

APPENDIX I

This Appendix to the Agreement now in effect between the PETALUMA CITY (ELEMENTARY) AND HIGH SCHOOL DISTRICT and the PETALUMA FEDERATION OF TEACHERS, LOCAL 1881 CFT/AFT, constitutes the total changes for the 2007/2008 school year in the Master Contract between the Parties which became effective July 1, 2006 and continues through June 30, 2009.

Jon Harford, Chief Negotiator
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Petaluma City Elementary and
High School Districts

Board Approved

March 24, 2009

ARTICLE I

AGREEMENT

- D. In 2008/09 negotiation reopeners shall be Article V, including section E to review the criteria for non-athletic special assignments; Article VII, Health and Welfare; as well as one additional Article which may be chosen by each party. Additional Articles may be reopened upon mutual agreement by both parties.

ARTICLE V

WAGES

A. Salary Schedule

Negotiations for salary will be re-opened for 2008/09.

B. 2007/2008 Early Retirement Options

1. Reduced Workload Program: Part-time employment with full-time retirement credit and health benefits as if full-time while on the Reduced Workload Program. Reduced workload to no less than .5 FTE.

To be eligible the employee must meet the eligibility rules of Education Code 44922: must be at least age 55 by your first workday of 2008/09, must have a minimum of 10 years retirement service credit, and have a minimum of 5 consecutive years of full-time employment immediately preceding the reduction in workload, with no break in service during those years; approved leaves of absences do not constitute a break in service.

OR

2. Supplemental Employee Retirement Plan (SERP): A one-time payment through an I. R. S. qualified plan that will give employees several options as to how the amount may be paid to them.

The amount of the SERP will be calculated at \$1,250 per full year of service beyond the full time equivalent of 10 qualifying years of service to the Petaluma City School District. The SERP will be pro-rated for less than full-time work and for leaves of absences.

Example A: a unit member who has completed 30 years of full time service to PSC with no leaves of absence would receive 20 years times \$1,250 or \$25,000.

Example B: a unit member who has been employed for 30 years with PCS and has taken two years leave of absence at full time and four years leave of absence at .5 would receive 16 times \$1,250 or \$20,000 (30 years employment with PCS less 10 qualifying years, less two full-time leave of absence years, less four .5 leave of absence years).

Employees who are currently under the Reduced Workload Program may continue on this Program or elect the SERP if eligible. The SERP will be

pro-rated at the percentage of FTE that the unit member is currently working and will apply to all years beyond the 10 qualifying years. The employee would also give up any previously contracted health benefits.

Employees who have submitted this year either their intent to go on the Reduced Workload Program or their resignation can continue on the Reduced Workload Program or can take the SERP if eligible.

To be eligible for the SERP an employee must be either at step 24, column IV of the salary schedule OR at least age 55 and have provided service to the Petaluma City School District equivalent to more than 10 years of full-time employment at the time of retirement.

OR

3. Board Policy 4117.12: Teachers' Early Retirement Consultant Plan.

To elect one of these options, eligible individuals must submit a binding letter of resignation from the District, effective the last day of their work year in June 2008, for the SERP or Consultant Plan or a letter of intent to participate in the Reduced Workload Program to the Human Resources Office no later than February 20, 2008.

G. Counselors

Add to this section:

If the State greatly decreases or eliminates the supplemental counseling funds, the District and PFT agree to negotiate the Lead Counseling position and counselor caseloads.

H. 222 Day Teachers

Teachers may be assigned to a 222 day position when the program requires year-round supervision of students and attendance at student program activities, not scheduled by the school district and occurring outside of the regular school work days. These days may be on weekends, during winter or spring breaks, and/or during the summer.

222 day teachers must maintain and submit a work calendar to Human Resources showing the extra days worked and the nature of the activities performed.

Extra compensation at the rate of 1/5 of the base pay shall be granted for the additional work. Extra days shall total 37 (1/5 of the 185 day work year).

Annual evaluation of this extra assignment, by a joint PFT-District committee of four, will occur by the end of January of each year and will be based on the documentation provided by the teacher and the recommendation of the site principal or principal's designee. The joint committee of four will bring the

recommendation for authorization to continue to the bargaining table for agreement.

J. Change in Classification and Advancement on the Salary Schedule

7. A teacher, for advancement on the salary schedule, shall be limited to one column advancement per year.

ARTICLE VII

HEALTH AND WELFARE

A. Health, Dental, and Vision Insurance

2. Effective July 1, 2008, for regular, full time unit members in the bargaining unit who have elected to accept the District selected programs, the District agrees to pay the following amounts through September 30, 2009:

- a. For unit members who select the Kaiser or Blue Shield health plans, the District will pay up to \$790.62 per month.
- b. For unit members who select the Delta Dental program, the District will pay up to \$133.62 per month.

Effective October 1, 2008 the Delta Dental program benefits will change to include 3 cleanings per calendar year, an annual calendar year maximum of \$1,600, and a \$1,500 annual maximum benefit for dental accidents.

- c. For unit members who select the Vision Service Plan program, the District will pay up to \$29.00 per month.
3. The coverage year for all health and welfare benefits is understood to be from July 1 through June 30. Any unit member in a continuing employment relationship with the District shall receive the benefit of District health and welfare payment, if such has been a part of the current Agreement, in anticipation of his/her service commencing with the ensuing educational year. Such unit member, who because of a continuing employment relationship with the District, has received benefit of District premium payments during the summer months and subsequently resigns, or otherwise vacates his/her position with the District, shall be financially liable to repay the District for any and all premium benefit payments made during the summer period. This financial responsibility shall be a prorata computation based upon the amount of time served by the unit member during the new school year. This repayment obligation would not affect those employees who serve more than one semester during the ensuing school year.

4. Unit Members who work less than full time

The District shall pay an amount that bears the same ratio to the health plan cap per month for health insurance as the average amount of time worked

bears to the time normally worked by a full-time unit member toward the premiums of those regular part-time unit members who work 50% or more who elect to accept a District-selected plan and who authorize deductions of any additional premiums from their salaries.

The District shall pay an amount that bears the same ratio to the total insurance premiums per month for dental and vision insurance as the average amount of time worked bears to the time normally worked by a full-time unit member toward the premiums of those regular part-time unit members who elect to accept the District-selected plans and who authorize deductions of any additional premiums from their salaries.

Unit members working ten or more months shall have the same health, dental, and vision premiums paid by the District as twelve-month unit members working the same number of hours per week. Authorized deductions shall be withheld by the District from monthly salary payments.

Effective May 1, 2007, unit members who work less than 50% are not eligible to participate in a health plan, however they can choose to participate in the dental or vision plans. Unit members working less than 50% who currently participate in a health plan will be grandfathered in and can continue to be covered. If they elect not to continue to participate in the future they will not be eligible without meeting the 50% requirement.

Effective July 1, 2008, unit members who work full time are required to participate in a health plan; participation in the dental and vision plans is optional and not a requirement.

ARTICLE XI

CLASS SIZE

E. Secondary Master Schedule

The District will provide the site with the number of sections projected. The computer generated raw tally and resulting raw sections estimates will be made available to Principals Advisory Council (PAC). Principals, in consultation with PAC, will develop the first draft of the master schedule. This draft will be posted and made available to the entire staff during May. The District and Federation agree to meet no later than June 1st of each school year in order to review class size data for the coming year. At that time, adjustments will be negotiated for "under performing schools".

The District will provide the Federation with K-12 class size data approximately two (2) weeks after the start of each school year (including alternative calendar schools).

ARTICLE XII

PROCEDURES FOR EVALUATION

- A. Teachers will be formally evaluated by a Management Team member assigned by the Superintendent or his/her designee. The intent of this article is to establish an employee evaluation process that is logical and consistent with the California

Standards for the Teaching Profession and those standards unique to Petaluma City Schools. The process will encourage the application of best practices by both management and employees in a fair, transparent, and professional manner. Self-reflection, self-appraisal, continuing professional development and ongoing professional dialogue are integral to this process.

1. Probationary and Temporary unit employees shall be formally evaluated at least twice a year per the schedule adopted by the District.
2. Permanent employees who have received a satisfactory evaluation shall be formally evaluated once every four years. The teacher's overall performance shall be rated as: "Satisfactory" - Meets or exceeds district standards; "Provisional" - Continues to work toward meeting district standards; additional evaluation required next year; improvement plan required; "Unsatisfactory" - Does not meet district standards; additional evaluation required next year; improvement plan required; intensive supervision required.
3. An employee may be formally evaluated more frequently than every four years if the administrator determines that there has been a significant change in the employee's performance that reduces his/her professional effectiveness. This determination will be based on objective evidence, which may come from classroom observations, ongoing supervision, and/or professional interactions. The evidence will indicate a change in the employee's current performance objectively compared to previous performance as documented in previous evaluations. The administrator will meet with this employee during the current year to discuss performance and to provide an opportunity for improvement. The administrator may recommend that the employee contact PAPER for support in areas of concern. If the administrator determines there is a need for a formal evaluation in the following school year, the administrator will meet with the employee and give the employee written notification prior to the end of the school year. The employee has the right to have a representative from the collective bargaining unit at this meeting.
4. Early in the school year the Management Team member charged with evaluating personnel will conference with those unit employees as to the evaluation criteria set out in the Guidelines for Evaluation of Certificated Personnel. The unit employee will use the Certificated Evaluation Plan as a self evaluation at the beginning of the year and then share this self-evaluation with the Management Team Member.
5. The evaluation process will typically, but not always involve two formal observations. During observations, the administrator will take notes written in objective language focused on established criteria, as well as overall instruction and classroom learning environment. As part of the classroom visitation and evaluation process, a teacher may request that a specific class be observed.

6. Based on CA Education Code an administrator may also make unscheduled and informal visits to classrooms for observation purposes.

Each formal observation will be documented on the District Certificated Observation Form and the comments on that form will be discussed during the post-observation conference.

7. The administrator will complete a final written summative evaluation, which includes specific performance criteria ratings as well as a narrative report, both based on evidence from the observation process. The evidence cited will be consistent with the District adopted standards and power standards. The overall summative evaluation rating (Satisfactory, Provisional, Unsatisfactory) will be consistent and logical based on the totality of evidence included in the observations, ongoing supervision and/or professional interactions. Recommendations and/or commendations will be included in the narrative report. Negative comments will not be included in the summative evaluation statement unless such matters have been discussed and documented with the teacher during the current year.
8. The evaluation shall be in three (3) copies, with a copy presented to the teacher at least thirty (30) days before the end of the school year. The signature of the person being evaluated does not indicate that he/she agrees with the evaluation, but that he/she has been presented with a copy and that a conference was held. Distribution of the three (3) signed copies is as follows:
 - a. One to be presented to the person evaluated;
 - b. One to be retained in the Management Team member's file;
 - c. The original to be placed in the employee's file in the Division of Human Resources.
9. The teacher may make such written comments as appropriate to attach to the evaluation.

B. Professional Development Plans

1. Each unit employee shall write an annual Professional Development Plan. The purpose of this plan is to encourage the teacher to stretch his/her own professional expertise and effectiveness in the classroom and instruction.
2. The format of the plan will be agreed upon collaboratively with the site administrator.
3. The plan will be submitted to the site administrator no later than 45 working days after the beginning of the school year.

4. Throughout the year, it is expected that each employee will periodically discuss his/her professional growth areas, as well as other professional issues, with colleagues as meaningful to completion of the Professional Development Plans and ongoing professional growth. This may occur in a variety of settings, including team meetings, department meetings, grade level meetings, etc.
5. Should the employee not submit the plan on time (absent special circumstances previously discussed with and agreed to by the principal), a Career Enhancement Plan will then be developed by the principal and teacher together.

No later than ten (10) days prior to the last day of school unit employees with Career enhancement Plans will present a year-end report to the site administrator explaining the progress made on the Career enhancement Plan. This report, along with the Enhancement Plan will be placed in the employee's personnel file.

C. Personal and Academic Freedom

No electronic or mechanical devices shall be used for evaluation purposes without the unit member's consent.

D. Personnel Files

1. The District Administration shall maintain a personnel file for each member of the unit at the District office. This shall be the District's official personnel file for each member of the unit. The file shall be an official repository for materials which affect the status of employment of the unit member. Contents of the personnel file shall be maintained in a confidential manner.
2. Information or statements of a derogatory nature, except material obtained for the purposes of initial employment, shall not be entered or filed unless and until the employee is given notice and an opportunity to review and comment thereon within ten (10) working days. Prior to its placement in the personnel file, a unit member/designee shall have the right to meet with the Superintendent/designee to review the information of a derogatory nature before a determination of its propriety for placement in the personnel file is made. An employee shall have the right to enter, and have attached to any derogatory material placed in the file, his/her own comments thereon.
3. Information of a positive nature may be placed in an employee's file such as indications of special competencies, achievements, performances, or contributions of an academic, professional, or civic nature. Material of a similar nature received from responsible outside sources may also be included in an employee's file. Copies of such material shall be given to an employee even if not entered in the file.

4. The personnel file of an employee shall be made available for review by the employee except for confidential material obtained for the purposes of initial employment. If desired, the employee may be accompanied by a representative while conducting this review, or the employee may authorize the representative, in writing, to review the materials independently. The examination shall be made in the presence of the Assistant Superintendent of Human Resources or a designee.
5. An employee shall have the right to inspect his/her personnel file upon request. The review must occur at a time when the employee is not actually required to render service to the District in all cases, except those detailed in the section regarding derogatory information.
6. Anonymous material shall not be placed in the personnel file, i.e., no materials shall be entered in the unit member's file which do not bear the author's signature and date of writing.

E. Public Charges

In order to promote fair and constructive communication, the following procedures shall govern the resolution of complaints. Every effort should be made to resolve a complaint at the earliest possible stage and as quickly as possible.

1. Complaints concerning school personnel should be made directly by the complainant to the person against whom the complaint is lodged. Parents/guardians are encouraged to attempt to orally resolve concerns with the unit staff member personally. If the complaint is not resolved, the complainants are requested to reduce the charge to writing to the school principal. The school principal shall immediately forward a copy of the complaint to the unit member.

A written complaint must include the name of each unit member involved and a brief, but specific, summary of the complaint and the facts surrounding it. It shall include the date on which complainant discussed the issue with the unit member.

The parties to this agreement shall maintain the confidentiality of charges brought against a unit member. Confidentiality shall be maintained while the principal is conducting his/her preliminary investigation.

During the preliminary investigation, the principal shall hold a conference with the unit member and complainant in an attempt to resolve the complaint to the satisfaction of the person(s) involved. If the complaint is resolved, the principal will so advise all concerned parties, including the Superintendent or designee.

2. If the complaint remains unresolved after review by the principal or the immediate supervisor, the principal shall refer the written complaint, together with a report and analysis, to the Superintendent or designee. The Superintendent/designee shall review the matter and meet with either party

individually or collectively upon request of the party or the Superintendent/designee. The Superintendent/designee will issue a decision in writing which may be appealed either by complainant or unit member to the Board within ten (10) calendar days.

The Board shall not address the complaint either in Closed or Open Session, unless the Board has received the Superintendent/designee's written report. The Superintendent/designee's report shall contain, but not be limited to:

- a. The name of each unit member involved;
- b. A brief, but specific, summary of the complaint and the facts surrounding it, sufficient to inform the Board and the unit member(s) as to the precise nature of the complaint and to allow the unit member(s) to prepare a defense.
- c. A copy of the signed original complaint.
- d. A summary of the action taken by the Superintendent/designee, with his/her specific finding.

All parties to a complaint, including the school administration, have the right to attend a Board meeting or part of such meeting for the purpose of presenting all available evidence and allowing every opportunity for explaining and clarifying the issue.

Complaints concerning a unit member shall be addressed in a Closed Session of the Board unless the unit member requests that the issue be addressed in Open Session. If the complaint involves a student, permission for an Open Session must also be obtained in writing from the student's parents or guardian.

3. If a complaint involves an issue which the law requires to be referred to another agency for investigation, the complaint will be so referred and this article shall not apply.

ARTICLE XIX

PEER ASSISTANCE AND PEER REVIEW

The entire Article as written in the July 1, 2006 - June 30, 2009 contract has been replaced with the following:

A. Program Components

There shall be a Peer Assistance and Peer Review (PAPR) Program (hereafter referred to as "Program") for all unit members. For the purposes of this article "review" refers to the peer coach's review of the unit member progress in the PAPR Program. The Program shall have two distinct components:

1. Mandatory Peer Assistance and Peer Review Program.
 - a. This component of the Program shall provide assistance to permanent unit members who receive an "unsatisfactory" evaluation.
 - b. A permanent unit member who receives a provisional evaluation shall be offered PAPR by the administrative evaluator as part of the improvement plan.
 - c. Performance goals for a participating unit member shall be in writing, clearly stated, aligned with pupil learning, and consistent with section 44662 of the California Education Code.
 - d. This Program shall not deal with unit members' employment issues which arise from accusations of misconduct which are distinct from unit members' evaluations in relationship to the California Standards for the Teaching Profession and Article XII (Evaluation) of this Contractual Agreement.
2. Voluntary Peer Assistance Program

Any unit member desiring assistance in improving their practice may apply to the PAPR Committee for such assistance on a confidential basis.

- a. The PAPR Committee shall have the authority to accept or reject such referrals.
- b. If a unit member voluntarily requests PAPR program support, documentation will not be placed in the unit member's personnel file.

B. Peer Assistance and Peer Review Committee

1. The Program shall be operated by the PAPR Committee composed of two District members and two PFT members (one elementary unit member and one secondary unit member). Decisions shall be made by consensus where possible. Should a vote be required, action must be taken on an affirmative vote of at least three (3) members. Unit members on the panel will be selected by the Federation and be acceptable to the District Administration. Administrators will be selected by the District Administration and be acceptable to the Federation. The Federation President or his designee (designee has to be an active PFT member) and the Assistant Superintendent of Human Resources will be ex-officio members.
2. The PAPR Committee shall be responsible for:
 - a. Meeting at least two (2) times annually to review the work of the coaches with their caseloads;

- b. Monitoring the budget for the Program;
 - c. Any decisions about eligibility for the Program;
 - d. Selecting peer coaches. Coaches shall be selected by a majority of the Committee;
 - e. Evaluating peer coaches and their documentation;
 - f. Accepting or rejecting voluntary requests for assistance from individual unit members;
 - g. Monitoring the progress of unit member intervention including making the decision on the success of such intervention;
 - h. Selecting its own chair on a rotation between Federation and Administration; and
 - i. Reviewing coaches' interventions.
3. A Committee member shall neither participate in discussion nor vote on any matter in which he/she has a professional or personal conflict of interest.

If necessary, determination of whether a conflict exists which justifies abstention from discussion or voting shall be subject to section B.1. above.

C. Peer Coaches

- 1. Peer Coaches shall be credentialed classroom unit members with permanent status. Coaches shall have substantial recent experience (at least five years). They shall have demonstrated exemplary ability, as indicated by effective communication skills, subject matter knowledge, and mastery of a range of strategies necessary to meet the needs of pupils in different contexts.
- 2. All Peer Coaches are subject to annual evaluation by the Committee. The documentation of such evaluation shall not be made a part of the coach's personnel file except upon the express written request of the individual coach.

D. Unit member Assistance on Unsatisfactory Evaluation

- 1. The purpose of this Program is to assist and offer remediation to unit members whose performance has been evaluated as "unsatisfactory" by the administrator. Written documentation of PAPR support and recommendations in the final report shall become a part of the unit member's personnel file.

2. The prime focus of this program is to provide assistance and renew quality performance.
3. Assistance and remedial efforts and activities shall be intense and multifaceted and shall be preceded by a conference in the spring of the year when the unit member receives the "unsatisfactory" evaluation. The conference shall involve the unit member being referred, the evaluator who evaluated the unit member, and the peer coach to begin the development of an Improvement Plan. If the unit member so desires, P.F.T. shall provide representation in this meeting.
4. Nothing in this article precludes the an administrator from doing informal observations nor from notifying the unit member verbally and/or in writing regarding incidents or events related to the unit member's fulfillment of his/her professional obligations.
 - a. Should the administrator deem it necessary to communicate with a unit member in this intervention program in a manner that relates to progressive discipline, i.e. letter of warning, reprimand, etc., he/she shall copy the coach who shall report the same to the PAPR Committee.

Employee rights as described in Article XII, C Personnel Files, D Public Charges, and Article XIII, H Professional Standards, of this document will continue to apply.

5. During the period of assistance, the permanent unit member's review shall be the joint responsibility of the Peer Coach and the PAPR Committee with communication and consultation of the administrator. It is the intent of the parties that the coach's report to the Committee will be included in the unit member's personnel file along with the unit member's evaluation for the year.
6. The assistance shall be provided by the Peer Coaches under this article and shall be closely monitored by the PAPR Committee.
7. The Peer Coach will share all written and verbal reviews during a conference with the unit member at least once every six weeks. A copy of the written reviews will be provided to the administrator and the PAPR Committee.
8. At the same time reviews are reported to the PAPR Committee regarding referred unit members' performance, the Peer Coach will provide an oral report and all written documentation regarding the progress of the referred unit member in the assistance program.
 - a. The unit member and administrator may, at their discretion, be present for the Peer Coach's final presentation and will be given an opportunity to respond to the report.

9. The course of assistance shall include one or more of the following:
 - a. Multiple classroom observations by the Peer Coach;
 - b. Assistance specific to the criteria which has been evaluated to be "unsatisfactory";
 1. Or other areas deemed in need of assistance by the coach during the period of assistance.
 - c. Opportunities for the unit member receiving assistance to observe exemplary practice either by the Peer Coach or other exemplary unit member;
 - d. District provided professional development opportunities;
 - e. Conference attendance, often in the company of the peer coach to facilitate reflection on how this experience fits into the Improvement Plan;
 - f. Other forms of assistance which the peer coach and the PAPR Committee may provide; and
 - g. The parties understand that every possible subject matter competency may not be available within the scope of Peer Coaches, and therefore it shall occasionally be necessary to secure additional assistance to fully address identified deficiencies. In such cases, the peer coach shall maintain primary responsibility for the improvement plan but may function more like a case manager who assures the availability of appropriate resources.
10.
 - a. At the conclusion of the year of assistance, the PAPR Committee shall recommend that:
 1. Either the unit member no longer needs PAPR support, or
 2. The unit member is deemed by the Committee to be making progress and needs to continue in the PAPR process for a second year, or
 3. The PAPR Committee and peer coach do not consider that further assistance and remediation will be successful with reasons in support of this conclusion. The District may then initiate dismissal proceedings.
 - b. The recommendation of the PAPR Committee shall be reported to the permanent unit member, the coach, and the administrative evaluator.

- c. Nothing in this section shall be construed as in any way limiting the authority of the administrator to submit an evaluation to the Assistant Superintendent of Human Resources.
 - d. The Assistant Superintendent of Human Resources shall take into consideration the Peer Coaches report in making any recommendations to the Board regarding a unit member's employment.
11. The deliberations of the PAPR Committee shall be closed and confidential; their decisions shall be based on the information provided by the coach, the administrator, the permanent unit member and/or P.F.T. representative who is assigned.
- a. The report of the vote shall only include the number of PAPR Committee members voting on each side of any question before the PAPR Committee.

E. Unit member Due Process Rights

- 1. The unit member shall be entitled to review all reports generated by the peer coach prior to their submission to the PAPR Committee and to have affixed thereto his/her comments. To effectuate this right, the peer coach shall provide the unit member being reviewed with copies of such reports at least five (5) working days prior to any such meeting.
- 2. The unit member shall have a right to be represented by P.F.T. in any meetings of the PAPR Committee to which they are called and shall be given a reasonable opportunity to present his/her point of view concerning any report being made.
- 3. The unit member shall have the right to timely reports of progress being made.
- 4. The unit member shall have the right to present reasons why a specific peer coach should be replaced and another coach substituted and to have those reasons considered by the Committee.
- 5. This Program in no manner diminishes the legal rights of bargaining unit members.

F. Miscellaneous Provisions

- 1. A unit member shall not have access to the grievance process to challenge the contents of reports, evaluations, or recommendations of the Committee but may file responses which shall become part of the official record of the intervention.

2. PFT and the District shall review the PAPER Program annually during the spring at EERC and a budget will be mutually agreed upon at that time. A report from the Committee will be submitted prior to this meeting.
3. PAPER Coaches stipend includes remuneration for the coaching and any necessary trainings. Funds shall be budgeted to allow the Peer Coaches release time for conferences as developmental tools with the unit members assigned to the Program.
4. Retention of Education Code Rights: Nothing herein shall modify or in any manner affect the rights of the Governing Board/District under provisions of the Education Code relating to the employment, classification, retention or non-reelection of certificated employees.
 - a. Nothing herein shall modify or affect the District's right to issue notices (of unsatisfactory performance and/or unprofessional conduct) pursuant to Education Code Section 44938.
5. The District shall hold harmless the members of the Committee and the coaches for any liability arising out of their participation in this Program as provided in Education Code Section 44503(c).
6. Confidentiality: All proceedings and materials related to the administration of this Article shall be strictly confidential. Therefore, Committee members and coaches may disclose such information only as necessary to administer this Article.