are subject to the grievance procedures in this Agreement.
  - 8.6.1. Notwithstanding anything to the contrary in this Agreement, the sole and exclusive remedy for a finding that CWC LA conducted a layoff in violation of the above procedures is a lump sum payment that is equivalent to two (2) months of the unit member’s last effective pay.
- 8.7. The Parties agree and understand that any layoff authorized under this Article may be implemented consistent with the terms herein without any further

## Citizens of the World - Certificated Unit

bargaining about the decision or impact of implementation. Nevertheless, the Parties shall meet and discuss the impact of implementation on the unit members that will not be subject to a layoff. These meetings and discussions shall take place during the months of April through June.

# **Article 9**

Citizens of the World - Certificated Unit

<b>PARTY</b>	<b>DATE OF PROPOSAL</b>
<b>UTLA</b>	<b>2025.04.23</b>
<b>CWC</b>	<b>2025.05.14</b>
<b>UTLA</b>	<b>2025.06.23</b>
<b>CWC</b>	<b>2025.08.14</b>
<b>UTLA</b>	<b>2025.09.25</b>
<b>CWC</b>	<b>2025.10.28</b>

**Key:**

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**~~Bolded Strikethrough~~** = UTLA proposed and CWC rejected

9. PROFESSIONAL DEVELOPMENT

9.1. Definitions

9.1.1. Unless otherwise stated, “professional development” through this agreement shall refer to either full-day professional development, weekly professional development, or both, as reasonable based on context and intent. This Article shall be interpreted exclusively as applicable to weekly professional development that occurs at the school site, which shall not be interpreted as inclusive of designated staff meetings.

9.2. Purpose & Goals

9.2.1. The purpose of this Article is to increase school site autonomy and differential practices for unit members. Notwithstanding anything to the contrary in this Agreement, work reasonably related to the development of professional development pursuant to this Article shall be authorized and additional compensation, if any, shall be set forth in Article X - Compensation.

## Citizens of the World - Certificated Unit

- 9.2.2. Regular professional development and training are important to the professional growth of bargaining unit members. This Article is intended to provide a process that ensures effective teacher input into this program and provides a regular system of feedback to CWC LA about the professional development program. While no professional development program will accomplish all goals for all participants, it is agreed that all professional development programs and activities -- whether designed and/or delivered by CWC LA or an outside provider -- should seek to achieve the following goals, as applicable:
- 9.2.2.1. Be grounded in, or consistent with, the California Standards for the Teaching Profession, and with any applicable State and/or CWC LA standards, initiatives, and/or priorities;
  - 9.2.2.2. Be appropriately responsive to CWC LA's needs assessment and/or evaluations of similar programs offered in the past;
  - 9.2.2.3. Deepen and broaden knowledge of subject matter and instructional content; as appropriate, be job-specific and differentiated to meet different experience levels, and designed for cumulative and sustained impact;
  - 9.2.2.4. Provide a strong foundation in the framework, pedagogy, and methodology of particular disciplines, assignments and instructional programs, knowledge about the teaching and learning processes, and improvement of the environment for student learning;
  - 9.2.2.5. Provide knowledge of applicable standards, the differences between standards-based instruction and other forms of instruction, and how to know when students are meeting or progressing toward a given standard;
  - 9.2.2.6. Be intellectually engaging and reflect the complexity of the teaching and learning processes;
  - 9.2.2.7. Encourage and enable teachers to work together to provide consistent instruction and reinforce student progress;
  - 9.2.2.8. Be informed by data and classroom needs and connected to improving teacher practice and student achievement.

### 9.3. Site Professional Development Committee (Site PDC)

## Citizens of the World - Certificated Unit

### 9.3.1. Operation

- 9.3.1.1. There shall be a Site Professional Development Committee (Site PDC) at each CWC LA school site to achieve consensus on the professional development programs for the site each year, consistent with the parameters set forth below in Paragraph 9.3.2 - Authority.
- 9.3.1.2. The Site PDC will consist of three (3) unit members (selected by their peers) to represent a cross-section of grade level/content area. Site PDC bargaining unit member representatives shall serve a one-year term. CWC LA shall have no responsibilities with respect to the Site PDC other than set forth in this Article~~other than to pay a yearly stipend of five hundred dollars (\$500) to each member of the Site PDC to select professional development pursuant to this Article~~. Notwithstanding the foregoing, the site administrator shall be permitted to join the Site PDC meetings and provide informal guidance; however, the site administrator shall not be a voting member of the Site PDC.
- 9.3.1.3. No later than April 1st, unit members shall select representatives for the Site PDC for the upcoming year. Upon selection, the Union shall notify the site administrator via email of their selection.

### 9.3.2. Authority

- 9.3.2.1. The subject matter and implementation of two (2) 50% of all weekly professional development ~~during the school year per trimester~~, shall be decided by the Site PDC, and such decisions may include on-site collaboration time or implementation by outside providers. The Site PDC must propose their content for professional development for the upcoming year~~propose their content for professional development for the first trimester by the end of Summer Institute, their content for professional development for the second trimester no later than one month before the end of the first trimester, and their content for professional development for the third trimester no later than one month before the end of the second trimester~~. The site administrator shall have authority to veto a proposal, but shall only exercise such veto authority with due respect for the work of the Site PDC. The implementation, including materials, shall be the responsibility of CWC, to determine in its discretion. CWC may

## Citizens of the World - Certificated Unit

request, and unit members may accept, individualized requests to participate in the implementation of PD. ~~Should the site PDC fail to propose their content for professional development by the deadline, the authority that revert back to CWC for the following year, to exercise in its discretion.~~ In the site administrator's discretion, the site administrator may provide release time to the Site PDC to meet with the ILT during the school year to ensure alignment; provided, however, the Site PDC shall retain decision-making authority over the content of the PD, as set forth in this Article.

### 9.4. External Professional development opportunities

- 9.4.1. Upon mutual agreement between CWC LA and a unit member, unit members may attend outside professional development opportunities pursuant to terms approved at the discretion of CWC LA on a case-by-case basis, which may include payment for expenses related thereto.

**Signature:** 

**Email:** [jill.marucut@utla.net](mailto:jill.marucut@utla.net)

**Signature:** Maureen Lamorena-Tatsui  
Maureen Lamorena-Tatsui (Dec 16, 2025 10:09:20 PST)

**Email:** [mlamorena-tatsui@cwcclosangeles.org](mailto:mlamorena-tatsui@cwcclosangeles.org)

# **Article 10**

## Citizens of the World - Certificated Unit

<b>PARTY</b>	<b>DATE OF PROPOSAL</b>
UTLA	2025.04.23
CWC	2025.09.09
UTLA	2025.10.28
CWC	2025.11.13
UTLA	2025.12.16
CWC	2026.01.29
UTLA	2026.02.09
CWC	2026.02.09

### Key:

Normal = Agreed upon in prior negotiations

Underlined Normal = Added by CWC

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**Underlined Bolded** = UTLA proposed and CWC accepted

**~~Strikethrough~~** = UTLA proposed and CWC rejected

## 10. GRIEVANCE PROCEDURE

### 10.1. Definitions & General Conditions

- 10.1.1. A grievance is defined as a claim that CWC has violated an express term of this Agreement and that by reason of such violation the grievant's rights under this Agreement have been adversely affected. Grievances as defined may be filed by the affected unit member or by UTLA on its own behalf or on behalf of an individual unit member or group of unit members where the claims are similar. On filing a grievance on behalf of a group, UTLA need not specify the names of the unit members, but must describe the group so that CWC ~~LA~~ has notice of the nature and scope of the claim.
- 10.1.2. The respondent in any grievance shall be CWC itself rather than any individual administrator.
- 10.1.3. A grievant may be represented at all stages of the grievance by a UTLA representative.

## Citizens of the World - Certificated Unit

- 10.1.4. As used herein, “day” refers to a regular workday for any member.
- 10.1.5. Failure by a grievant to follow the timelines or requirements in any step of this Article shall render the grievance withdrawn and shall be construed as a waiver of the grievant’s and UTLA’s rights under this procedure. The failure of CWC to respond to a grievance at any step within the required time frame shall result in an automatic right of the employee to move the grievance to the next level. Time limits may be extended by mutual agreement.
- 10.1.6. CWC shall not retaliate by taking adverse employment action against a unit member due to the unit member’s filing or participating in a grievance administered pursuant to this Article. Consistent with and notwithstanding the foregoing, CWC may take appropriate disciplinary action against unit members that knowingly provide false information in their filing or participation in the grievance process.
- 10.1.7. The grievant and the UTLA Representative shall be provided with reasonable time to attend any grievance meetings with CWC LA. If a grievance or disciplinary meeting occurs during instructional time, substitute coverage shall be provided for both the grievant and the UTLA Representative (if a member of the bargaining unit). If there is a UTLA Representative on site that is a bargaining unit member, any disciplinary, investigatory, or grievance processing shall be scheduled at the discretion of CWC and not delayed by unit members. For arbitration hearings, the grievant(s) and witnesses as required shall be afforded reasonable release time to attend the hearings.
- 10.1.8. In order to encourage a professional and harmonious disposition of grievances, it is agreed that from the time a Step One Formal grievance is filed in writing under Section X until the grievance is finally resolved, neither UTLA, CWC, nor the grievant or any agents thereof shall make public the grievance or evidence regarding the grievance. This prohibition is not intended to restrict normal interviewing of witnesses and other necessary preparation for hearing. Moreover, this prohibition is not intended to restrict UTLA from providing status updates to unit members that filed the grievance as an individual or group through UTLA, but it is intended to limit communications by all unit members to individuals outside of the alleged grieved individuals.

### **10.2. Informal Procedure**

- 10.2.1. Before filing a formal grievance, the grievant shall first discuss the grievance with the appropriate administrator/supervisor or designee, either directly or accompanied by a Union Representative, with the object of resolving the matter informally.

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- 10.2.2. This discussion must be requested by the affected unit member within fifteen (15) days of the alleged violation or within fifteen (15) days of when the grievant had knowledge of the facts constituting the alleged violation.
- 10.2.3. This discussion shall take place within five (5) days of the request's receipt by the appropriate administrator/supervisor.
- 10.2.4. To initiate and satisfy this informal process, the grievant must make the request in writing to the appropriate administrator/supervisor and clearly identify the communication as initiating the grievance process by including in the subject line of the writing the title "Informal Grievance Procedure."

### **10.3. Step 1: Formal Procedure**

- 10.3.1. If the matter is not resolved informally, the grievant may submit the claim as a formal grievance no later than ten (10) days after the informal conference or no later than thirty (30) days after the grievant or UTLA knew or reasonably should have known of the act or omission which gives rise to the grievance.
- 10.3.2. The written grievance will contain the following information: the name of the grievant, the date of the alleged violation (or date the grievant became aware of the violation), the specific article(s) and section(s) alleged to have been violated, a brief summary of the facts in support of the grievance, and the requested remedy or remedies.
- 10.3.3. Within ten (10) days after receipt of the written grievance by the appropriate administrator, the appropriate administrator or designee shall meet with the grievant and a UTLA Representative, if requested by the aggrieved, in an effort to resolve the matter.
- 10.3.4. Within ten (10) days after receipt of the grievance, or after the Step 1 conference, the appropriate administrator shall render a decision in writing, together with supporting reasons.

### **10.4. Step 2: Formal Procedure**

- 10.4.1. Within fifteen (15) days of receipt of the decision at Step 1, or if no decision is rendered to the Step 1 within the required time, the grievant may appeal to the Executive Director.
- 10.4.2. Within ten (10) days of the Conference, the Executive Director shall notify the grievant in writing as to the disposition of the matter.

### **10.5. Step 3: Mediation**

- 10.5.1. Within fifteen (15) days of receipt of the decision at Step 2, or if no decision to Step 2 is rendered within the required time, the parties may

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proceed to mediation should mediation be requested by either party, and should both parties agree to do so. If both parties do not agree, the matter may be submitted directly to final and binding arbitration.

- 10.5.2. The mediator shall be selected from the State Mediation and Conciliation Service (SMCS) and mediation shall be held as soon as reasonably possible for all parties of interest.
- 10.5.3. If mediation does not result in a resolution of the grievance, UTLA may submit the grievance to final and binding arbitration within fifteen (15) days of the mediation.

### **10.6. Step 4: Arbitration**

- 10.6.1. As to any grievance that may be advanced by UTLA or CWC, this Paragraph 10.6 (“Arbitration Agreement”) expressly requires the arbitration will be used instead of going before a court (for a judge or jury trial) or administrative body and that no jury trial will be permitted (unless applicable law does not allow enforcement of a pre-dispute jury trial waiver in the particular circumstances presented) for any dispute between CWC, UTLA, or unit member(s) for whom UTLA advances a grievance (“Legal Action Waiver”). The foregoing does not affect a unit member’s rights for whom UTLA decides not to advance a grievance to arbitration.
- 10.6.2. The California Arbitration Act (“CAA”) applies to this Arbitration Agreement and shall govern its interpretation and enforcement. Arbitration shall be final and binding consistent with the provisions of the CAA.
- 10.6.3. The Arbitrator shall have exclusive authority to resolve any dispute arising out of or relating to the interpretation, enforceability, scope, or application of this Arbitration Agreement and Legal Action Waiver. Further, the Parties agree that any claim that all or part of this Arbitration Agreement or Legal Action Waiver is unenforceable, void, or invalid for any reason, and whether a claim is arbitrable, shall be determined by the arbitrator and not by a civil court.
- 10.6.4. Only UTLA or CWC shall have the right to advance or compel a grievance or other claim to arbitration.
- 10.6.5. Arbitration shall be concluded within 60 days of appointment of the arbitrator. If the arbitrator selected cannot be available for hearing within sixty (60) calendar days, the parties shall either agree to either postpone the hearing or contact another mutually-agreed to arbitrator, until one is selected who is able to serve within sixty (60) calendar days.
- 10.6.6.** Unless mutually agreed upon by UTLA and CWC, the Arbitrator shall be alternating selection between Edward Scholtz and Ricardo Soto, with Mr. Scholtz being selected for the first arbitration, if available, pursuant to this

Citizens of the World - Certificated Unit

Agreement. ~~selected from the following list, by alternately striking names until one remains:~~

~~10.6.6.1. Edward Scholtz.~~

~~10.6.6.2. Ricardo Soto.~~

~~10.6.6.3. Yuval Miller;~~

10.6.7. The arbitrator will have no power to add to, subtract from, or modify the terms of this agreement or the written policies, rules, regulations and procedures of CWC.

10.6.8. To the fullest extent permitted by law, the parties to an arbitration shall split all costs and arbitrator fees associated with the arbitration.

10.6.9. 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, including rules of evidence and exchange of witness lists, as applicable.

10.6.10. The arbitrator shall forward his/her decision to both parties within thirty (30) days after the hearing is concluded.

10.6.11. Each party shall bear the expense of presenting its own case.

10.6.12. Parties shall, at least five (5) days prior to the first hearing date, exchange lists of their intended witnesses.


10.7. Miscellaneous

10.7.1. Where a grievant is not represented by UTLA, CWC shall promptly furnish to UTLA a copy of the grievance. If the grievance is withdrawn without a settlement, CWC shall so notify UTLA. CWC shall not agree to a final resolution of the grievance until UTLA has been notified of the proposed resolution, and been given an opportunity to state in writing its views on the matter.

Signature: Maureen Lamorena-Tatsui

Maureen Lamorena-Tatsui (Feb 9, 2026 15:41:40 PST)

Email: mlamorena-tatsui@cwcclosangeles.org

Signature: 

Email: jill.marucut@utla.net

# **Article 11**

Citizens of the World - Certificated Unit

<b>PARTY</b>	<b>DATE OF PROPOSAL</b>
UTLA	2025.04.23
CWC	2025.05.14
UTLA	2025.06.23
CWC	2025.08.14
UTLA	2025.09.09
CWC	2025.10.21
UTLA	2025.10.21
CWC	2025.10.21

**Key:**

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11. EMPLOYMENT STATUS

11.1. Contracting and Transferring Out

11.1.1. The Parties agree that CWC may contract, subcontract, or transfer out as follows:

- 11.1.1.1. To fulfill any duties occasioned by the temporary absence of a unit member who CWC understands will return to regular duty;
- 11.1.1.2. To fulfill any duties occasioned by the vacancy of a budgeted position so long as CWC continues to proactively engage in good faith efforts to actively fill the vacancy with a full time unit member; or
- 11.1.1.3. To fulfill any duties requiring specialized expertise that require less than a budgeted position of 0.50 FTE or less. This

## Citizens of the World - Certificated Unit

Paragraph shall not apply to the contracting, subcontracting, or transferring out of full time classroom teachers. To implement the foregoing, the following classifications shall be considered “district” employees: Occupational Therapists, Psychologists, and Speech and Language Pathologists. By way of example, while an individual school may not require sufficient services to maintain an occupational therapist to maintain a 0.5 FTE, the responsibilities of an occupational therapist may be distributed to multiple schools such that the aggregated need exceeds 0.5 FTE.

- 11.1.2. If CWC’s decision to contract, subcontract, or transfer out duties under the above Paragraph 11.1.1.2 results in a school not hiring three budgeted positions for more than a calendar year, UTLA may request an opportunity to meet and negotiate the decision.
- 11.1.3. Nothing in this Article authorizes CWC to eliminate budgeted positions in a prior school year for unit members without complying with Article X - Layoff and Reemployment.

### 11.2. Employment Rights

- 11.2.1. Except for probationary unit members as described herein, no regular unit member shall be disciplined, non-renewed, suspended without pay or dismissed without just cause.
- 11.2.2. Unit members hired by CWC LA must serve two (2) complete and consecutive years in a probationary status before attaining permanency. A complete year of probationary service is defined as active, full-time service for at least seventy-five percent (75%) of the school days in each year. An employee that has served two (2) years, as defined, shall be moved to non-probationary status on the first day of the following school year. Part-time employees, defined for purposes and only purposes of this Article as persons regularly scheduled to perform less than **25** hours or less a week, shall be ineligible for permanent status.
- 11.2.3. During the probationary period, the unit member may be released from employment during the school year without cause only if the unit member is provided severance in the amount of two (2) months’ salary and continued health benefits covered by the employer for two (2) months. In exchange for any severance compensation, the teacher shall execute a separation agreement that at least includes a general release, nondisparagement, and waiver of all claims arising out of or related to

## Citizens of the World - Certificated Unit

employment at CWC and separation of employment at CWC. At the end of the school year, the unit member may be non-renewed without cause and without payment of severance so long as the unit member receives notice of non-renewal by March 15. Any unit member released due to a layoff or reduction in force decision pursuant to Article X - Layoff and Reemployment, the unit member shall be entitled to severance under that Article, if any, and not this Article.

- 11.2.4. The bargaining unit member may choose to receive the two (2) months' salary payment in one lump sum.
- 11.2.5. The decision to non-renew-a probationary unit member without cause is specifically exempted from the grievance procedure.

### 11.3. Access to Information

- 11.3.1. When CWC is taking disciplinary action against a unit member at the level of letter of reprimand or above, CWC shall furnish the Union with a copy of any written statements relied upon in taking the disciplinary action. Reasonable redactions to protect privacy are authorized.

### 11.4. Complaints or Charges Against Unit Members

- 11.4.1. When CWC receives a letter or other written material which contains allegations of misconduct that would, if true, justify cause for discipline at the level of a letter of reprimand or above, the following conditions shall apply:
  - 11.4.1.1. If CWC determines that allegations clearly lack merit or otherwise will not consider the allegations in future disciplinary action, no action will be required.
  - 11.4.1.2. Except in compelling circumstances, the unit member shall within thirty (30) calendar days of the CWC's receipt of the allegations, the unit member shall receive notice of the allegations and their subject matter. Simultaneously with the notice, the unit members shall be apprised that they should not interfere with the investigation and any interference may be cause for discipline.
  - 11.4.1.3. If the allegations are documented, retained, or placed in the unit member's personnel file, the unit member shall be given a reasonable opportunity to attach a reply.

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11.4.1.4. Exempt from disclosure to the unit member are documents which are references obtained from outside CWC LA or prior to employment.

**Signature:** Maureen Lamorena-Tatsui

Maureen Lamorena-Tatsui (Oct 28, 2025 13:03:23 PDT)

**Email:** mlamorena-tatsui@cwcclosangeles.org

**Signature:** 

**Email:** jill.marucut@utla.net

# **Article 12**

Citizens of the World - Certificated Unit

<b>PARTY</b>	<b>DATE OF PROPOSAL</b>
<b>UTLA</b>	<b>2025.05.14</b>
<b>CWC</b>	<b>2025.09.25</b>
<b>UTLA</b>	<b>2025.10.21</b>
<b>CWC</b>	<b>2025.11.03</b>
<b>UTLA</b>	<b>2025.11.13</b>
<b>CWC</b>	<b>2026.01.13</b>
<b>UTLA</b>	<b>2026.01.29</b>
<b>CWC</b>	<b>2026.01.29</b>
<b>UTLA</b>	<b>2026.01.29</b>
<b>CWC</b>	<b>2026.01.29</b>
<b>UTLA</b>	<b>2026.02.09</b>
<b>CWC</b>	<b>2026.02.09</b>
<b>UTLA</b>	<b>2026.02.24</b>
<b>CWC</b>	<b>2026.03.18</b>
<b>CWC</b>	<b>2026.05.20 (REVISED PACKAGE)</b>
<b>CWC</b>	<b>2026.05.29 (TENTATIVE)</b>

**Key:**

Normal = Agreed upon in prior negotiations

Underlined Normal = Added by CWC

~~Underline Normal Strikethrough~~ = Subtracted by CWC

**Underlined Bolded** = UTLA proposed and CWC accepted

**~~Bolded Strikethrough~~** = UTLA proposed and CWC rejected

12. Class Size and Caseload

## Citizens of the World - Certificated Unit

### 12.1. Class Size Maximums

12.1.1. In assigning students to classes, the following maximums will be strictly observed by CWC consistent with the terms of this Article:

#### 12.1.1.1. Core academic classes and electives

12.1.1.1.1. Transitional Kindergarten class size shall comply with state requirements.

12.1.1.1.2. Kindergarten class sizes shall not exceed 24 students.

12.1.1.1.3. First-Second grade class sizes shall not exceed 25 students.

12.1.1.1.4. Third-Fifth grade class sizes shall not exceed 26 students.

12.1.1.1.5. Sixth-Eighth grade class sizes shall not exceed 28 students.

12.1.1.2. Physical Education shall not exceed 50 students unless assigned an instructional aide or other adult to support.

### 12.1.2. Remedy for violating class size maximums

12.1.2.1. The following conditions apply when a class exceeds a site's approved class size cap limits on the third Friday of October of each school year ("norm day"):

12.1.2.1.1. If the maximum class size is exceeded, there shall be a conference between the affected teacher and the Principal or Assistant Principal. Through this dialogue, options will be discussed to offer amelioratory measures, including, but not limiting to, lower class sizes in other classes, additional instructional aide support, additional curricular support materials, and other ideas which may come into the discussion. In the absence of agreement between Principal/Assistant Principal and the UTLA representative, the Principal or Assistant Principal shall decide in their discretion the ameliorative measure to take, which must be one of the following:

12.1.2.1.1.1. Additional adult support for a minimum of half of the school day

12.1.2.1.1.2. Additional prep period of 45 minutes per week, which may be provided after instructional time in lieu of professional development or staff meetings.

12.1.2.1.1.3. Additional compensation of a stipend of \$500.00 per additional student per year.

12.1.2.1.2. It shall be the responsibility of a unit member to inform the

## Citizens of the World - Certificated Unit

site administrator at any time when that unit member's class size exceeds the school's class size limits.

### 12.1.3. Change in Class Size

12.1.3.1. No school site shall exceed the class size limits stipulated without remedy as noted in this Article.

## 12.2. Caseload Maximums

### 12.2.1. Special Services

12.2.1.1. To ensure CWC LA maintains adequate flexibility to serve students with unique needs that require equal opportunity access to CWC LA, this Agreement shall not expand or contract applicable law concerning limits on case loads for special services, on which CWC LA does and will continue to comply; however, increased yearly compensation for all special services, if any, shall be addressed in Article X - Compensation.

### 12.2.2. Maximum Caseloads

#### 12.2.2.1. School Counselors

12.2.2.1.1. Maximum caseload for DIS counseling: 60 students

#### 12.2.2.2. Resource Specialist Program (RSP) Teachers

12.2.2.2.1. Maximum caseload: 26 students.

#### 12.2.2.3. Speech Language Pathologists (SLP)

12.2.2.3.1. Maximum caseload: 55 students. CWC may exceed the 55 student caseload in exchange for \$500 per student, per year; provided, however, CWC shall work in good faith to promptly engage outside providers to reduce the overage.

#### 12.2.2.4. Occupational Therapists

12.2.2.4.1. Maximum caseload: 55 students.

# **Article 13**

Citizens of the World - Certificated Unit

PARTY	DATE OF PROPOSAL
UTLA	2025.05.14
CWC	2025.09.09
UTLA	2025.10.21
CWC	2025.10.28
UTLA	2025.10.28
CWC	2025.11.03
UTLA	2025.11.03
CWC	WORKING

**Key:**

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13. Discipline and Dismissal

13.1. Pre-disciplinary Matters

13.1.1. The Parties recognize that while the length of unit members' service without disciplinary incident may be relevant to assessing just cause for subsequent discipline, even old history may be relevant to assessing appropriate disciplinary action.

13.1.2. **Unit members can “live down” or “work off” a pre-disciplinary document if three years pass without any repeat of the same or similar behavior (unless a shorter time is agreed upon) for behavior that qualifies as failure to follow procedures without constituting as egregious misconduct. After three years, if the document is still maintained by the administrator (due to legal requirements), it should not be maintained in the personnel file be placed in a separate “expired” file and cannot be used as a basis for future discipline.**

Citizens of the World - Certificated Unit

- 13.1.2.1. As an exception, CWC shall be permitted to cite a pre-disciplinary document if more less than three years pass only if a unit member engages in misconduct that is relevant to the misconduct cited in the pre-disciplinary document.**

13.2. For Cause Discipline

- 13.2.1. Consistent with Article 11- Employment Status, discipline can only be implemented for just cause as to non-probationary unit members. For the purposes of this Agreement “just cause” may be reasonably determined by the Executive Director, Site Administrator or his/her designee and may include but not be limited to the following:
- 13.2.1.1. Dishonesty, to include theft or falsifying information.
  - 13.2.1.2. Unsatisfactory completion of a performance improvement plan, as defined in Article 15 - Evaluation, which may include unsatisfactory performance by non-probationary employees..
  - 13.2.1.3. Unfit for service, including documentation of the inability to appropriately instruct or associate with children or students.
  - 13.2.1.4. Refusal to comply with or support any regulation or law of the state of California or refusal to comply with or support any policy or procedure of CWC.
  - 13.2.1.5. Conviction of a felony or of any crime involving a minor or moral turpitude.
  - 13.2.1.6. Unlawful discrimination, including harassment of students or other employees.
  - 13.2.1.7. Possession of or being under the influence of illegal drugs or alcohol, or abuse of drugs, while performing any professional duties at school or when supervising students on or off campus.
  - 13.2.1.8. Gross negligence leading to the endangerment or harm of a child or children.
  - 13.2.1.9. Conviction of any drug offense enumerated in Education Code section 44011 or any sex offense enumerated in Education Code
  - 13.2.1.10. Unprofessional conduct.
  - 13.2.1.11. Failure to maintain all teaching credentials and certifications required by the employer.
  - 13.2.1.12. Unauthorized absence, absence and/or repeated tardiness without authority or sufficient reason.
  - 13.2.1.13. Abandonment of position, including failure to return to duty upon

## Citizens of the World - Certificated Unit

expiration of any authorized leave of absence, or failure to report to duty for three (3) or more working days without prior notification and authorization of such absence.

- 13.2.1.14. Insubordination (including but not limited to, refusal to do assigned work), or insolence or disrespect toward authority.
  - 13.2.1.15. Negligent or willful damage to CWC LA property or waste of CWC LA supplies or equipment; unauthorized use of CWC LA property for private purposes.
  - 13.2.1.16. Engaging in unauthorized political activity during assigned hours of employment or otherwise in violation of applicable regulations or policies of CWC LA.
  - 13.2.1.17. Abuse of leave privileges, including excessive tardiness, excessive absences or a pattern of absences for trivial indispositions, misuse of sick leave.
  - 13.2.1.18. Discourteous, offensive or abusive conduct or language towards other employees, students or the public.
  - 13.2.1.19. Unauthorized release of confidential information, as defined by law, from official records.
- 13.2.2. CWC LA's right to determine just cause does not create a jurisdictional prohibition on the appealability of these decisions. During the first two years of **the collective bargaining agreement between UTLA and CWC a principal's assignment to a school**, the finder of fact shall be authorized to substitute their own judgment on the "just cause." However, after the end of the second year, the finder of fact shall not be authorized to substitute their own judgment on the "just cause," provided, however, CWC's action was not arbitrary or capricious.

### 13.3. Confidentiality

- 13.3.1. Timely Discipline: Consistent with Paragraph 13.2.2, suspensions and terminations cannot be issued if it is based in whole or part on an event which occurred more than a reasonable period of time prior to the date that the suspension or termination was issued or if it is unreasonable to act on it after a significant amount of time. The Parties understand and agree that in interpreting a "reasonable" period of time, the finder of fact should consider the severity of misconduct or potential misconduct in assessing the reasonableness of consideration. That is, longer periods of time shall be considered reasonable the more serious the misconduct or allegations of misconduct are under consideration.

**~~13.3.1.1. Discipline is limited to issuances of "Written Warnings", suspensions, and terminations.~~**

## Citizens of the World - Certificated Unit

- 13.3.2. Confidentiality: When disciplining or giving warnings, reprimands, or criticism, confidentiality and privacy will be maintained in a professional manner.

### 13.4. Right to Representation

- 13.4.1. If an administrator requires the attendance of a unit member at an investigatory interview and the employee has a reasonable basis to believe discipline may result from the meeting, the employee is entitled to union representation. Upon request, CWC LA shall work with the unit member or their representative to schedule a meeting that permits the attendance of a UTLA representative. The unit member's exercise of this right shall not unreasonably delay the scheduling of the meeting. This right does not apply to routine meetings, evaluation-related meetings (unless otherwise provided for in this Agreement).
- 13.4.2. For meetings where discipline is merely being communicated to the unit member, the unit member shall be entitled to union representation, but the unit member's right shall not unreasonably delay the scheduling of the meeting and the issuance of the discipline. Notwithstanding the foregoing, CWC shall be entitled to immediately communicate suspensions and terminations; provided, however, that if CWC has moved forward despite a unit member's timely request for representation, then CWC shall coordinate a follow-up meeting with the unit member and representative within a reasonable amount of time. The Parties agree that the aforementioned follow-up meeting is completely voluntary on the part of the unit member and does not constitute work suffered or permitted by CWC. Accordingly, the unit member shall not receive any compensation not already due for time spent in the meeting.

### 13.5. Progressive Discipline

- 13.5.1. The progressive discipline steps outlined below serve as the structured policy of remedial and/or punitive responses to unit member misconduct. The Parties acknowledge that the purposes of this policy differ from coaching and supportive purposes served by the evaluation process outlined in Article 15 - Evaluation, which includes a process for Performance Improvement Plans (PIP). ECS may, as appropriate, issue or not issue a PIP consistent with Article 15 - Evaluation in conjunction with discipline issued pursuant to the policy outlined below. This Article shall neither expand nor contract the rights and obligations under that Article.
- 13.5.2. Discipline shall be progressive in nature and generally include the following progression: verbal warning; written warning; suspension without pay; and dismissal. CWC LA may skip steps when appropriate based on the circumstances and severity of misconduct. Progressive discipline does not necessitate CWC LA use a more, less, or the same disciplinary action than the preceding action for a repeated offense. CWC

## Citizens of the World - Certificated Unit

shall agree to make a good faith effort to issue the same disciplinary action for the same or similar offense. Instead, the nature of progressive discipline shall guide CWC's exercise of discipline and shall only skip steps when appropriate to further legitimate school needs under the totality of the circumstances, including without limitation, the nature of the act and the unit member's prior conduct. For purposes of identifying the "same or similar offense," the Parties agree that the relevant practice shall be the practice established by administrators at each individual school and the practice of one administrator does not expand nor contract the discretion of another administrator.

- 13.5.3. At any time, with or without cause, CWC LA may place an employee on paid administrative leave.

### 13.6. Suspension or Dismissal Process

- 13.6.1. A written Notice of Suspension without Pay or Dismiss shall be given to the unit member prior to imposing a suspension without pay or dismissal from employment, and shall contain the following information:

- 13.6.1.1. The type and effective date of disciplinary action intended;

- 13.6.1.2. The reasons for the proposed discipline;

- 13.6.1.3. A factual summary of the basis for the charges;

- 13.6.1.4. A copy of all written charges, materials, reports, and/or documents upon which the discipline is based. CWC LA is authorized to make redactions in order to protect personally identifiable information;

- 13.6.1.5. Notice of the unit member's right to respond either orally or in writing; and

- 13.6.1.6. The date, time and person to whom the unit member should respond in ten (10) working days.

- 13.6.2. Suspensions may be without pay, but will not affect the unit member's seniority.

### 13.7. Disciplinary Grievances

- 13.7.1. No aspect of the progressive discipline process is grievable as to probationary unit members, and no aspect of the progressive discipline process is grievable as to non-probationary unit members other than suspensions and dismissals. As an expedited process for the review of a suspension or dismissal, the unit member may, in lieu of exercising rights under Article 10 - Grievance, obtain review of the decision by delivering a notice of appeal to the office of the Executive Director (ED) within three (3) days of receipt of notice of the suspension or termination. Within five (5) workdays after receipt of the unit member's notice of appeal, the

## Citizens of the World - Certificated Unit

Executive Director (or designee) shall hold an appeal meeting to discuss the matter, and shall by the end of the day following, announce a decision. The announcement shall be in person or by telephone, with an immediate confirming letter sent to the unit member and representative, if any. Within two days after the above administrative appeal decision is announced, UTLA must, if it determines that the matter is to be appealed to arbitration, notify CWC in writing of its intention. If elected, the arbitration shall be conducted pursuant to Article X - Grievance and Arbitration. If UTLA does not notify CWC of its intention, -the discipline shall be considered final. Neither this expedited process nor Article 10 - Grievance delay the impact of a suspension or dismissal; however, if, either the expedited process or grievance process under Article 10 result in reversal of the suspension or dismissal, the remedy may include making the unit member whole in terms of compensation and other related benefits.

**Signature:** 

**Email:** [jill.marucut@utla.net](mailto:jill.marucut@utla.net)

**Signature:** Maureen Lamorena-Tatsui

Maureen Lamorena-Tatsui (Dec 16, 2025 10:09:20 PST)

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# **Article 14**

Citizens of the World - Certificated Unit

PARTY	DATE OF PROPOSAL
UTLA	2025.06.23
CWC	2025.08.14
UTLA	2025.09.09
CWC	2025.09.09

**Key:**

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13. Transfer

13.1. Definition

- 13.1.1. A “transfer” refers to a change of a unit member’s assigned school or work location, without changing the unit member’s classification of employment.

13.2. **Timeline**

- 13.2.1. **CWC shall consider the transfer request and provide a response on the status of the unit member’s request within thirty (30) calendar days of receiving the unit member’s initial notice as described in section 13.3.1.1.**
- 13.2.2. **The decision to approve a transfer lies within the discretion of CWC the prospective school.**
- 13.2.3. **If the transfer is approved, the transfer shall take effect at a mutually agreeable time between the prospective school’s principal and the unit member making the request to transfer.**

13.3. Process

- 13.3.1. All unit members not under active investigation or performance

## Citizens of the World - Certificated Unit

improvement plan are eligible to transfer to a vacant position that the unit member is eligible for at any school site within CWC. The following process shall apply:

- 13.3.1.1. Submit a request to CWC's Human Resources Department of their desire to transfer to a vacant position at a different school site within CWC.
- 13.3.1.2. The Human Resources Department will connect the unit member with the prospective school's principal and/or leadership team.
- 13.3.1.3. The principal and/or leadership team of the prospective school will arrange an introduction and conduct an interview of the unit member.
- 13.3.1.4. The principal and/or leadership team will provide a response within 30 calendar days of conducting the interview on whether the unit member's request has been approved.

# **Article 15**

United Teachers Los Angeles: Article: Evaluation, Proposal 5

<b>PARTY</b>	<b>DATE OF PROPOSAL</b>
<b>UTLA</b>	<b>2025.06.23</b>
<b>CWC</b>	<b>2025.09.09</b>
<b>UTLA</b>	<b>2025.10.28</b>
<b>CWC</b>	<b>2025.11.03</b>
<b>UTLA</b>	<b>2025.11.03</b>
<b>CWC</b>	<b>2025.12.03</b>
<b>CWC</b>	<b>2025.12.03</b>
<b>UTLA</b>	<b>2025.12.16</b>
<b>CWC</b>	<b>2025.12.16</b>
<b>UTLA</b>	<b>2025.12.16</b>

United Teachers Los Angeles

Proposal 5

Date: December 16, 2025 Time: \_\_\_\_\_

Citizens of the World Charter Schools Los Angeles

ARTICLE – EVALUATION

**Key:**

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15. Evaluation

15.1. Purpose

15.1.1. The purposes of these procedures are to encourage a career long growth

model of educator development and support, evaluate unit member performance, provide assistance and remediation to unit members whose performance is less than satisfactory, and continue to improve the quality of educational services provided by unit members. As set forth in this Article, performance that is less than satisfactory may lead to dismissal and/or non-renewal of a unit member for cause pursuant to this Article 15 - Evaluation. The Parties understand and agree that the process for dismissal and/or non-renewal for performance-related reasons is separate and apart from dismissal and/or non-renewal pursuant to Article 13 - Discipline and Dismissal.

15.2. Frequency

15.2.1. Probationary unit members shall be evaluated at least once each academic school year.

15.2.2. Permanent unit members may be evaluated once every other year or at longer intervals up to every 5 years in the joint discretion of CWC and unit member. If a unit member is scheduled to be evaluated during a particular school year but is granted a leave of absence for one (1) semester or longer, such evaluation shall take place during the first year of return to duty. Any joint agreement by a unit member and CWC may be rescinded by either unit member or CWC, in their respective discretion. Absent any joint agreement, the default interval for permanent unit members shall be every other year.

15.3. Notice

15.3.1. Unit members to be evaluated during a particular year shall be furnished with a copy of the evaluation procedures, advised of the criteria upon which the evaluation is to be based, no later than October 1 of the year in which the evaluation is to take place. In CWC's discretion, notice required by this paragraph may be satisfied by mass communication to the unit members being evaluated during the given year.

15.4. Peer Observation

**15.4.1.** Upon request and approval from the administration and with the consent of the unit member being observed, a unit member may be granted a request to observe another unit member. Peer observations shall not be used to supplement or supplant administrative observations for the purposes of formal evaluations.

15.5. Establishment of Objectives

15.5.1. The unit member being evaluated and the evaluator shall meet no later than October 15 to achieve the following:

15.5.1.1. Discuss objectives, including but not limited to, goals, practices

and procedures to be used during the evaluation period.

- 15.5.1.2. Work cooperatively to establish the unit members' objectives for the year. The establishment of objectives shall be accomplished through one or more conferences to discuss proposed objectives and related strategies.
- 15.5.1.3. A schedule of observations, conferences and final evaluation date. In the event of a disagreement over the objectives and/or evaluation schedule, the unit member and the evaluator shall:
  - 15.5.1.3.1. Make a good faith effort to resolve the differences themselves.
  - 15.5.1.3.2. If either the unit member or evaluator reject the proposed alternatives, each shall have the opportunity to state their position on the matter(s) in dispute, and to have a written statement attached to the evaluation form.
- 15.5.1.4.** If the disagreement persists, CWC may in its discretion set the objectives and/or evaluation schedule and identify any constraints which the unit member believes may inhibit their ability to meet the objectives and standards established.
- 15.5.2. Individual performance objectives shall relate to, but not necessarily be limited to, the following:
  - 15.5.2.1. The management of classroom climate and learning environment, with mutual respect and proper sensitivity to such issues as race, gender identity, ethnicity, identified disabilities, and socioeconomic differences.
  - 15.5.2.2. Performance domains to be included in individual objectives shall be limited to three (3) for each unit member, all of which are to be drawn from the CWCLA-Teacher Practice Framework. Of the three (3), one (1) will be selected by CWC, one (1) will be selected by the unit member, and one (1) will be cooperatively selected by the unit member and evaluator, consistent with the process set forth in Paragraph 15.5.1.
  - 15.5.2.3. For non-teaching unit members such as counselors, psychologists, speech language pathologists and other support service unit members, performance objectives shall be comparable to the above, but are to be related to the duties of their particular classification.
  - 15.5.2.4. During the course of the evaluation period circumstances may change which require modification of the original objectives and standards. The unit member may, with CWC's approval to be

exercised in its discretion, initiate a change of these objectives and standards.

15.6. Observations and Assistance:

15.6.1. Unit members being evaluated shall receive one (1) Formal Observation during the academic year, no later than the last workday of the sixth week of the second semester. The Formal Observation shall be followed by a conference (Post-Observation Conference) between the evaluator and unit member to discuss the unit member's performance toward meeting the individual objectives established pursuant to Section 15.5 of this Article. The Post-Observation Conference shall occur no later than ten (10) workdays after the formal observation.

15.6.2. The Formal Observation shall last at least thirty (30) minutes; shall be made known to the unit member at least two (2) days prior to their occurrence; shall be followed by a conference with written feedback within three (3) school days of the observation.

15.6.3. Informal observations shall be classroom visits that are unannounced. If any deficiencies are identified during an informal observation, the evaluator shall notify the unit member and provide specific written recommendations for improvement and offer appropriate counseling and assistance. If the observer provides the unit member written notice of the deficiencies, the information may be used as part of the evaluation rating only after the unit member is provided with a reasonable amount of time to correct and sustain the deficiencies and the unit member fails to correct and sustain the deficiencies within a reasonable amount of time. The Parties agree and understand that the foregoing does not limit CWC's authority to discipline a unit member for any misconduct observed at any time, including information observations, pursuant to Article 13 - Discipline and Dismissal.

15.7. Final Evaluation Report

15.7.1. Not less than 30 calendar days before the last regularly scheduled school day of the unit member's scheduled work year in which the evaluation takes place, the evaluator shall prepare and issue the Final Evaluation Report in which the unit member's overall performance and progress toward objectives is evaluated.

15.7.2. The ratings for a Final Evaluation Report shall be "Exceeds Standards", "Meets Standards", and "Below Standard".

15.7.3. Prior to the end of the school year the evaluator shall hold a Final Evaluation Conference with the unit member to discuss the content of the Final Evaluation Report. When a Final Evaluation Report is marked "Below Standard," the evaluator shall specifically describe in writing the area(s) of below standard performance, together with recommendations

for improvement, and the assistance given and to be given. The obligation to conduct a Post-Observation Conference, described in 15.6, is satisfied if the Final Evaluation Conference is held within the time period prescribed by Paragraph 15.6.

- 15.7.4. The unit member shall be given a copy of the Final Evaluation Report at the Final Evaluation Conference. CWC may require signature of the unit member on the Final Evaluation Report at that time. The unit member's required signature on the form does not necessarily indicate agreement with its contents, and the unit member may attach a written response to each copy of the form within ten working days from date received. A copy of the Final Evaluation Report and written response, if any, shall be placed in the unit member's personnel file, and a copy retained by the school or office.
- 15.7.5. In preparing the Final Evaluation Report for placement in the unit member's personnel file, the evaluator shall rely primarily upon data collected through classroom observations (including but not limited to the Formal Observation, Informal Observations, and any classroom observations held as part of a Performance Improvement Plan) and evaluation conferences.
- 15.8. The evaluation of unit members, pursuant to this Article, shall not include or be based upon the following:
  - 15.8.1. Standardized achievement test results, except as mandated in Education Code Section 44662 which may require the use of state adopted criterion referenced assessments related to pupil progress toward statewide content standards.
  - 15.8.2. Results of any tests utilized for the purpose of a School Improvement Plan.
  - 15.8.3. Achievement of objectives stated in Individual Educational Programs (IEP's) of special education pupils; provided, however, that notwithstanding and consistent with the foregoing, CWC's evaluation of a unit member may include or be based upon student performance data.
  - 15.8.4. Utilization of any video-recorded observations in lieu of personal observation unless specifically agreed to by the unit member being evaluated.
  - 15.8.5. If CWC does not mandate the usage of certain curriculum on a network basis, then correlation of classroom curriculum to state or local curriculum frameworks, except as mandated in Education Code Section 44662 which may require classroom curriculum to conform to statewide content standards.
  - 15.8.6. The success, or lack thereof, of an instructional or clerical aide in the

performance of tasks assigned by the unit member.

15.8.7. The personal life or lifestyle of a unit member, their personal opinions, scholarly, literary, or artistic endeavor of a unit member.

15.8.8. Intercoms and video cameras used for communications and monitoring safety conditions shall not be used for the purposes of evaluation. Consistent with the foregoing, CWC may use intercoms and video cameras for the purpose of discipline and discharge pursuant to Article 13 - Discipline and Dismissal.

15.8.9. Unit member shall not be evaluated on or held accountable for any aspect of the educational program over which the unit member has no authority or ability to correct deficiencies.

15.9. Performance Improvement Plans

15.9.1. Improvement plans are intended to provide support to unit members on a specific area of challenge, to recommend specific support measures, and to outline specific performance objectives to address a possible unsatisfactory evaluation.

15.9.2. Plans must:

15.9.2.1. Be completed prior to the final evaluation

15.9.2.2. Be satisfactorily completed within a time-bound period of between six (6) to eight (8) weeks during which unit members shall be given weekly support from their evaluator.

15.9.2.3. Address specific concerns and interventions.

15.9.2.4. Include a timeline for follow-up to ensure improvement and “achievability” of goals.

15.9.3. Unit members must be given reasonable time to meet improvement goals prior to the issuance of the Final Evaluation Report.

15.9.4. If the unit member fails to satisfactorily meet the previously set goals, CWC may decide to issue another performance improvement plan with some, or all the previously identified goals. In addition, the Parties understand and agree that should a unit member fail to satisfactorily complete a performance improvement plan, the failure constitutes just cause for non-renewal and CWC may, in its discretion, decide to non-renew the unit member (whether probationary or permanent) for the following school year.

15.10. Because the outcome of a Performance Improvement Plan may result in dismissal or non-renewal, UTLA representative(s) may be present at any meetings between a unit member and CWC dealing with the issuance or performance on a

performance improvement plan. The Parties understand and agree that the unit member shall be responsible for ensuring a representative is available to participate in such a meeting. If CWC provides notice of the meeting of at least fourteen (14) days during noninstructional time, CWC may proceed with the meeting with or without a UTLA representative.

15.11. The Parties understand and agree that the CWCLA-Teacher Practice Framework, currently in use and referenced in Paragraph 15.5.2.2., does not suffice as a long-term framework. Accordingly, the Parties understand and agree that CWC shall have authority to adopt a research-based framework (e.g., California Standards for Teaching Profession; Danielson Teaching and Learning Framework; Relay GSE's Get Better Faster Rubric, and other similar frameworks) during the term of the Agreement to replace the Teacher Practice Framework's usage.

15.12. Induction Form Verification

15.12.1. Upon receipt of the administrator verification form and the supplemental ECO Evaluation/Recommendation form, the appropriate administrator or designee from CWC shall complete the forms mentioned herein within thirty (30) calendar days of receipt.

15.13. Grievance

15.13.1. The substance of any evaluation is specifically exempted from the grievance procedure; provided, however, for the first two years of the contract, a final overall evaluation of "Below Standard" shall be appealable to Director of Special Projects & Labor Relations, at the election of the unit member.

15.13.2. **The appeal must be made in writing to Talent HR within seven (7) instructional days of the unit member's receipt of the Final Evaluation Report.**

15.13.3. **The appeal must be conducted within four (4) weeks of the unit member's written appeal based on available evidence and, if agreed-to by the unit member, additional observation.**

15.13.4. If the position of Director of Special Projects & Labor Relations becomes vacant, UTLA and CWC shall immediately mutually select another representative for unit members to submit an appeal regarding receipt of a "Below Standard" final overall evaluation.

15.13.5. The appeal shall be conducted, to the extent practicable, on a "double blind" basis, i.e., redact the name of both the reviewer and reviewee.

15.13.6. A violation of the evaluation procedure may be grieved.

Signature: 

Email: [jill.marucut@utla.net](mailto:jill.marucut@utla.net)

Signature: Maureen Lamorena-Tatsui

Maureen Lamorena-Tatsui (Dec 16, 2025 12:54:36 PST)

Email: [mlamorena-tatsui@cwcclosangeles.org](mailto:mlamorena-tatsui@cwcclosangeles.org)

# **Article 16**

Citizens of the World - Certificated Unit

<b>PARTY</b>	<b>DATE OF PROPOSAL</b>
<b>UTLA</b>	<b>2025.08.14</b>
<b>CWC</b>	<b>2025.09.09</b>
<b>UTLA</b>	<b>2025.10.28</b>
<b>CWC</b>	<b>2025.11.03</b>
<b>UTLA</b>	<b>2025.11.03</b>
<b>CWC</b>	<b>2025.11.13</b>
<b>UTLA</b>	<b>2025.11.13</b>
<b>CWC</b>	<b>2025.12.03</b>

**Key:**

Normal = Agreed upon in prior negotiations

Underlined Normal = Added by CWC

~~Underline Normal Strikethrough~~ = Subtracted by CWC

**Underlined Bolded** = UTLA proposed and CWC accepted

**~~Bolded Strikethrough~~** = UTLA proposed and CWC rejected

**16. SAFETY ADDENDUM**

- 16.1. [The Parties agree and understand that Paragraphs 2.6 shall be struck and replaced with the following:] Codes of Student Conduct: It is the intention of the parties that teachers and administrators work in a mutually supportive manner to maintain school wide policies encouraging appropriate and positive student behavior. There are three levels or sources of student disciplinary rules:
- 16.1.1. In order to improve consistency and accountability in student discipline, CWC shall annually develop and issue (and may revise from time to time) a network-wide Code of Student Conduct to each unit member prior to the beginning of Summer Institute.
  - 16.1.2. CWC shall annually issue local rules of student conduct, supplemental to and consistent with the network-wide Code of Student Conduct, prior to the beginning of Summer Institute; and
  - 16.1.3. A teacher shall also have the right to issue and enforce reasonable rules of classroom conduct applicable to students consistent with the CWC LA School rules.

Citizens of the World - Certificated Unit

- 16.1.4. CWC shall have the final decision to adopt and approve the substance of the Code of Student Conduct and local rules, including changes thereto.
- 16.2. CWC shall indemnify unit members for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of the unit member's duties. To be eligible for reimbursement under this provision for an expenditure, the unit member must get written confirmation from the administrator that the expenditure is authorized consistent with CWC policy. In addition to and without limiting the foregoing, unit members shall be reimbursed for lost, damaged, destroyed, stolen or vandalized personal property that an employee is reasonably expected to bring to the employee's location of work, regardless of whether it can be shown that it was a direct consequence of the discharge of the unit member's duties; provided, however, unit members will not be reimbursed more than ~~\$300~~ **\$500** in the aggregate per school year.
- ~~16.2.1. As an exception, unit members will be reimbursed for the total cost of replacement or repair of damage of a unit member's necessary medical equipment, a unit member's vehicle, or a unit member's cell phone. The Employer shall reimburse either the cost of replacement or repair, whichever is lesser, if either replacement or repair will make the unit member whole.~~**
- 16.3. If the principal reasonably determines that an intentional and deliberate assault and/or battery has occurred causing serious physical injury to the employee, or if the assault and/or battery involved a weapon, or is a sexual assault and/or battery, the principal shall recommend disciplinary action that is commensurate to the degree **of the** student misconduct. This Paragraph is not grievable in arbitration or civil court.

Signature: 

Email: [jill.marucut@utla.net](mailto:jill.marucut@utla.net)

Signature: [Maureen Lamorena-Tatsui](#)

Maureen Lamorena-Tatsui (Dec 16, 2025 10:09:20 PST)

Email: [mlamorena-tatsui@cwcclosangeles.org](mailto:mlamorena-tatsui@cwcclosangeles.org)

# **Article 17**

Citizens of the World - Certificated Unit

<b>PARTY</b>	<b>DATE OF PROPOSAL</b>
UTLA	2025.08.14
CWC	2025.12.03
UTLA	2025.12.16
CWC	2026.01.13
UTLA	2026.01.29
CWC	2026.01.29
UTLA	2026.01.29
CWC	2026.01.29 (Rescinded)
CWC	2026.01.29

**Key:**

Normal = Agreed upon in prior negotiations

Underlined Normal = Added by CWC

~~Underline Normal Strikethrough~~ = Subtracted by CWC

**Underlined Bolded** = UTLA proposed and CWC accepted

**~~Bolded Strikethrough~~** = UTLA proposed and CWC rejected

17. LEAVES AND ABSENCES

17.1. Leave Rights

- 17.1.1. The benefits described in this article are supplemental to any statutory leave benefits. The parties agree that this agreement does not diminish or waive any leave benefits provided by law or statute.

17.2. Benefits While on Leave

- 17.2.1. Unit members on a paid leave of absence shall continue health and welfare benefits.
- 17.2.2.** Unit members on statutory unpaid leave shall receive their health and welfare benefits in accordance with the Article XX - Health and Welfare Benefits in the collective bargaining agreement.

## Citizens of the World - Certificated Unit

### 17.3. Return Rights

- 17.3.1. Upon return from any type of leave provided for in this Article 17, a unit member shall be entitled to return to the same or equivalent position within the same school site they assumed prior to the leave, unless agreed upon by the unit member.

### 17.4. Sick and Personal Necessity Leave

- 17.4.1.** Full time salaried employees shall receive ten (10) sick leave days throughout the school year, accrued at 1 day per calendar month from August – June for 11-month employees. Sick leave days shall be cumulative from year to year with a limitation of fifty (50) days. Any such days accumulated but unused, if applicable, will be transferred to a public-school employer upon separation from employment, if and only if the unit member provides appropriate documentation and informs CWC within a year following separation. All other unit members shall accrue sick time consistent with the employee handbook, which may be updated from year to year.

- 17.4.2. A unit member may use up to four (4) days of unused sick leave for the purpose of personal necessity leave each school year.

- 17.4.3.** Sick leave may only be utilized in 0.5 hour increments at the end or beginning of the workday, as defined by Article 6 – Hours, Duties, and Work Year.

- 17.4.4. Unit members shall not be entitled to payment for any unused sick leave or personal necessity leave upon termination.

### 17.5. Expectations During Time Off

- 17.5.1. During paid and unpaid time off, CWC shall comply with the law concerning establishing expectations during leave.

### 17.6. Parental Leave/Family Care and Medical Leave/Absence

- 17.6.1. Leave may be granted for the birth of a child, placement of child for adoption, or placement of a child for foster care for up to twelve (12) weeks. Family leave must be completed within twelve (12) months of the birth, adoption, or foster placement.


- 17.6.2. Family leave will be governed by the regulations under leaves known as Family Medical Leave Act (FMLA), California Family Rights Act (CFRA), and California Pregnancy Disability leave.

## Citizens of the World - Certificated Unit


- 17.6.3. Unit members will (be approved by CWC LA to) receive a supplement to their State Disability Insurance, or Paid Family Leave benefits, whichever is relevant to the employee's particular situation, that will bring their pay to 100% of their salary (while on paid family leave) prior to taking family leave. The maximum period the supplement will be provided is eight (8) weeks and will begin after the State required seven (7) day waiting period.
  - 17.6.4. It is the employee's responsibility to apply for wage supplements under the State programs available and to coordinate with the Human Resources and Payroll departments.
  - 17.6.5. Family leave may be taken intermittently in one or more periods. Employees may use all available personal necessity leave and sick leave before and after the supplementation period. If the leave is due to disability, the unit member and their physician shall determine the date on which the unit member is capable of resuming duties.
- 17.7. Bereavement Leave
- 17.7.1. Each unit member is granted a total of five (5) days of leave at full pay in any school year due to the death of a/an
    - 17.7.1.1. immediate family member (i.e. children, parents, spouses/domestic partners, grandparents, grandchildren, or siblings).
  - 17.7.2. Each unit member is granted an additional total of five (5) in the aggregate of leave at full pay in any school year due to the death of
    - 17.7.2.1. individual related by blood (other than immediate family) or affinity whose close association with the employee is the equivalent of a family relationship);
    - 17.7.2.2. Current student.
  - 17.7.3. Each unit member is granted an additional total of one (1) in the aggregate of leave at full pay in any school year due to the death of
    - 17.7.3.1. Pet or companion animal.
  - 17.7.4. Any scheduled days off (i.e. weekends, holidays, school breaks) falling during the absence will not be counted as both bereavement leave and scheduled days off.
  - 17.7.5. Bereavement leave does not roll over year to year.
  - 17.7.6. If more than one such death occurs simultaneously, the leaves, if available, may be taken consecutively.

Citizens of the World - Certificated Unit

- 17.7.7. Bereavement leave may be taken non-consecutively, so long as the leave occurs within the same school year of the occurrence.
- 17.8. Request of Leave
- 17.8.1. Eligible employees shall call in to either their supervisor or a person designated by the principal at their school site, as appropriate, as soon as they are aware that they are unable to report to work according to the attendance and tardiness policies.
- 17.8.2.** If permitted by law, CWC shall be entitled to request and obtain appropriate documentation prior to the taking of leave to ensure eligibility for leave granted pursuant to this article, and nothing in this Article restricts that right except that CWC may not make unreasonable requests judged under the totality of the circumstances.
- 17.8.3. If medical circumstances allow, employees shall submit a request via Paycom or any other employer mandated system for leave. If unforeseeable circumstances do not allow an employee to submit a request before taking paid time off, then the employee is expected to inform the administrator of their leave as soon as it is practicable.
- 17.8.4. Unit members must report all paid time off on their time sheets in Paycom.
- 17.8.5. Statutory leave shall be approved consistent with the law.
- 17.8.6. Other leave shall be approved for normal workdays unless the unit member fails to provide reasonable notice of the request, as set forth above, and in event except emergencies shall requests-for personal leaves by less than seventy-two (72) hours. In cases where the requested leave overlaps with special events, the principal shall have the discretion to deny requests for leave, except in cases of bereavement leave under Paragraph 2.7.1.
- 17.9. Unless otherwise stated or required by law, all leave in this Agreement shall only be authorized upon 0.5 hour increments at the end or beginning of the workday, as defined by Article 6 – Hours, Duties, and Work Year.
- 17.10. CWC may or may not authorize unpaid leave at its discretion.
- 17.11. Nothing in this Article shall prohibit CWC from granting periods of unpaid leave for appropriate reasons in its sole and absolute discretion.

  
Maurden Lamorena-Tatsui (Jan 31, 2026 13:30:48 PST)

mlamorena-tatsui@cwculosangeles.org



jill.marucut@utla.net

# **Article 18**

Citizens of the World - Certificated Unit

PARTY	DATE OF PROPOSAL
UTLA	2025.08.14
CWC	2025.10.21
UTLA	2025.10.21
CWC	2025.11.03

**Key:**

Normal = Agreed upon in prior negotiations

Underlined Normal = Added by CWC

~~Underline Normal Strikethrough~~ = Subtracted by CWC

**Underlined Bolded** = UTLA proposed and CWC accepted

**~~Bolded Strikethrough~~** = UTLA proposed and CWC rejected

**2. ASSIGNABILITY**

- 2.1. This agreement shall not be assignable upon dissolution or revocation of the charter or any other change in the form of the organization; provided, however, that as to any decision to transfer unit members from one nonprofit organization to another, CWC shall provide notice to unit members no later than notice to CWC's authorizer. Subsequent to notice, CWC shall meet and discuss implementation of the decision; provided, however, this obligation to meet and discuss shall not limit CWC's ultimate discretion to decide or implement such a decision.
- ~~2.2. The Employer agrees to reasonably involve the Union in any decision leading to a corporate merger, affiliation, change of affiliation, employer or transfer of employees. Reasonable involvement shall be defined as providing for a meaningful exchange of proposals and counterproposals in writing. The Employer shall take final action only after such involvement.~~
- ~~2.3. Terms and conditions of the assignment of this Agreement shall be developed with reasonable involvement of the Union. Reasonable involvement shall be defined as providing for a meaningful exchange of proposals and counterproposals in writing. The Employer shall take final action only after such involvement.~~

Signature: 

Email: [jill.marucut@utla.net](mailto:jill.marucut@utla.net)

Signature: Maureen Lamorena-Tatsui

Maureen Lamorena-Tatsui (Dec 16, 2025 10:09:20 PST)

Email: [mlamorena-tatsui@cwcclosangeles.org](mailto:mlamorena-tatsui@cwcclosangeles.org)

# **Article 19**

Citizens of the World - Certificated Unit

PARTY	DATE OF PROPOSAL
UTLA	2025.08.14
CWC	2025.10.21

**Key:**

Normal = Agreed upon in prior negotiations

Underlined Normal = Added by CWC

~~Underline Normal Strikethrough~~ = Subtracted by CWC

**Underlined Bolded** = UTLA proposed and CWC accepted

**~~Strikethrough~~** = UTLA proposed and CWC rejected

**2. EFFECT OF AGREEMENT**

- 2.1. **This Agreement completes negotiations between the Employer and UTLA for the term hereof and embodies their entire agreement and understanding.**
- 2.2. **However, there shall be negotiations during the term of this Agreement as follows:**
  - 2.2.1. **Negotiations authorized by Article 20 - Negotiations Procedure~~Limited reopener negotiations and negotiations for a successor agreement; and~~**
  - 2.2.2. **Any other subjects which UTLA and the Employer may mutually agree to negotiate.**
- 2.3. **Separability and Savings: 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. Upon written request of either party, the parties shall promptly meet and negotiate the impacts and effects of such a change.**

# **Article 20**

Citizens of the World - Certificated Unit

PARTY	DATE OF PROPOSAL
UTLA	2025.08.14
CWC	2025.10.21
CWC	2026.03.18
CWC	2026.05.20 (REVISED PACKAGE)
CWC	2026.05.29 (TENTATIVE)

**Key:**

Normal = Agreed upon in prior negotiations

Underlined Normal = Added by CWC

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**Underlined Bolded** = UTLA proposed and CWC accepted

**~~Bolded Strikethrough~~** = UTLA proposed and CWC rejected

**2. NEGOTIATION PROCEDURE**

- 2.1. **No later than the month of eight months before February of the year in which this Agreement expires, UTLA and the Employer shall submit their initial proposals to each other for a successor Agreement. The Employer shall give proper public notice of such proposals at the first Governing Board meeting following the submission of the proposals.**
- 2.2. ~~No later than the month of February of the year of this Agreement, the parties shall submit their initial proposals to each other for contract reopeners. The parties may open two (2) Articles each year for the purposes of reopeners. The Employer shall give proper public notice of such proposals at the first Governing Board meeting following the submission of the proposals.~~
- 2.3. **The parties shall commence to meet and negotiate on reopeners or a successor Agreement beginning no later than five (5) days after the completion of the public notice requirements listed above. Any Agreement reached between the parties shall be reduced to writing and signed by them.**

# **Article 21**

Citizens of the World - Certificated Unit

<b>PARTY</b>	<b>DATE OF PROPOSAL</b>
UTLA	2025.10.28
CWC	2025.11.03
UTLA	2025.11.13
CWC	2026.01.13
UTLA	2026.01.13
CWC	2026.01.29
UTLA	2026.01.29
CWC	2026.01.29
UTLA	2026.01.29
CWC	2026.02.09
UTLA	2026.03.18
CWC	2026.03.18
CWC	2026.05.20 (REVISED PACKAGE)
CWC	2026.05.29 (TENTATIVE)

**Key:**

Normal = Agreed upon in prior negotiations

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**Underlined Bolded** = UTLA proposed and CWC accepted

**~~Bolded Strikethrough~~** = UTLA proposed and CWC rejected

21. COMPENSATION

- 21.1. Upon the effective date defined in Article 24 - Term ratification of the collective bargaining agreement by both the Union and CWC, unit members teachers on the salary schedule shall be placed on the step that is nearest to, but not lower than, their current salary. For unit members in receipt of a Hard to Staff or Dual

## Citizens of the World - Certificated Unit

Credential stipend on the effective date, this, and only this, stipend will be used in assessing the nearest step. Thereafter, no unit member shall receive a Hard to Staff or Dual Credential stipend, except that CWC shall be authorized to offer one-time recruitment bonuses as needed.

- 21.2. Unit members whose assignment is less than full time will be paid in direct proportion to the FTE assigned; provided, however, that should the unit member's pay during a workweek fall to less than the state minimum wage for exempt classification, then the unit member shall be paid as a non-exempt, hourly employee.
- 21.3. Pursuant to Paragraph 6.4.5.2., unit members that volunteer for substitute coverage or supervision in violation of Paragraph 6.4.3, shall receive supplemental compensation in the amount of \$50.00 an hour.
- 21.4. Appendix A (compensation) shall be implemented as of the effective date.
- 21.5. Appendix B (stipends) shall be implemented as of the effective date.
- 21.6. Additional Compensation for Non-Exempt Hourly Unit Members
  - 21.6.1. Notwithstanding anything to the contrary in this agreement, non-exempt hourly unit members shall only be paid their hourly rate plus overtime, as applicable and in accordance with the law, for all hours worked, including hours worked beyond the normal workday.

# **Article 22**

Citizens of the World - Certificated Unit

PARTY	DATE OF PROPOSAL
UTLA	2025.08.14
CWC	2025.09.09
UTLA	2025.10.28
CWC	2025.11.03
UTLA	2025.11.03
CWC	2025.11.13

**Key:**

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**Underlined Bolded** = UTLA proposed and CWC accepted

**~~Bolded Strikethrough~~** = UTLA proposed and CWC rejected

**16. RECOGNITION**

- 16.1. **THIS AGREEMENT is made and entered into on this \_\_\_ day of \_\_\_, 2025 between the \_\_\_\_\_ of Citizens of the World Charter School Los Angeles, the exclusive public school employer under Education Code Section 47605 (hereinafter referred to as “CWC” or “Employer”) and UNITED TEACHERS LOS ANGELES (hereinafter referred to as “UTLA”)., which together with its officers and representatives will be referred to in this Agreement as “UTLA” or “Union”. UTLA is affiliated with the California Teachers Association (CTA), California Federation of Teachers (CFT), National Education Association (NEA) and the American Federation of Teachers(AFT)/AFL-CIO. This Agreement is entered into pursuant to the Educational Employment Relations Act “EERA”, Govt. Code Sections 3540, et seq.**
- 16.2. **The term of this Agreement is three years beginning \_\_\_\_\_ through \_\_\_\_\_.**
- 16.3. **The Employer CWC recognizes UTLA-United Teachers Los Angeles (UTLA) as the sole and exclusive representative for the purpose of the Educational**

Citizens of the World - Certificated Unit

**Employment Relations Act (EERA, Govt. Code Sections 3540, et seq.) of all certificated employees excluding all confidential, management, and supervisory employees as defined by EERA.**

- 16.4. **New certificated positions which are established during the term of this Agreement shall first be reviewed by the CWC and UTLA ~~Employer and the Union~~ as to their inclusion in the bargaining unit and shall thereafter be accredited to the unit if such positions share a community of interest with the existing unit. In the event the parties fail to agree on the inclusion or exclusion of such positions, the dispute shall be subject to the procedures of the EERA. It is agreed that the parties may file for a unit clarification proceeding involving this unit only when CWC creates new classifications or substantially changes the responsibilities of an existing classification. Alleged violations of this Article are not subject to the grievance and arbitration procedures of Article \_\_\_.**
- 16.5. **Any individual contract between CWC and a unit member shall be subject to and consistent with the terms and conditions of this Agreement.**

Signature: 

Email: [jill.marucut@utla.net](mailto:jill.marucut@utla.net)

Signature: Maureen Lamorena-Tatsui

Maureen Lamorena-Tatsui (Dec 16, 2025 10:09:20 PST)

Email: [mlamorena-tatsui@cwcclosangeles.org](mailto:mlamorena-tatsui@cwcclosangeles.org)

# **Article 23**

Citizens of the World - Certificated Unit

PARTY	DATE OF PROPOSAL
UTLA	2025.12.03
CWC	2025.12.16

**Key:**

Normal = Agreed upon in prior negotiations

Underlined Normal = Added by CWC


~~Underline Normal Strikethrough~~ = Subtracted by CWC

**Underlined Bolded** = UTLA proposed and CWC accepted

**~~Strikethrough~~** = UTLA proposed and CWC rejected

**23. MANAGEMENT RIGHTS**

- 23.1. **All of the rights, powers, and/or authority which the Employer lawfully exercised prior to the execution of this Agreement shall be retained and remain in full force and effect, except and only to the extent as to those rights, powers and authority that are specifically and unequivocally modified, abridged, and/or waived by this Agreement.**

**Signature:** 

**Email:** jill.marucut@utla.net

**Signature:** Maureen Lamorena-Tatsui

Maureen Lamorena-Tatsui (Dec 16, 2025 13:47:29 PST)

**Email:** mlamorena-tatsui@cwcclosangeles.org

# **Article 24**

Citizens of the World - Certificated Unit

PARTY	DATE OF PROPOSAL
UTLA	2025.12.03
CWC	2025.12.16

**Key:**

Normal = Agreed upon in prior negotiations

Underlined Normal = Added by CWC

~~Underline Normal Strikethrough~~ = Subtracted by CWC

**Underlined Bolded** = UTLA proposed and CWC accepted

**~~Strikethrough~~** = UTLA proposed and CWC rejected

**24. ORGANIZATIONAL SECURITY**

**24.1. Dues Deduction**

- 24.1.1. **UTLA shall have the exclusive right to have membership dues, initiation fees, and general assessments deducted for employees in the bargaining unit by Citizens of the World.**
- ~~24.1.2. Citizens of the World shall, upon appropriate written authorization from the unit member, deduct and make appropriate remittance for insurance premiums and other plans or programs jointly approved by the Union and Citizens of the World.~~
- 24.1.3. UTLA shall be responsible for collecting, updating, and maintaining authorization for dues.
- ~~24.1.4. Unit members who currently have authorization cards on file for the above purposes need not be resolicited. Membership dues, initiation fees, and general assessments, upon formal written request from the Union to Citizens of the World, shall be increased or decreased without re-solicitation and authorization from unit members.~~
- 24.1.5. UTLA shall provide CWC with a list of unit members that have authorized payroll deductions, which shall also specifically identify the total dollar amount for each identified employee. The parties agree to use a mutually agreed upon digital template format.


Citizens of the World - Certificated Unit

- 24.1.6. UTLA may submit the digital list referred to above to CWC on the first day of the Month, which, if so submitted, shall be implemented by the first payroll period of the following month.
- ~~24.1.7. Any unit member who is a member of the Union or who has applied for membership may sign and deliver to Citizens of the World written authorization for deduction of membership dues, initiation fees, and general assessments of the Union. Pursuant to such authorization, Citizens of the World shall deduct 1/24 of such dues from the twice-monthly salary check of the unit member each month for twelve (12) months. Deductions for unit members who sign such authorization after the commencement of the school year shall be appropriately prorated to complete payments by the end of the school year. Fees shall be prorated for part-time employees.~~
- 24.1.8. Deductions of the total amount shall be made on a semi-monthly basis in increments of 1/22 or 1/24, as applicable, the total annual amount identified by UTLA.
- 24.1.9. With respect to all sums deducted by Citizens of the World, Citizens of the World agrees to remit such moneys to the designated Union payee on a monthly basis within 20 days of the deduction of all sums so deducted, accompanied by an alphabetical list of unit members for whom such deductions were made, including their names, addresses, and work locations, and indicating any changes in personnel from the list previously furnished.
- 24.2. Hold Harmless Provision: UTLA agrees to indemnify and hold Citizens of the World harmless against any and all liabilities, (including reasonable and necessary costs of litigation), arising from any and all claims, demands, suits, or other actions relating to the Citizens of the World's compliance or attempted compliance with either this Article or the requests of UTLA pursuant to this Article, or relating to the conduct of UTLA in administering this Article. UTLA shall have the right to determine and decide all matters relating to settlement and conduct of litigation with respect to this Article. In no case shall Citizens of the World funds be involved in any remedy relating in this Article. Any underpayments to UTLA resulting from Citizens of the World's failure to make a required deduction shall be remedied by additional deductions from the affected employee(s). Any overpayments to UTLA resulting from excessive deductions shall be remedied either by refund from UTLA to the affected employee(s) or by a credit against future payments by the affected employee(s). CWC shall rely on information provided by UTLA regarding whether deductions were authorized and the amounts authorized, including any cancellations and changes to those authorizations, including any

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cancellations and changes to those authorizations, and UTLA shall indemnify CWC for any claims made by employees for deductions made in reliance on that information.

~~24.3. Citizens of the World will furnish any information needed by UTLA to fulfill the provisions of this Article.~~

Signature:   
Email: jill.marucut@utla.net

Signature: Maureen Lamorena-Tatsui  
Maureen Lamorena-Tatsui (Dec 16, 2025 13:41:54 PST)  
Email: mlamorena-tatsui@cwcclosangeles.org

# Appendix A

<b>Year</b>	<b>Base Salary</b>	<b>2026-2027 Increase (5%)</b>	<b>2027-2028 Increase (2.75%)</b>	<b>2028-2029 Increase (2%)</b>		
1	\$68,000.00	\$71,400.00	\$73,363.50	\$74,830.77		
2	\$69,190.00	\$72,649.50	\$74,647.36	\$76,140.31		
3	\$70,401.00	\$73,921.05	\$75,953.88	\$77,472.96		
4	\$71,633.00	\$75,214.65	\$77,283.05	\$78,828.71		
5	\$72,886.00	\$76,530.30	\$78,634.88	\$80,207.58		
6	\$74,709.00	\$78,444.45	\$80,601.67	\$82,213.71		
7	\$76,203.00	\$80,013.15	\$82,213.51	\$83,857.78		
8	\$77,727.00	\$81,613.35	\$83,857.72	\$85,534.87		
9	\$79,281.00	\$83,245.05	\$85,534.29	\$87,244.97		
10	\$80,867.00	\$84,910.35	\$87,245.38	\$88,990.29		
11	\$82,889.00	\$87,033.45	\$89,426.87	\$91,215.41		
12	\$84,754.00	\$88,991.70	\$91,438.97	\$93,267.75		
13	\$86,661.00	\$90,994.05	\$93,496.39	\$95,366.31		
14	\$88,610.00	\$93,040.50	\$95,599.11	\$97,511.10		
15	\$90,604.00	\$95,134.20	\$97,750.39	\$99,705.40		
16	\$92,869.00	\$97,512.45	\$100,194.04	\$102,197.92		
17	\$94,727.00	\$99,463.35	\$102,198.59	\$104,242.56		
18	\$96,621.00	\$101,452.05	\$104,241.98	\$106,326.82		
19	\$98,554.00	\$103,481.70	\$106,327.45	\$108,454.00		
20	\$100,525.00	\$105,551.25	\$108,453.91	\$110,622.99		
21	\$101,530.00	\$106,606.50	\$109,538.18	\$111,728.94		
22	\$102,545.00	\$107,672.25	\$110,633.24	\$112,845.90		
23	\$103,571.00	\$108,749.55	\$111,740.16	\$113,974.97		
24	\$104,606.00	\$109,836.30	\$112,856.80	\$115,113.93		
25	\$105,652.00	\$110,934.60	\$113,985.30	\$116,265.01		
26	\$106,709.00	\$112,044.45	\$115,125.67	\$117,428.19		
27	\$107,776.00	\$113,164.80	\$116,276.83	\$118,602.37		
28	\$108,854.00	\$114,296.70	\$117,439.86	\$119,788.66		
29	\$109,942.00	\$115,439.10	\$118,613.68	\$120,985.95		
30	\$111,042.00	\$116,594.10	\$119,800.44	\$122,196.45		
31	\$112,152.00	\$117,759.60	\$120,997.99	\$123,417.95		

<b>32</b>	\$113,274.00	\$118,937.70	\$122,208.49	\$124,652.66		
<b>33</b>	\$114,406.00	\$120,126.30	\$123,429.77	\$125,898.37		
<b>34</b>	\$115,551.00	\$121,328.55	\$124,665.09	\$127,158.39		
<b>35</b>	\$116,706.00	\$122,541.30	\$125,911.19	\$128,429.41		
<b>36</b>	\$117,873.00	\$123,766.65	\$127,170.23	\$129,713.64		
<b>37</b>	\$119,052.00	\$125,004.60	\$128,442.23	\$131,011.07		
<b>38</b>	\$120,242.00	\$126,254.10	\$129,726.09	\$132,320.61		
<b>39</b>	\$121,445.00	\$127,517.25	\$131,023.97	\$133,644.45		
<b>40</b>	\$122,659.00	\$128,791.95	\$132,333.73	\$134,980.40		

Teachers that have obtained a National Board Certification shall receive a 7.5% increase for the following school year.

<b>Assignment</b>	<b>Rate</b>	<b>2026-2027 Increase (5%)</b>	<b>2027-2028 Increase (2%)</b>	<b>2028-2029 Increase (2%)</b>
Substitute Teacher	\$27.50	\$28.88	\$29.67	\$30.26
Credentialed Substituted Teacher	\$35.00	\$36.75	\$37.76	\$38.52
Long-Term Substitute Teacher (>5 days)	\$29.50	\$30.98	\$31.83	\$32.46
Credentialed Long-Term Substitute Teacher (>5 days)	\$37.00	\$38.85	\$39.92	\$40.72
Full-Time Substitute Teacher	\$27.50	\$28.88	\$29.67	\$30.26
Credentialed Full-Time Substitute Teacher	\$35.00	\$36.75	\$37.76	\$38.52

Year	Occupational Therapist	2026-2027 Increase (5%)	2027-2028 Increase (2.75%)	2028-2029 Increase (2%)
1	\$84,000.00	\$88,200.00	\$90,625.50	\$92,438.01
2	\$85,680.00	\$89,964.00	\$92,438.01	\$94,286.77
3	\$87,394.00	\$91,763.70	\$94,287.20	\$96,172.95
4	\$89,141.00	\$93,598.05	\$96,172.00	\$98,095.44
5	\$90,924.00	\$95,470.20	\$98,095.63	\$100,057.54
6	\$92,743.00	\$97,380.15	\$100,058.10	\$102,059.27
7	\$94,598.00	\$99,327.90	\$102,059.42	\$104,100.61
8	\$96,490.00	\$101,314.50	\$104,100.65	\$106,182.66
9	\$98,419.00	\$103,339.95	\$106,181.80	\$108,305.43
10	\$100,388.00	\$105,407.40	\$108,306.10	\$110,472.23
11	\$102,396.00	\$107,515.80	\$110,472.48	\$112,681.93
12	\$104,443.00	\$109,665.15	\$112,680.94	\$114,934.56
13	\$106,532.00	\$111,858.60	\$114,934.71	\$117,233.41
14	\$108,663.00	\$114,096.15	\$117,233.79	\$119,578.47
Year	Counselor	2026-2027 Increase (5%)	2027-2028 Increase (2.75%)	2028-2029 Increase (2%)
1	\$70,000.00	\$73,500.00	\$75,521.25	\$77,031.68
2	\$71,400.00	\$74,970.00	\$77,031.68	\$78,572.31
3	\$72,828.00	\$76,469.40	\$78,572.31	\$80,143.75
4	\$74,285.00	\$77,999.25	\$80,144.23	\$81,747.11
5	\$75,770.00	\$79,558.50	\$81,746.36	\$83,381.29
6	\$77,286.00	\$81,150.30	\$83,381.93	\$85,049.57
7	\$78,831.00	\$82,772.55	\$85,048.80	\$86,749.77
8	\$80,408.00	\$84,428.40	\$86,750.18	\$88,485.18
9	\$82,016.00	\$86,116.80	\$88,485.01	\$90,254.71
10	\$83,656.00	\$87,838.80	\$90,254.37	\$92,059.45
11	\$85,330.00	\$89,596.50	\$92,060.40	\$93,901.61
12	\$87,036.00	\$91,387.80	\$93,900.96	\$95,778.98
13	\$88,777.00	\$93,215.85	\$95,779.29	\$97,694.87
14	\$90,552.00	\$95,079.60	\$97,694.29	\$99,648.17
Year	Psychologist	2026-2027 Increase (5%)	2027-2028 Increase (2.75%)	2028-2029 Increase (2%)
1	\$90,000.00	\$94,500.00	\$97,098.75	\$99,040.73

2	\$91,800.00	\$96,390.00	\$99,040.73	\$101,021.54
3	\$93,636.00	\$98,317.80	\$101,021.54	\$103,041.97
4	\$95,509.00	\$100,284.45	\$103,042.27	\$105,103.12
5	\$97,417.00	\$102,287.85	\$105,100.77	\$107,202.78
6	\$99,367.00	\$104,335.35	\$107,204.57	\$109,348.66
7	\$101,355.00	\$106,422.75	\$109,349.38	\$111,536.36
8	\$103,382.00	\$108,551.10	\$111,536.26	\$113,766.98
9	\$105,449.00	\$110,721.45	\$113,766.29	\$116,041.62
10	\$107,558.00	\$112,935.90	\$116,041.64	\$118,362.47
11	\$109,709.00	\$115,194.45	\$118,362.30	\$120,729.54
12	\$111,904.00	\$117,499.20	\$120,730.43	\$123,145.04
13	\$114,142.00	\$119,849.10	\$123,144.95	\$125,607.85
14	\$116,425.00	\$122,246.25	\$125,608.02	\$128,120.18
<b>Year</b>	<b>Speech Language Pathologis</b>	<b>2026-2027 Increase (5%)</b>	<b>2027-2028 Increase (2.75%)</b>	<b>2028-2029 Increase (2%)</b>
1	\$77,000.00	\$80,850.00	\$83,073.38	\$84,734.84
2	\$78,540.00	\$82,467.00	\$84,734.84	\$86,429.54
3	\$80,111.00	\$84,116.55	\$86,429.76	\$88,158.35
4	\$81,713.00	\$85,798.65	\$88,158.11	\$89,921.28
5	\$83,347.00	\$87,514.35	\$89,920.99	\$91,719.41
6	\$85,014.00	\$89,264.70	\$91,719.48	\$93,553.87
7	\$86,715.00	\$91,050.75	\$93,554.65	\$95,425.74
8	\$88,449.00	\$92,871.45	\$95,425.41	\$97,333.92
9	\$90,218.00	\$94,728.90	\$97,333.94	\$99,280.62
10	\$92,022.00	\$96,623.10	\$99,280.24	\$101,265.84
11	\$93,863.00	\$98,556.15	\$101,266.44	\$103,291.77
12	\$95,740.00	\$100,527.00	\$103,291.49	\$105,357.32
13	\$97,655.00	\$102,537.75	\$105,357.54	\$107,464.69
14	\$99,608.00	\$104,588.40	\$107,464.58	\$109,613.87

# **Appendix B**

STIPEND TITLE	HOURLY RATE	AMOUNT OF HOURS*	TOTAL
Field Trips			
AstroCamp Chaperone	\$25.00	18	\$450.00
5th Grade Overnight Field Trip Chaperone	\$25.00	18	\$450.00
ASP			
ASP Enrichment Soccer Coach	\$45.00	28	\$1,260.00
After School Program (ASP) Enrichment Teacher - Track & Field Coach	\$25.00	32	\$800.00
After School Program (ASP) Enrichment Teacher - Trimester 2	\$22.86	35	\$800.00
After School Program (ASP) Enrichment Teacher Trimesters 2 & 3	\$45.00	37	\$1,650.00
After School Program (ASP) Enrichment Teacher - Trimester 2 - basketball	\$75.00	16	\$1,200.00
After School Program (ASP) Enrichment Teacher - Trimester 3	\$42.50	20	\$850.00
After School Program (ASP) Enrichment Teacher - Trimester 3	\$65.00	32	\$2,080.00
Intervention			
After School Intervention Teacher	\$45.00	111.82	\$5,242.00
DEIB			
Teacher Sustainability Participant Stipend	\$50.00	10	\$500.00
DEIB Leaders Council Member	\$31.25	31	\$1,000.00
DEIB Leaders Council Participant	\$45.00	8	\$375.00
Pollyanna Curriculum Implementation Pilot	\$25.00	20	\$500.00
Committees/Leadership Teams			
<del>Co-Grade Level Lead Planner</del> Grade Level Planner	\$25.00	40	\$1,000.00
CWC LA Literacy Instructional Leadership Team (ILT)	\$40.00	37.5	\$1,500.00
CWC LA Math Instructional Leadership Team (ILT)	\$40.00	50	\$2,000.00
Curriculum Adoption Committee Member	\$35.71	14	\$500.00
Curriculum Review Committee	\$50.00	10	\$500.00
<del>Grade Level Lead</del>	<del>\$30.00</del>	<del>100</del>	<del>\$3,000.00</del>
Grade Level Lead Planner	\$25.00	100	\$2,500.00
Department Head	\$30.00	100	\$3,000.00
Social Emotional Learning Instructional Leadership Team (ILT)	\$30.00	50	\$1,500.00
Math Instructional Leadership Team (ILT)	\$40.00	50	\$2,000.00

STIPEND TITLE	HOURLY RATE	AMOUNT OF HOURS*	TOTAL
Teacher Hiring Committee	\$25.00	25	\$500.00
Translation			
Attendance Documents Annual Translation (Spanish)	\$45.00	20	\$900.00
Spanish Translation	\$45.00	2	\$82.50
Grants			
Community Schools Grant & Program Coordinator	\$45.00	111	\$5,000.00
CWC LA Teach Residency or Intern Mentor/Cooperating Teacher	\$46.50	43	\$2,000.00
National Board Incentive Program (CA Fund)	\$45.00	111	\$5,000.00
Extended School Year			
ESY Building Director	\$50.00	70	\$3,500.00
ESY Lead BID	\$30.00	97	\$2,900.00
ESY Lead Teacher	\$50.00	58	\$2,900.00
ESY Program Counselor	\$30.00	97	\$2,900.00
ESY Program Occupational Therapist	\$30.00	97	\$2,900.00
ESY Speech Provider	\$30.00	57	\$1,700.00
Extended School Year (ESY) Building Director	\$30.00	100	\$3,000.00
Extended School Year (ESY) School Counselor	\$39.00	38	\$1,500.00
Extended School Year (ESY) Speech & Language Pathologist	\$39.00	38	\$1,500.00
Extended School Year (ESY) Teacher	\$28.89	90	\$2,600.00
Interim Roles			
CWC Hollywood Interim Community Coordinator Coverage -- July 2023	\$37.49	27	\$1,000.00
CWC Hollywood Interim Community Coordinator Coverage -- August 2023	\$37.49	53	\$2,000.00
Intern Teacher Mentor & Coach	\$45.67	36	\$1,650.00
Miscellaneous			
English Learner (EL) Coordinator	\$40.00	75	\$3,000.00
Instructional Special Projects	\$50.00	100	\$5,000.00
Interim ELA Planning	\$40.32	32	\$1,290.00
Testing Coordinator	\$37.26	20	\$745.00
Middle School Student Enrollment Lead Student Enrollment Support	\$32.00	78	\$2,500.00

STIPEND TITLE	HOURLY RATE	AMOUNT OF HOURS*	TOTAL
New Teacher Mentor	\$25.00	40	\$1,000.00
<del>Paternity Leave Temporary Coverage</del>	<del>\$37.26</del>	<del>27</del>	<del>\$1,000.00</del>
Special Education All-Doc Planner Creation	\$25.00	10	\$250.00
Curriculum Planning	\$25.00	83	\$2,075.00
Student Programs Finance and Procurement Lead	\$34.53	145	\$5,000.00
Summer Bridge Program Facilitator	\$30.00	25	\$750.00
Offer Letter Stipends			
<del>Difficult-to-Staff</del>			<del>\$5,000.00</del>
Relocation			\$5,000.00
<del>Dual Credential</del>			<del>\$5,000.00</del>
TK-8 campus			\$5,000.00
Visa Renewal			\$5,000.00
<p>*The Parties understand and agree that the needs of the school vary from year to year. Accordingly, to provide the school and unit members flexibility to address concerns as needed, as well as unit members the freedom to accept, on a voluntary basis, additional duties beyond the workday, CWC shall be authorized to do the following: (1) set stipend rates available for certificated, classified, and community members on equal stature, in its discretion; and (2) negotiate per written agreement with individual unit members a stipend of either \$25.00 or \$40.00 an hour for work above and beyond the workday as defined by Article 6. Prior to receiving a stipend or commencing work, the unit member and CWC shall agree to a stipend amount calculated by the hourly rate multiplied by the estimated number of hours. Once agreed to, the stipend shall neither increase nor decrease from the agreed-to amount based on estimated hours. Notwithstanding anything to the contrary in this Agreement, the Parties agree that for any unit member that receives a stipend pursuant to these individual agreements, the work reasonably encompassed by such roles and tasks will be exempt from restrictions imposed by Article 6 - Hours, Duties, and Work Year, and the unit member shall not receive additional compensation for such work beyond the stipend itself. The hours provided in column D are good faith estimates of the time expected.</p>			
<p>**The Parties and understand agree that CWC may, in its discretion, offer a hard to staff bonus to applicants in order to encourage hiring. The bonus shall only be paid once in a manner and timing as determined by CWC in its discretion.</p>			