



To: Dr. Charles Hinman, Superintendent, West Covina USD
From: Jo Ann Van Eyk, Bargaining Chair, Teachers Association of West Covina
Re: Collective Bargaining Agreement
Date: April 20, 2021

The negotiated agreement between the Teachers Association of West Covina and West Covina USD Board of Education expires on June 30, 2021. The Association wishes to negotiate a successor agreement. We would like to sunshine the following articles including, but not limited to, the subsections of those articles:

Article 4: Class Size

- 4.1 Class Size
- 4.2 Number of preparations

Article 5: Hours and Days of Employment

- 5.3 Length of Day, including duties
- 5.6 Prep time for Special Education and Elementary Teachers
- 5.11 Shortened Wednesdays for Elementary Teachers

Additionally, TOSA's, Counselors, Psychologists and SLP work hours/days/duties further defined as well as site assignments

Article 6: Leaves of Absence

- 6.1.1 Bereavement
- 6.11 Catastrophic Leave

Article 23: Health and Dental Benefits

- 23.1 Increase to the District's contribution

Appendix A, B:

Increase in Salary; Teachers, Counselors, SLP's, Psychologists

Appendix C:

Increase to stipend schedule
Additions to stipend Schedule

Appendix D:

Increase to stipend schedule

Appendix J

Removal of arbitrator names