

## **Tentative Agreement**

### **Between the CSEA, Local 641 (“CSEA”) and the Cambrian School District (“District”)**

**For the July 1, 2024 – June 30, 2025**

**CSEA and the District agree to the following changes to the current agreement subject to ratification by the membership of CSEA and the District Board of Trustees:**

The following section of “Article IX: Work Year/Hours and Overtime” shall be modified, all other sections of Article IX, from the CSEA/District collective bargaining agreement (2022-2025) shall remain status quo:

9.23.1 All ten (10) and eleven (11) month unit members shall be provided with at least two professional development days annually. Effective July 1, 2024, the following bargaining unit job classification workdays shall be as following:

- Paraeducators (All Paraeducator classifications), Food Service Assistants 1 & 2, Behavior Specialists, Campus Safety Monitor, Food Service Driver - 184 days
- Elementary Health Clerk, Elementary Administrative Clerk - 192 days

The following sections of “Article XI: Salary” shall be modified, all other sections of Article XI, from the CSEA/District collective bargaining agreement (2022-2025) shall remain status quo:

11.1.3 Effective July 1, 2024, the 2024-2025 CSEA salary schedule shall be increased by 2%

11.1.4 Effective July 1, 2024 the following unit members shall have their range increased by one (1) range and July 1, 2025 one (1) range on the CSEA Salary Schedule:

- 1) The “Administrative Clerk”, “Administrative Clerk/Health Clerk”, and “Health Clerk” job classification shall move from range 32 to range 33 for July 1, 2024 and range 34 for July 1, 2025
- 2) The “Administrative Secretary” job classification shall move from range 40 to range 41 for July 1, 2024 and range 42 for July 1, 2025
- 3) The “Administrative Secretary II” job classification shall move from range 47 to range 48 for July 1, 2024 and 49 for July 1, 2025.
- 4) The “Administrative Secretary/Receptionist” job classification shall move from range 40 to range 41 for July 1, 2024 and range 42 for July 1, 2025

5) The “School Secretary – K-5” job classification shall move from range 40 to range 41 for July 1, 2024 and range 42 for July 1, 2025

6) The “School Secretary – Middle School” job classification shall move from range 42 to range 43 for July 1, 2024 and range 44 for July 1, 2025

11.9 Safety Boots/Slip Resistant Shoes Field employees in maintenance and grounds required by the District to wear work/safety boots, shall be allowed an annual reimbursement of up to one hundred fifty dollars (\$150.00) per fiscal year towards the purchase or re-soling of approved safety boots/shoes. Food Service employees and Custodians required by the District to wear slip resistant shoes shall be allowed an annual reimbursement of up to one hundred dollars (\$100.00) per fiscal year towards the purchase of approved safety/slip resistant shoes. Payment for these boots/shoes shall be made on a reimbursement basis

#### 11.10 Daily Living Requirements

Bargaining unit members working in the job classification of Paraeducator in Mod/Severe SDC and Transitional Kindergarten assignments shall be compensated \$100 per month for such assignment for the purposes of recognizing additional duties including supporting daily living requirements such as toileting or diapering, or assisting students regularly with other hygiene needs, as required by the student’s IEP or developmental needs. The compensation shall be paid to unit members monthly as part of their base pay. Assignment to such positions is based on the needs of the district and is not determined by seniority or previous assignments.

#### 11.11 Summer School/Extended School Year

Bargaining unit members employed as part of a regular summer school/Extended Year program shall receive all benefits provided during the regular school year, prorated to the number of hours worked.

11.11.1 Unit members employed in summer school/extended school year positions who are employed in their regular 10-month job classification shall be paid at their regular salary range and step on the CSEA salary schedule.

11.11.2 Unit members employed in positions outside their normal job classification during summer school/extended school year shall receive pay at the appropriate range of the job classification on the CSEA salary schedule, and step placement on such range shall vary depending on their experience and qualifications related to the job classification.

11.11.3 Unit members employed in summer school/extended school year positions shall earn sick leave, vacation leave, holiday pay, and any other paid leaves of absence granted during the regular year except that the leaves shall be prorated. Employees in summer school/extended school year employment outside their regular classification shall not earn seniority credit.

11.11.4 The District shall report all hours worked by unit members during summer school/extended school year periods to CalPERS, except for any overtime hours worked. upon proof of purchase. Once purchased the approved boots/shoes must be worn on the job.

The following section of "Article XIII: Fringe Benefits" shall be modified, all other sections of Article XIII, from the CSEA/District collective bargaining agreement (2022-2025) shall remain status quo:

13.1 Effective the date of CSEA ratification of the 2024-2025 reopener agreement, the health benefits cap will be increased to \$14,600 single party, \$16,875 two party or \$21,775 for family effective January 1, 2025. Subsequent increases in benefits costs in excess of the cap for the remainder of the term of the contract will be paid "out of pocket" by CSEA unit members, unless otherwise negotiated by the Parties.

The parties mutually agree to a "me too" increase for the 2024-25 salary schedule should another bargaining unit settle for a higher percentage increase.

By: Natalie Gioco

Date 6/13/24

Natalie Gioco, Director of Personnel Services

"District"

By: Beverly Merrell

Date 6/13/24

Beverly Merrell, CSEA Chapter President

"CSEA"

By: \_\_\_\_\_

Date \_\_\_\_\_

Robin James Utigaard, CSEA Labor Relations Rep