

SETTLEMENT AGREEMENT

This settlement agreement is entered into between the South Whittier School District ("District"), grievants Carlos Rivera and Susana Seeget, and South Whittier Teachers Association for the purpose of resolving a dispute between the parties regarding the grievants' eligibility to receive both a bilingual and special education stipend pursuant to the Collective Bargaining Agreement and Amendments thereto.

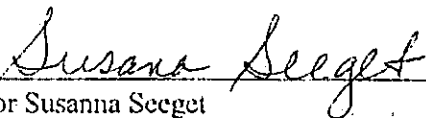
1. Both Mr. Rivera and Ms. Seeget possess a special education and a BCLAD credential or BCC certificate and are assigned to teach students in the District's special education program. Instruction does at times occur in the native language of the student they teach.
2. The District and Association have executed a MOU that clarifies that under the 2014-2017 Collective Bargaining Agreement, and Amendments thereto, the grievants are eligible for stipends given to teachers who possess a special education credential and BCLAD or BCC and are assigned to teach in a special education setting that also draws upon their training and language skills commensurate with issuance of the BCLAD or BCC.
3. This MOU is effective August 1, 2016 and, therefore, the grievants will be paid the stipends for the entire year (2016-2017).
4. In exchange for the payment described herein, both grievants will withdraw their respective grievance immediately, with prejudice, as this matter will be considered resolved upon submission of the grievance withdrawal.
5. By entering into this agreement, neither party admits to any wrongdoing nor shall this settlement set any precedent as to other unrelated matters.

Date: 5-3-17

Date: 5/3/17



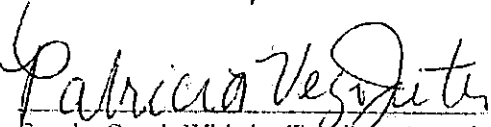
For Carlos Rivera




For Susanna Seeget

Date: 4/27/17

Date: 5/3/17



For the South Whittier Teachers Association



For the South Whittier School District

Memorandum of Understanding
between
South Whittier School District
and the
South Whittier Teachers Association

This Memorandum of Understanding ("MOU") is entered into between the South Whittier School District ("District") and South Whittier Teachers Association ("Association") for the purpose of clarifying stipend eligibility requirements for teachers who possess both a BCLAD or BCC and a special education credential and who are assigned to teach in a special education assignment and are using their bilingual skills in instructing students.

Pursuant to a longstanding practice, the District has not paid any individual two stipends under circumstances like those described in the preceding paragraph. But, through discussions with SWTA leadership, the parties have agreed that beginning August 1, 2016, the District will pay a teacher both stipends consistent with the terms contained in Section 28.12 of the 2014-2017 collective bargaining agreement and its amendment as reflected in the tentative agreement reached by the District and Association on February 6, 2017. In that tentative agreement, the District and Association agreed to restore payment of a stipend to teachers who possess a BCLAD or BCC and who are assigned to a class where their bilingual skills are used to assist in the instructional program of a student.

Date: 4/27/17

Date: 4/27/17

Patricia Vega
For the Association

Cecilia Leidemitt
For the District