

TENTATIVE AGREEMENT

The California School Employees Association and its Chapter 187,
And
East Side Union High School District
Agree to the following terms and conditions to conclude the 2014-2015 contract year
December 15, 2014

Article 15 Compensation

15.2.1 Advance Placement

A "new" employee may begin employment at Step ~~Two~~ *Three* based on previous outside experience and education. When an employee is initially advanced placed (step two, or three) the employee will be placed on the ~~third~~ *next* step upon completion of twelve (12) calendar months for each step advanced. *[Step 2 = 12 months, step 3 = 24 months]* The Employee's anniversary date is the first of the month that the employee is advanced to the next step. An advanced placement employee's probationary period is six months. A "new" employee shall be defined as a person who has not begun employment as a District employee, including their probationary status.

15.3 SALARY INCREASES

Effective July, 1, 2014, the District shall add 5.0% on the salary schedule for the 2014-15 contract year.

Service increment (15.4), shift differential (15.7) and professional growth (15.8.2) shall also be increased in accordance with Article 15.3 (5 percent).

The salary schedule will be adjusted by 5% and paid in the January warrant.

Retro-active pay warrants of 5% will be issued not later than March 15, 2015.

When additional revenues are determined, the salary schedule will be adjusted by the additional amount.

Additional retro pay will be issued after the second salary schedule adjustment (up to 1% defined below) is made.

If revenues can be determined prior to February 10, 2015, one retro payment will be made for the total amount due.

Should any other employee group's 2014-15 agreement result in a different payment schedule, the CSEA collective bargaining unit will have the option to accept that agreed upon compensation.

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According to the State Department of Finance (DOF) and the Legislative Analyst's Office, the State's General Fund budget for FY 2014-15 and Prop 98 LCFF Guarantee is currently exceeding revenue projections. It is anticipated that additional Prop 98 revenues may be allocated by the State to K-14 education for the current 2014-15 fiscal year. As such, the District has an interest in making any such increase in unrestricted Prop 98 LCFF funding (excluding supplemental portion) available for current year compensation. Upon approval by the Governor and the legislature to increase the Prop 98 LCFF Guarantee for FY 2014-15 only, the District will provide an increase on the CSEA Collective Bargaining Agreement salary schedule and stipends (as defined by Section D. below) of up to a one-percent (1%) based on the following understanding:

- A. For purposes of this proposal, "new revenues" are defined as unrestricted Prop 98 LCFF revenues allocated to the District over and above the projected total unrestricted LCFF Revenues as presented in the District's 2014-15 1st Interim Report in the amount of \$194,128,076;
- B. The District and CSEA, in collaboration and in good faith, will determine the amount of any new revenues, excluding supplemental portion, available to the District resulting from State action to increase the Prop 98 LCFF Guarantee for FY 2014-15 only;
- C. The resulting increase in new revenue, excluding supplemental portion, will be distributed to the District's various bargaining unit members, management and unrepresented employees, as a salary schedule increase of up to one-percent (1.0%) for each bargaining unit and management and unrepresented employees and will be proportional to each such group based on the total salaries for all active permanent employees;
- D. The resulting increase in compensation to each group (each bargaining unit and management and unrepresented employees) will be limited to the increase in new revenues, excluding supplemental portion, allocated to the District by the Governor and the legislature for FY 2014-15, not to exceed one percent (1.0%) of a salary schedule [plus, not to exceed one percent (1.0%) service increment(15.4), shift differential, (15.7) and professional growth (15.8.2) for CSEA] which shall be effective July 1, 2104;
- E. Any new revenues shall be subject to the State mandated minimum 3% reserve by the District in the current year (FY 2014-15) and two subsequent years (FY 2015-16, FY 2016-17).

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15.14 Oral/Translation Stipend

15.14.1 A monthly stipend of ~~sixty five dollars (\$65)~~ *one hundred dollars (\$100)* per month (regardless of FTE) may be offered to unit member(s) to facilitate communication between staff and non-English speaking parents/guardians. Duties may include, but are not limited to, oral translation in matters related to student registration, student records, attendance, discipline, conferences and meetings.

Article 16 Benefits

Status Quo for 2014-15

Article 17 Vacation

17.6.1 (New Language)

Employees will reduce excess vacation balances by a minimum of 5 days each year. Excess vacation balances are defined as those days over the previous year accrual plus 5 days as of June 30th of each year.

These employees may be required to use these 5 days during spring break, winter break, shutdown days and other times when school is not in session.

Article 8 Reclassification

8.1 (New Language)

By January 10th of each contract year, both parties may submit to the other party no more than three (3) classifications to be considered for reclassification. The positions shall be submitted on an alternating basis with CSEA submitting first in odd numbered years.

The parties will establish a reclassification committee which will consist of three (3) representatives from each party.

The reclassification committee shall meet no later than January 15th of each year to review the submitted reclassification(s).

No later than April 1st of each contract year, the Reclassification Committee shall refer their findings and /or recommendations to the respective negotiation teams for consideration.

All recommendations will be subject to funding availability as determined by the District.

Handwritten signature and initials in blue ink, including "P.A." and a checkmark.

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For CSEA:

Patricia Alarcón
12-15-2014

For the District:

Carla Vast
12-15-2014