

AGREEMENT BETWEEN
SCOTT VALLEY UNIFIED SCHOOL DISTRICT
AND THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS
CHAPTER #859
JULY 1, 2014 – JUNE 30, 2017
CSEA ratified October 8, 2014
Board ratified October 15, 2014

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1 **ARTICLE 1. AGREEMENT**

2 1.1 This is an Agreement made and entered into this 24th day of September, 2014 by
3 and between the Scott Valley Unified School District, (hereinafter referred to as
4 “District”) and the California School Employees Association (CSEA), and its
5 Chapter 859 (hereinafter referred to as “Association”).

6 1.2 Origination of the Agreement between Scott Valley Unified School District and
7 the California School Employees Association and its Chapter #859: Initial
8 agreement entered into February 4, 2008 and was effective November 1, 2007.
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2 **ARTICLE 2. RECOGNITION**

3 2.1 The District recognizes the Association as the exclusive representative for that
4 unit of classified employees certified by the Public Employment Relations Board
5 on September 13, 2007. Substitute, short term, yard aides, consultants,
6 supervisory, and managerial employees are not members of the bargaining unit
7 and are not eligible for benefits defined in this Agreement.

8 2.2 This Agreement applies only to District classified employees included in said
9 representation unit.

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ARTICLE 3. DISTRICT RIGHTS

- 3.1 It is understood and agreed that the District retains all of its powers and authority to direct, manage, and control to the full extent of the law.
- 3.2 The District’s exercise of its power, rights, authority, duties and responsibilities; the adoption of policies, rules, regulations, and practices in furtherance thereof; and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms are in conformance with the law.
- 3.3 It is also agreed and understood that no grievance shall be filed on the basis of an alleged violation of this Article.
- 3.4 All matters not specifically enumerated as within the scope of negotiations in Government Code Section 3500 are reserved to the District.

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ARTICLE 4. ORGANIZATIONAL SECURITY

4.1 Membership

4.1.1 CSEA shall have the sole and exclusive right to have employee organization membership dues and service fees deducted by the District for employees in the classified bargaining unit.

4.1.2 Current Employees – Unit members who are members of CSEA during the term of this agreement shall maintain their membership for the term of this Agreement.

4.1.2.1 Unit members who are not members of CSEA prior to the ratification of this agreement shall not be required to pay a service fee or membership dues. If the unit member subsequently elects to voluntarily submit an appropriate written authorization for the deduction of membership dues, the unit member shall maintain their membership for the term of this Agreement.

4.1.3 New Employees – Employees who are hired after the date of ratification shall have thirty (30) calendar days to either:

- 1) Become a member of CSEA, or
- 2) Pay the appropriate service fee in accordance with the CSEA dues schedule, or
- 3) Qualify for religious exemption.

4.1.2.1 In the event a unit member does not voluntarily become a CSEA member within thirty (30) calendar days after the employee first comes into the bargaining unit, the District shall automatically initiate payroll deduction of service fee amounts that do not exceed the periodic dues of CSEA.

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4.1.2.2 No employee shall be obligated to pay dues or service fees to CSEA until the first month following thirty (30) calendar days after the employee first comes into the bargaining unit.

4.2 DUES

The District shall deduct from the pay of Association members and pay to the Association the normal and regular monthly Association membership dues, as voluntarily authorized in writing by the employee on the District form, subject to the following conditions:

4.2.1 Such deduction shall be made only upon submission of the District form to the designated representative of the District, duly completed and executed by the employee.

4.2.2 The District shall not be obliged to put into effect any new or discontinued deductions pursuant to the terms of this Article until the pay period commencing fifteen (15) days or more after such submission.

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2 **ARTICLE 5. EVALUATIONS - PROBATIONARY & PERMANENT**
3 **EMPLOYEES**

4 5.1 **Procedures**

5 5.1.1 Probationary Each probationary status unit member shall receive a
6 written work performance evaluation by the immediate supervisor not
7 less than twice during the probationary period, which shall be nine (9)
8 months.

9 5.1.2 Permanent Each permanent status unit member shall receive a
10 written work performance evaluation by the immediate supervisor at
11 least once each year until employed three (3) years. Once permanent
12 status unit member has been employed three (3) years then the written
13 work performance evaluation by the immediate supervisor shall be
14 every other year unless the unit member receives an unsatisfactory
15 evaluation then the evaluation shall be given every year until the unit
16 member receives a satisfactory evaluation.

17 5.1.3 The immediate supervisor shall discuss each written evaluation with
18 the unit member and shall provide the unit member with a copy.

19 5.1.4 Any negative written performance evaluation shall include
20 recommendations for improvement in cited deficiencies.

21 5.1.5 The unit member shall have the right to respond to negative written
22 performance evaluations in accordance with Section 5.2.3,
23 Derogatory Materials.

24 5.2 **Employee Personnel Files**

25 5.2.1 Employee Inspection of Files

26 A unit member may inspect material in his/her personnel file which
27 may serve as a basis for affecting the status of his/her employment,
28 except materials which:

29 5.2.1.1 Are obtained prior to his/her employment;

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ARTICLE 6. ASSOCIATION RIGHTS

6.1 Access to Work Areas

The Association shall have the right of access to areas in which unit members’ work, subject to the following procedures and conditions:

6.1.1 All Association business, discussion, and activities shall be conducted by unit members and Association officials outside of unit members’ assigned duty times, and in such a way which will not interfere with school programs.

6.1.2 Unit members shall have the right to refrain from listening or speaking with Association representatives.

6.1.3 Association representatives shall notify the Superintendent or designee in advance of the time, place, and nature of Association business.

6.1.4 Association representatives who are not employed by the District shall also follow District procedures prior to visiting the school campus.

6.2 Use of District Facilities

The Association may use District facilities, when not otherwise in use, for the purpose of meetings concerned with the exercise of rights guaranteed by the Educational Employment Relations Act. District policies regulating the use of facilities must be followed.

6.3 District Mail Boxes/Bulletin Boards

The Association may use the school mailboxes and bulletin board spaces (at least two of which shall be designated by the Superintendent or designee in places where unit members work) and e-mail subject to the following conditions:

6.3.1 All postings for bulletin boards or items for school mailboxes must contain the date of posting or distribution and the identification of the organization, together with an authorization by an Association officer that such material is an official Association publication;

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6.3.2 At the time of posting or distribution of copy of such material must be provided to the Superintendent or designee;

6.3.3 The Association shall not post or distribute information which is defamatory of the District or its personnel or for the purpose of political campaigning.

6.4 **Inspection of Personnel Files**

When exercising the duty of representation, a representative of the Association, upon written authorization of the unit member, shall be permitted to inspect materials in such employee's personnel file, subject to the procedures of Article 5, Sections 5.2.1 and 5.2.2.

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ARTICLE 7. HOURS OF EMPLOYMENT AND OVERTIME COMPENSATION

7.1 Workweek and Workday

7.1.1 Full-time Employment

Full-time employment within this representation unit consists of a forty (40) hour workweek rendered in units of eight (8) hours per day, 180 days or more per year. The workweek shall consist of up to five (5) consecutive workdays during the period of Monday through Friday for all unit members rendering service averaging four (4) hours or more per day during the workweek. This provision shall not apply to unit members who agree to work a week of other than Monday through Friday, security classifications, those unit members hired for a workweek of other than Monday through Friday, the unit members temporarily assigned [not to exceed twenty (20) work days] to a work week of other than Monday through Friday in order to meet emergencies. In the event of such an emergency assignment, all Saturday and Sunday work shall be compensated at the overtime rate. Any additional exceptions shall be negotiated upon request of the District.

7.1.2 Work Day

The workday for all unit members shall be established and regularly fixed by the District.

7.1.3 Extension of Work Day/Week

The District retains the right to extend the regular workday or work week of unit members when it deems it necessary to carry out the District's business.

7.1.4 Work In Excess of Assignment

A part-time unit member who is assigned to work a minimum of thirty (30) minutes per day in excess of his/her regular assignment for a period of twenty (20) consecutive work days or more shall have the

1 basic assignment changed to reflect the longer hours for the purpose
2 of fringe benefit proration.

3 **7.2 Meal Period**

4 A non-compensated meal period between thirty (30) and sixty (60) minutes shall
5 be provided all unit members who render service of at least six (6) consecutive
6 hours. The length of the meal period shall be determined by the Supervisor. The
7 Supervisor shall assign the meal period to be taken as soon after the conclusion
8 of four (4) hours of service as possible. The Supervisor may modify the length of
9 the meal period, with the agreement of the unit member, any time during the
10 work year with a corresponding modification in the beginning or ending time of
11 the work day of the unit member, in order to reflect the increased or decreased
12 time of the meal period. Once the unit member's work schedule has been set,
13 such modification in meal period shall not happen more that once during a school
14 year. The meal period shall be uninterrupted except in the event of an emergency.

15 **7.3 Rest Period**

16 A fifteen (15) minute compensated rest period shall be provided to unit members
17 for each four (4) hour period of service. This rest period shall be taken at the
18 direction of the Supervisor at or near the mid-point of each four (4) hour period
19 of service. Unit members who work at least six (6) hours but less than eight (8)
20 hours in a day shall be entitled to two (2) fifteen-minute compensated rest
21 periods, to be taken as scheduled by the Supervisor.

22 **7.4 Overtime Compensation**

23 **7.4.1 Definition**

24 Overtime compensation shall be provided to unit members who are
25 directed by their immediate Supervisor to work in excess of eight (8)
26 hours in any one day or in excess of forty (40) hours in any
27 workweek.

28 **7.4.2 Twenty Hour/Plus Work Week**

29 Unit members directed and authorized by the immediate Supervisor,
30 and who provide service to the District for five (5) consecutive work

1 days averaging four (4) hours or more per day, shall be provided
2 overtime compensation on the sixth (6th) and seventh (7th) day
3 following the commencement of the work week.

4 7.4.3 Less Than Twenty Hour Work Week

5 Unit members directed and authorized by the immediate Supervisor,
6 and whose average workday is less than four (4) hours shall be
7 provided overtime compensation on the seventh (7th) day following
8 the commencement of the workweek.

9 7.4.4 Computing Number of Hours Worked

10 For the purpose of computing the number of hours worked, time
11 during which a unit member is excused from work because of
12 holidays, sick leave, vacation, compensatory time off, or other paid
13 leave of absence shall be considered as time worked by the unit
14 member.

15 7.4.5 Rate of Compensation/Comp. Time

16 As determined by the District, the unit member shall be compensated
17 equal to time and one-half of the unit member's regular rate of pay or
18 shall receive compensatory time off at time and one-half of the unit
19 member's regular hours of pay.

20 7.4.6 When Comp. Time Is To Be Used

21 Unit members authorized by the District to take compensatory time
22 off in lieu of cash compensation for authorized overtime shall take the
23 compensatory time off, as approved by the District, within six (6)
24 calendar months following the month the overtime service was
25 rendered or will be paid at the end of the fiscal year, at the discretion
26 of the District.

27 7.4.7 Minimum Extra Assigned Hours

28 A unit member assigned to work by the immediate Supervisor on a
29 work day, after normal working hours or on a day not scheduled to be
30 worked shall receive at least two (2) hours of work at the appropriate
31 rate of pay. This provision shall not apply to any unit member who is
32 assigned, prior to leaving work, to work beyond the normal workday.

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7.4.8 Work On Holidays
Unit members assigned by the District to work on one of the holidays (pursuant to Section 9.1) shall be paid or given compensating time off for such work (pursuant to Sections 7.4.5 and 7.4.6 above), in addition to the regular rate of pay, at one and one-half times the regular rate of pay. (see 9.6)

7.4.9 Emergency Assignment
In the event of an emergency assignment (pursuant to Article 7, Section 7.1), all Saturday and Sunday work shall be compensated at the overtime rate, unless specified in 7.4.3.

7.5 **Definition**

7.5.1 Emergency
For the purpose of this article, an “emergency” is defined as an event which potentially involves injury to a person or damage to property.

1 **ARTICLE 8. COMPENSATION**

2 8.1 **Wages**

3 Unless otherwise noted, unit members shall be paid wages as provided in
4 Appendix “A”, Salary Schedule, effective the first working day of the month
5 after this Agreement is signed by both parties.

6
7 8.1.1 **Bus Driver Stand-By Rate:**

8 The driver's regular rate shall apply to non-driving time during field
9 trips.

10 8.1.2.1 For overnight field trips, drivers shall not be paid for the
11 required eight (8) hours of sleeping time.

12 8.1.2.2 The driver shall be responsible to provide adequate
13 security of their bus, consistent with the directives of the
14 District.

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16 8.1.2 **Substitute Rate**

17 8.1.2.1 If a unit member is directed to work out of a
18 classification that is at a lower or higher range than
19 his/her own, he/she will be paid on Step #1 of that range
20 or their current hourly salary, which ever is higher,
21 effective from the first day of work.

22 8.1.2.2 If a unit member volunteers to work out of a
23 classification that is in a higher rate than his/her own,
24 he/she will be paid on Step #1 of that range or their own
25 hourly salary, which ever is higher, effective from the
26 first day of work.

27 8.1.2.3 If a unit member volunteers work out of a classification
28 that is in a lower range than his/her own, he/she will be
29 paid at Step #1 of the lower range in which he/she is

1 voluntarily substituting, effective from the first day of
2 work.

3 8.1.3 Salary Step Advancement

4 8.1.3.1 A unit member who is promoted to a classification in a
5 higher salary range shall be placed on the step of the new
6 salary range which is next above the step on the previous
7 range. Unit members shall advance one step on the salary
8 schedule of their classification, annually, on July 1 of
9 each school year if they were employed by the District at
10 least six (6) months, in the same classification. If the
11 employment is less than six (6) months, than the next
12 step advancement will happen on the second July 1 after
13 their first day of employment. This also applies to
14 promotions to a higher classification.

15 8.1.3.2 A unit member employed in a position as a preschool
16 teacher shall have range placement and advancement
17 based on the teacher permit as issued by the California
18 Commission on Teacher Credentialing (CTC). Once the
19 higher permit is obtained, the preschool teacher may
20 advance to the corresponding range on the salary
21 schedule up to and including “preschool master teacher”.
22 The unit member must be employed in the preschool site
23 supervisor position to be placed on that range. A unit
24 member obtaining the preschool site supervisor permit
25 from CTC does not automatically advance the unit
26 member to that range on the classified salary schedule.

27 8.2 **Insurance Benefits**

28 8.2.1 Who Qualifies

29 Unit members who are normally assigned to work at least twenty (20)
30 hours per week shall be entitled to receive medical, dental and vision

1 coverage under the negotiated plan(s) for unit members and covered
2 dependents.

3 8.2.1.1 Enrollment in the above plans shall be pursuant to
4 procedures established by the carrier.

5 8.2.2 Part Time Employees

6 Notwithstanding the above section 8.2.1, part-time employees who
7 are regularly assigned to work at least twenty (20) hours per week are
8 eligible to receive a pro-rated monthly District insurance contribution
9 subject to carrier approval. The prorated contribution shall be based
10 on the regularly assigned work hours per day as compared to full time
11 employment (Article 7.1.1).

12 8.2.3 Tax Sheltered Annuity

13 A part-time employee eligible to receive a prorated District
14 contribution for the medical insurance plan (pursuant to section 8.2.2
15 above) who declines all District premium contributions shall be
16 eligible for a District contribution of \$100 per month to be applied
17 toward a tax sheltered annuity. The application of the District
18 contribution to a tax-sheltered annuity shall be consistent with
19 policies and regulations of the office of the Siskiyou County
20 Superintendent of Schools. This provision shall also be consistent
21 with procedures established by the health insurance carrier.

22 8.2.4 Premium Costs

23 It is specifically agreed and understood that premium costs for the
24 insurance plans are an integral part of the total compensation package.
25 The maximum District premium contribution for the above stated
26 insurance coverage shall be the established cap. It is agreed and
27 understood that any premium cost for these coverages not covered by
28 this District premium contribution shall be borne by the unit member,
29 in advance through a monthly prorated payroll deduction. The
30 amount of premium payments by the District in future fiscal years
31 shall be subject to meeting and negotiating, pursuant to Article 18.,
32 Completion of Meet and Negotiate.

1 It is also agreed and understood that the Board of Directors/Trustees
2 of the insuring agencies may modify benefits and coverage, insurers,
3 claims administration, eligibility requirements and premiums for the
4 specified medical insurance plan without any meeting and negotiating
5 between the parties pursuant to the Educational Employment
6 Relations Act.

7 8.2.5 Open Enrollment

8 Based on the insurance administrator's guidelines, the district shall
9 annually offer an open enrollment period where unit members may
10 opt to make changes to their insurance elections.

11 8.2.6 Health Benefit Cap

12 The classified unit member insurance benefits CAP will be \$8,000 per
13 school year effective January 1, 2010, prorated to accrue monthly.
14 All insurance benefit costs in excess of the Board established CAP,
15 shall be paid through prorated, monthly payroll deductions beginning
16 in the month of the increase.

17 The Superintendent shall forward notifications of insurance benefit
18 premium increases to all unit member bargaining group
19 representatives within 5 days of receipt at the district office.

20 8.2.7 125 Plan

21 Beyond the above modification in the contract, the District will make
22 provisions for the unit members to take part in the Internal Revenue
23 Code (IRC) Section 125 Plan.

24 8.2.6 Unpaid Leave of Absence

25 A unit member on an unpaid leave of absence may participate, at the
26 unit member's option and at his/her expense, in the above insurance
27 coverages during the period of the leave, subject to the approval of the
28 insurance carriers.

29 8.2.7 Retirees

30 A unit member who retires from the District may continue, at his/her
31 own expense, coverage under the District group health insurance plan,

1 subject to carrier approval. Such premiums shall be paid by the
2 retiree directly to the carrier.

3 8.3 **Uniforms**

4 The District may require unit members to wear a distinctive uniform and items of
5 identification. As determined by the District, the purchase or lease of such
6 uniforms, equipment, identification badges, emblems, and cards required by the
7 District shall be borne by the District.

8 8.4 **Expense Reimbursement**

9 A member of the unit who has received the prior authorization of the District
10 shall be reimbursed for the cost of mileage, lodging, and meals incurred while in
11 the performance of duties, subject to the following conditions:

12 8.4.1 Mileage Reimbursement

13 A unit member who is authorized in advance to use his/her personal
14 automobile in the performance of duties, other than mileage to and
15 from home and the primary work site, shall be reimbursed at the
16 current IRS rate. To be eligible for such mileage reimbursement, unit
17 members must follow District approval and claim procedures. Per
18 diem expenses shall be reimbursed in accordance with Board policy.

19 8.4.2 Lodging

20 Unit members who are required to travel away from their regular
21 assigned work site and as a result of work assignment, must lodge
22 away from home, will be reimbursed for actual and necessary
23 expenses as determined by the Board. If the costs exceed the rate
24 approved by the Board, they must have prior approval of the
25 Superintendent or designee.

26 8.4.3 Meals

27 Meals will be reimbursed at the Board approved rate. Unit members
28 who are required to travel away from their regular assigned work site

1 and as a result of the work assignment, must have meals away from
2 their District primary work site shall be reimbursed in accordance
3 with Board policy.

4 8.4.4 Reimbursement Procedure

5 All Reimbursement claims for mileage, lodging and travel expenses
6 shall be filed monthly on District forms. Receipts are required and
7 shall be attached. No receipts are required for meals.

8 8.5 **Retirement Incentive**

9 8.5.1 Qualifications for the Program

10 Offer by the district of a retirement incentive will be determined on a
11 year to year basis based on district evaluation of the budget and shall
12 be at the Board of Trustee’s discretion. If the incentive is offered in
13 any given year then unit members are eligible if they have performed
14 service in a position, in the unit, in the District, including all
15 component district(s) for a minimum of fifteen (15) consecutive
16 school years (excluding authorized leave of absence).

17 8.5.1.1 Be at least 50 years of age

18 8.5.1.2 Retire from the District under either the Public
19 Employee’s Retirement System or the State Teacher’s
20 Retirement System.

21 8.5.2 Application Process

22 Unit members meeting all of the above qualifications may apply for
23 participation in the program. Applications shall be submitted, on the
24 District form to the Superintendent, (or designee), by hand, three (3)
25 months prior to the unit member’s last day of work prior to
26 retirement. This will be offered to four (4) qualifying unit members
27 on a first come, first serve basis during each school year.

28 Applications will be received no sooner than July 1 for the current
29 school year (July 1 – June 30). The retirement incentive application is

1 irrevocable baring unforeseen emergencies at the discretion of the
2 Superintendent.

3 8.5.3 Payment

4 A lump sum amount to be determined by the Board of Trustees will
5 be paid with the final paycheck or within one month after retirement.

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2 **ARTICLE 9. HOLIDAYS**

3 9.1 **Holidays** The following shall be the holiday schedule for unit members:

4 9.1.1 Independence Day (July 4)

5 9.1.2 Labor Day

6 9.1.3 Veteran’s Day

7 9.1.4 Thanksgiving Day

8 9.1.5 Day after Thanksgiving

9 9.1.6 Christmas Eve Day (December 24)

10 9.1.7 Christmas Day (December 25)

11 9.1.8 New Years Eve Day (December 31)

12 9.1.9 New Year’s Day (January 1)

13 9.1.10 Martin Luther King Jr. Day

14 9.1.11 Lincoln’s Day

15 9.1.12 Washington’s Birthday

16 9.1.13 Spring Holiday (the Monday or Friday that coincides with Easter
17 weekend of spring break)

18 9.1.14 Memorial Day

19 9.1.15 Additional Holidays: Any other day appointed by the President or the
20 Governor of this state pursuant to subdivisions (b) and (c) of Section
21 37220 of the California Education Code for a public fast,
22 thanksgiving or holiday.

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24 9.2 The above holidays shall be observed according to the District calendar.

25 9.3 To be entitled to any of the above paid holidays, a unit member must be in a paid
26 status during any portion of the working day immediately preceding or
27 succeeding the holiday period. Regular classified unit members who are not
28 normally assigned to duty during the school holidays of December 24, 25, 31,
29 and January 1 shall be paid for those holidays provided they were in a paid status

- 1 during any portion of the working day of their normal assignment immediately
2 preceding or succeeding the holiday period.
- 3 9.3 Christmas Eve Day will be taken as a holiday in lieu of September 9 Admission
4 Day.
- 5 9.4 When one of the above holidays falls on a Sunday, the following Monday shall
6 be deemed to be that holiday. When one of the above holidays falls on a
7 Saturday, the preceding Friday shall be deemed to be that holiday.
- 8 9.5 Unit members assigned by the District to work on one of the above holidays shall
9 be paid or given compensating time off for such work (pursuant to Article 8,
10 Compensation), in addition to the regular rate of pay, at one and one-half times
11 the regular rate of pay. (See 7.4.8)
- 12 9.6 **Student Attendance Calendar**
- 13 The District will consult with the Association before establishing the school
14 calendar for the subsequent school year or making changes in the existing school
15 calendar.
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ARTICLE 10. VACATION

10.1 Rate of Accrual

Paid vacation leave shall accrue for unit members at the following rate:

10.1.1 One (1) to five (5) years: 0.038077 hours per each hour paid status (10 days).

10.1.2 Six (6) to ten school years District service: 0.057692 hours per each hour paid status (15 workdays per year of full-time service).

10.1.3 Eleven (11) or more school years of District service: 0.076923 hours per each hour paid status (20 workdays per year of full-time service).

10.1.4 Effective July 1, 2008, all unit members employed prior to Unification will move to the vacation accrual rate, per Article 10.1.

10.2 Separation from Service

Upon separation from service, a unit member shall be entitled to lump sum compensation for all earned and unused vacation, except that unit members who have not completed the probationary period of District employment in regular status shall not be entitled to such compensation.

10.3 Holiday

A holiday falling within a vacation period shall not constitute a vacation day.

10.4 Use of Leave/Carry Over

The following provisions apply to unit members assigned to work 12 months per year:

Accrued vacation may be taken at anytime during the school year, July 1 – June 30 upon the approval of the unit member’s supervisor. If the unit member is not permitted to take the full-accrued vacation, the amount not taken shall accumulate for use in the next year or be paid for in cash, at the option of the District. However, the unit member may elect to accumulate, for use in the next year, up to five (5) days of such unused vacation.

1 10.4.1 Unit members assigned to work the regular pupil attendance year will
2 not be permitted to take vacation.

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4 **10.5 Vacation Pay**

5 Compensation for unit members is determined by adding together the annual
6 number of work days, holidays, and vacation days. The number of paid days is
7 then multiplied by the unit member's hourly rate times the number of hours per
8 day. When this annual calculation is completed, the result is divided by 11 or 12.
9 The unit member may elect to receive an equal paycheck for such 11 or 12
10 months.

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12 10.5.1 The following provisions apply to unit members paid by a time sheet:
13 Unit members will be paid for vacation earned at the end of the fiscal
14 year.

15 Holiday compensation shall be paid based on time sheet submission.

16
17 **10.6 Interruption of Vacation Leave**

18 A unit member shall be permitted to interrupt vacation leave due to
19 circumstances beyond his/her control as approved by the Superintendent to take
20 either bereavement leave or sick leave of no less than three (3) consecutive work
21 days for which hospitalization or medical care was required. Unit members must
22 follow all District procedures and requirements for requesting such vacation
23 rescheduling.

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2 **ARTICLE 11. LEAVE POLICIES**

3 11.1 **Definition**

4 “Immediate Family” as used in this Agreement means the mother, father, aunt,
5 uncle, grandmother, grandfather of the unit member or spouse of the unit
6 member, and the spouse, son, son-in-law, daughter, daughter-in-law, or sister,
7 sister-in-law, or brother, brother-in-law of the unit member, or any person living
8 in the immediate household, or grandchild of the unit member or of the spouse of
9 the unit member. Verification may be required.

10 11.2 **Bereavement Leave**

11 11.2.1 Unit members shall be entitled to a maximum of three (3) days leave
12 of absence without loss of salary for the death of any member of unit
13 member’s immediate family. If travel more than 250 miles one way is
14 required, a unit member shall be entitled to a maximum of two
15 additional days paid bereavement leave.

16 11.3 **Jury Duty**

17 11.3.1 A unit member is entitled to leave for the period he/she is required to
18 appear for trial jury duty. A unit member shall receive his/her regular
19 pay, less any amount received for trial jury fees, exclusive of allowed
20 mileage, parking, or meal expenses reimbursement.

21 11.3.2 Immediate notification shall be given to the immediate supervisor
22 upon receipt of the notice and the District absence reporting form
23 shall be completed by the unit member upon return to work. Proof of
24 service must be attached to the absence report upon return to work.

25 11.3.3 In the event that a unit member is excused from jury duty prior to the
26 last half of the unit member’s workday, he/she shall return to work.

27 11.3.4 Any unit member whose shift commences at 2:00 p.m. or after and
28 who is required to serve on a jury beyond 12:00 noon during any such
29 workday shall be relieved from work with pay.

1 11.4 **Military Leave**

2 11.4.1 Unit members covered by this Agreement are entitled to appropriate
3 military leave of absence provided by applicable law.

4 11.5 **Sick Leave**

5 11.5.1 Paid sick leave utilization shall be for absences which are necessary
6 and caused by illness, injury, pregnancy/childbirth, quarantine, or
7 otherwise allowed by law.

8 11.5.2 Sick leave shall be earned, for salary compensation purposes, at the
9 rate of one (1) day for each calendar month of continuous full-time
10 service, with an annual maximum of twelve (12) days for twelve (12)
11 month unit members. A part-time unit member shall be entitled to
12 sick leave on a pro-rated basis.

13 11.5.3 Accrual, Employed Less Than Five Days a Week

14 Unit members employed for less than five (5) days a week and/or less
15 than a full fiscal year are entitled to sick leave as follows:

16 11.5.2.1 A member of the unit employed five (5) days a week
17 who is employed for less than a full fiscal year is
18 entitled to that proportion of twelve days leave of
19 absence for illness or injury as the number of months
20 he/she is employed bears to twelve (12).

21 11.5.2.2 A member of the unit employed less than five (5)
22 days a week shall be entitled for a fiscal year of
23 service to that proportion of twelve (12) days leave of
24 absence for illness or injury as the number of days
25 he/she is employed per week bears to five (5). When
26 such persons are employed for less than a full fiscal
27 year of service, this and the preceding paragraph shall
28 determine that proportion of leave of absence for
29 illness or injury to which they are entitled.

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11.5.4 Sick Leave Transfer

The District will, upon the request of the unit member, transfer accumulated sick leave of a new unit member from the District of previous employment. A unit member may request the transfer of accumulated sick leave from the District of previous employment. This must be done within thirty (30) days of hire.

11.5.5 Accumulation

11.5.4.1 At the beginning of each fiscal year, sick leave granted under this section shall be credited to each unit member. Such leave may be taken at any time within the unit member's assigned work year.

11.5.4.2 Unit members may accumulate unused sick leave without limitation. Unused sick leave is not paid upon separation from service.

11.5.6 Doctor's Verification

The District may require, as a condition of payment of sick leave, a doctor's verification following:

- 11.5.4.1 absence of more than three consecutive work days; or
- 11.5.4.2 if there is a pattern of absences.

11.5.6 Notify Supervisor

Unit members shall notify their immediate supervisor or designee in advance of taking sick leave and in advance of returning to work after sick leave, pursuant to District policies.

11.5.7 Extended Illness

A unit member becoming aware of the need for absences due to surgery, pregnancy/childbirth shall submit a statement from his/her physician as far in advance of the initial disability date as possible. The physician's statement shall include the anticipated beginning date of disability, the cause of the disability, and the anticipated date of return to active service.

1 11.5.8 Doctor’s Release

2 Unit members returning to work from sick leave after surgery or
3 serious illness, upon the request of the District, must provide a
4 medical doctor’s release certifying medical permission to return to
5 work listing any work related restrictions, the duration of the
6 restrictions and the medical basis for such restrictions, prior to
7 returning to work. Upon being released to return to work, a unit
8 member may be required to have a fit for duty exam before returning
9 to work.

10 11.5.9 Deficit Use of Sick Leave

11 In cases where a regular unit member resigns or otherwise leaves the
12 service of the District after having used more sick leave days than
13 may have been earned for the current year, plus any prior year
14 accumulations, a deduction shall be made from the final warrant of
15 the salary or wages which may be due for each day of sick leave used
16 and not earned. If there is not enough money in the final payroll
17 warrant, then the unit member is required to pay the money due
18 within five (5) days.

19 11.5.10 Pregnancy, Miscarriage ...

20 Unit members are entitled to use sick leave for pregnancy,
21 miscarriage, childbirth and recovery therefrom, on the same terms and
22 conditions governing leaves of absence for other illness or medical
23 disabilities pursuant to BP/AR 4161.8 (FMLA). The length of leave
24 of absence, including the date on which the leave commences, and the
25 date on which the unit member shall resume duties, shall be
26 determined by the unit member and the physician.

27 11.5.11 Differential Pay

28 When a unit member is absent from duties on account of illness or
29 accident for a period of five (5) months or less, the amount deducted
30 from the salary due the unit member for the month in which the

1 absence occurs shall not exceed the sum actually paid any substitute
2 employed to fill the position during the absence. Notwithstanding the
3 foregoing provision, in the event that no substitute is employed during
4 such absence, the unit member shall be paid his/her regular salary.

5 **11.6 Catastrophic Sick Leave**

6 Unit members who suffer a catastrophic injury/illness, which results in the
7 bargaining unit member using all available paid leaves, shall become eligible to
8 use this catastrophic sick leave plan, subject to the restrictions and conditions in
9 these rules:

10 11.6.1 Catastrophic illness or injury is that which is expected to incapacitate
11 the unit member or a family member for an extended period of time,
12 and taking time off work created a financial hardship for the unit
13 member because he/she has exhausted all sick leave and other paid
14 time off. For purposes of Catastrophic Illness/Injury, a member of the
15 unit member's family will be limited to spouse, children, mother,
16 father, or an individual over which the unit member has legal
17 guardianship.

18 11.6.2 The unit member who is, or whose family member is, suffering from
19 a catastrophic illness or injury must submit a request in writing on
20 forms provided for donated Catastrophic Leave. The committee must
21 determine that the unit member is unable to work because of the unit
22 member's personal or family catastrophic illness after adequate proof
23 of illness has been provided in accordance with E.C. 44043.5, to
24 include but not be limited to a doctor's verification of illness and
25 declaration of compliance with the requirements of this leave.
26 Falsification of leave verification will be grounds for discipline.

27 11.6.3 As soon as practical, the Catastrophic Leave Committee (composed of
28 two (2) association members and the Superintendent) will meet and

1 determine whether or not the unit member's request shall be
2 approved. Approval must be unanimous by Committee members. If
3 the request is denied, the Association President shall notify the unit
4 member. If the request is approved, the Catastrophic Leave Bank will
5 be reduced hour for hour, as needed, for each day awarded to the
6 requested unit member. In no event, shall the committee approve
7 more than forty-five (45) consecutive work days at a time

8 11.6.4 Donations to the Catastrophic Leave Bank may be made under the
9 following provisions

10 11.6.4.1 Any unit member may donate to the bank. The
11 maximum allowable to be donated is 30% of the unit
12 member's annual allotment.

13 11.6.4.2 In order to donate to the bank, a unit member must have
14 in reserve at least ten (10) sick leave days.

15 11.6.4.3 Donations to the Catastrophic Leave Bank are
16 irrevocable.

17 11.6.4.4 In the event donations are not used, they will be retained
18 in the bank.

19 11.6.4.5 In order to receive a donation, the unit member must
20 have contributed to the bank.

21 11.6.4.6 Unit members must use the Catastrophic Leave Bank
22 Donation form.

23 The Association agrees that it will not file, on its own
24 behalf or on behalf of any unit member, any grievance,
25 claim or lawsuit of any kind related to any attempt by a
26 unit member to retrieve donated sick leave used by

1 another unit member pursuant to this provision. The
2 Association also agrees that it will not file, on its own
3 behalf or on behalf of any unit member, any grievance,
4 claim or lawsuit of any kind which attempts to
5 challenge in any way the legality or enforcement of
6 this provision.

7 **11.7 Industrial Accident and Illness Leave**

8 11.7.1 Unit members who have reached permanent status continuous active
9 District service shall be eligible for leave of absence because of
10 industrial accident or illness which the District's industrial accident
11 insurance carrier considers a valid claim. Allowable leaves shall be
12 for not more than sixty (60) service days in any one fiscal year for the
13 same accident and shall commence the first day of absence.

14 11.7.2 Leave of absence under this provision shall not be accumulated from
15 year to year. When the industrial accident or illness leave overlaps
16 into the next fiscal year, the unit member shall be entitled to only the
17 amount of unused leave due his/her for the same illness or injury.

18 11.7.3 Unit members shall be paid such portion of the salary due them for
19 any month in which absence occurs as, when added to the temporary
20 disability indemnity under the California Labor Code, will result in
21 payment to them of not more than their full salaries.

22 11.7.4 Leave of absence applied for under this provision shall be reduced by
23 one (1) day for each day of authorized absence, regardless of a
24 temporary disability indemnity award to the unit member.

25 11.7.5 Industrial illness and accident leave is to be used in lieu of sick leave.
26 When entitlement to industrial illness and accident leave has been
27 exhausted, entitlement to sick leave shall then be used. If a unit
28 member is receiving a temporary disability indemnity, the unit
29 member shall be entitled to utilize only so much of his/her
30 accumulated sick leave and vacation leave which, when added to

1 his/her temporary disability indemnity, will result in a payment to
2 him/her of no more than his/her full salary.

3 11.7.6 Unless travel outside of California is authorized by the Board of
4 Trustees, unit members receiving benefits under the plan shall remain
5 in the state of California.

6 11.7.7 The District may require from time to time a written statement from a
7 physician verifying a unit member's absence under this leave. Upon
8 being released to return to work, a unit member may be required to
9 have a fit for duty exam before returning to work.

10 **11.8 Personal Necessity Leave**

11 11.8.1 Any unit member shall, upon request to the immediate supervisor, be
12 granted up to and including seven (7) days personal necessity leave
13 per any school year. For other than one (1) day's absence, permission
14 for utilizing this leave must be obtained from the immediate
15 supervisor or designee at least one (1) week in advance.

16 **11.9 Discretionary Days**

17 Up to four (4) days of personal necessity may be used as Discretionary Days or
18 "No Tell Days", but still must follow the unacceptable usage as described below.

19 11.9.1 Political purposes

20 11.9.2 Employee association business

21 11.9.3 Other employment

22 11.9.4 Any concerted work stoppage

23 11.9.5 Any illegal activity

24 **11.10 Federal/State Family Care/Medical Leave**

25 The Association and District recognize the following: (1) enactment of the
26 federal Family and Medical Leave Act (FMLA, 29 U.S. Code Sec. 2601 et seq.)
27 and the California Family Rights Act CFRA (referred to as the Family Care and
28 Medical Leave law – FCML, Government Code 12945.2) in the early 1990's

1 provided mandatory regulation of several benefits already contained in the
2 Agreement between the Association and the District.

3
4 To the extent current contractual provisions provide benefits in excess of benefits
5 provided by the federal FMLA and the state CFRA, the contractual provisions
6 remain effective. To the extent current contractual provisions provide benefits
7 less than the minimums mandated by the FMLA and the CFRA, the federal and
8 state laws shall prevail. In combination, the contract, FMLA and CFRA laws
9 provide at least the following:

10
11 11.10.1 Definitions

12 11.10.1.1 “Parent” means a biological or adoptive parent, a stepparent, a
13 legal guardian, or other person who stood in loco parentis to the unit
14 member when the unit member was a child.

15 11.10.1.2 “Child” means a biological, adopted, or foster child, a
16 stepchild, a legal ward, or a child of a unit member standing in loco
17 parentis who is either under 18 years of age or is an adult dependent
18 child who is incapable of self-care because of mental or physical
19 disability.

20 11.10.1.3 “Serious health condition” means illness, injury, impairment,
21 or physical or mental condition of the unit member of a child, parent
22 or spouse of the unit member that involves either (1) inpatient care
23 in a hospital, hospice, or residential health care facility; or (2)
24 continuing treatment or supervision by a health-care provider, or (3)
25 other circumstances beyond the control of the unit member (i.e.:
26 acts of God, fire, flood, earthquake, etc.).

27 11.10.1.4 If both parents of a child who are entitled to Family Care
28 Leave, and both parents are unit members of the District, the
29 District shall not be required to grant leave in connection with the
30 birth, adoption, or foster care of a child that would allow the parents

- 1 Family Care Leave in excess of a combined total of twelve (12)
2 work weeks.
- 3 11.10.1.5 Seniority Protection: Family Care Leave does not constitute a
4 break in service for seniority or the District unit member benefit
5 plan.
- 6 11.10.1.6 Family Care Leave is an unpaid leave of absence. A unit
7 member is required to use appropriate paid leave set forth in this
8 Agreement. When paid leave is exhausted, the balance of the
9 Family Care leave, if any, is unpaid. Any paid or unpaid leave
10 entitled to be taken and taken for a reason that would also entitle the
11 unit member to federal and state Family Care leave shall be
12 designated also as federal/state Family Care Leave shall run
13 concurrent with the unit member's federal/state Family Care Leave
14 entitlement.
- 15 11.10.2 Eligibility for Leave Under FMLA/CFRA and Catastrophic Leave
16 Unit members are eligible for leave under FMLA/CFRA and
17 Catastrophic Leave upon completion of the probationary period.
- 18
19 11.10.3 Health insurance coverage shall be maintained by the District for the
20 duration of the leave not to exceed twelve (12) work weeks in a twelve
21 (12) month period.
- 22 11.10.4 Notification of Family Care and Medical Leave
23 This notification is provided to unit members. This Section is not
24 subject to the article entitled "Grievance." This information is
25 provided for notification purposes only. Unit members may be
26 eligible for unpaid leave under the Family Medical Leave Act and/or
27 the California Family Rights Act. Unit members are requested to
28 consult with an Association representative or the District
29 administration for further particulars on this topic.
- 30 11.10.5 Upon return from Family Care Leave, a unit member is entitled to
31 return to the same position or classification. If the position is no longer

1 available, unit member shall be entitled to an equivalent position with
2 equivalent benefits, pay, and other terms and conditions of employment.
3 The determination of whether a position is equivalent shall be based on
4 established District policies and the Agreement.

5 **11.11 Fit for Duty**

6 The District retains the right to require a unit member to participate and
7 cooperate in a fit for work evaluation at any time conducted by a medical doctor
8 or other medical care professional selected by the District. The cost of such
9 examination shall be paid by the District.

10 **11.12 Other Leave Without Pay**

11 11.12.1 Unpaid leave may be approved at the discretion of the Board of
12 Trustees for reasons not specified under other leave provisions of this
13 Agreement.

14 11.12.2 Advance approval is required. Requests are to be made on
15 appropriate District form and submitted to the District Office.

16 11.12.3 One full day's pay shall be deducted from the unit member's salary
17 and benefits for each day of leave taken.

18 11.12.4 Leaves of up to ten (10) workdays may be approved by the
19 Superintendent or designee. Requests for leaves of greater than ten
20 (10) working days and up to one school year may be approved by the
21 Board of Trustees upon the recommendation of a Leave Review
22 Committee. This committee shall consist of one District
23 administrator, one member of the Board of Trustees appointed by the
24 Board, and one District classified unit member appointed by the
25 Association.

26 11.12.5 Leaves shall not be granted to unit members for the purpose of
27 accepting other employment. For any leave request which is not
28 approved by the Leave Review Committee or the Board of Trustees,
29 the unit member shall be provided a written statement of the reasons.

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ARTICLE 12. TRANSFERS AND PROMOTIONS/VACANCIES

12.1 Definitions

12.1.1 Transfer

A move by a permanent unit member from one position or site to a vacant position having the same job title and the same hours/day and the same days/year.

12.1.2 Promotion

A change to a higher paying job classification or an increase in hours/day or days/year in the same job classification or a move to a job classification of the same compensation level with an increase in hours/day or days/year.

12.1.3 Vacancy

Any unit position declared vacant by the District or any newly created position approved by the Board.

12.2 Notification

Notice of vacancy shall be posted in the District Office and on bulletin boards at each job site. The notice shall remain posted until the deadline for filing an application for a transfer or for a promotion has passed, but in no event for less than seven (7) calendar days. A copy of this notice shall be provided to the unit President on or before the date it is posted. The notice shall include the job title, a brief description of the position and duties, training and experience requirements, job location, number of hours/day, number of days/year, the salary range, and the deadline for applying.

12.3 Unit Member Requested Transfer

Unit members may request transfers when vacancies are posted. These requests must be in writing on the appropriate form for consideration for such vacancy.

- 1
2 12.3.1 Any unit member who wishes to be considered for a vacancy, which
3 might occur during a period when the unit member is absent, must
4 submit a letter and a stamped self-addressed envelope to the District
5 Office prior to the absence indicating such interest. The letter shall
6 state the beginning and ending dates of the absence and shall be valid
7 only during the dates stated and shall list the classifications of
8 interest.
- 9 12.3.2 The District determines qualifications for all positions. The District
10 shall consider the following criteria when determining whether or not
11 a unit member qualifies for a transfer:
- 12 12.3.2.1 The unit member's seniority in the classified service.
13 12.3.2.2 The employment work history, which includes
14 evaluations of current and past job performance.
15 12.3.2.3 The unit member's training and experience.
16 12.3.2.4 Written test and oral examination scores.
- 17 12.3.3 Transfer requests to vacant positions shall be considered prior to
18 outside applicants. Persons on the rehire list shall be offered the
19 available positions before promotional applications are considered to
20 fill the vacancies.
- 21 12.3.4 A unit member must have had a satisfactory, recently scheduled
22 evaluation and the sending and receiving administrations must agree
23 to the transfer.
- 24 12.4 **Administrative/Involuntary Transfer**
- 25 12.4.1 An involuntary transfer may be made at anytime in the best interests
26 of the District and at the discretion of the District, provided such a
27 transfer is not for punitive, arbitrary, or capricious reasons.
- 28 12.4.2 Any unit member subject to a District initiated transfer shall, upon
29 written request, receive from the District superintendent or designee a
30 written explanation of the reasons for the transfer within ten (10)
31 working days of receipt of the request. At the request of the

1 bargaining unit member, reasons for transfers shall be discussed
2 between the bargaining unit member, CSEA representative and the
3 appropriate supervisor.

4 12.4.3 Involuntary transfers shall not change the bargaining unit member's
5 salary rate, benefits, accumulated illness leave, and accumulated
6 vacation credit, or in any manner adversely affect the bargaining unit
7 member's rights as provided in law.

8 **12.5 Promotions**

9 Unit members may request promotions when vacancies exist. These requests
10 must be in writing on the appropriate form for consideration for such vacancy.

11
12 12.5.1 Any unit member who wishes to be considered for a vacancy, which
13 might occur during a period when the unit member is absent, must
14 submit a letter and a stamped self-addressed envelope to the District
15 Office prior to the absence indicating such interest. The letter shall
16 state the beginning and ending dates of the absence and shall be valid
17 only during the dates stated and shall list the classifications of
18 interest.

19 12.5.2 The District determines qualifications for all positions. The District
20 shall consider the following criteria when determining whether or not
21 a unit member qualifies for a promotion:

22 12.5.2.1 The unit member's seniority in the classified service.

23 12.5.2.2 The employment work history, which includes
24 evaluations of current and past job performance.

25 12.5.2.3 The unit member's training and experience.

26 12.5.2.4 Written test and oral examination scores.

27 12.5.2.5 If all qualifications are equal, unit seniority shall prevail.
28

1 **ARTICLE 13. PROCEDURE FOR PROCESSING GRIEVANCES**

2 13.1 **Definitions**

3 13.1.1 Grievance

4 A “grievance” is an allegation by the grievant and/or the Association
5 that he/she has been adversely affected by a misinterpretation,
6 misapplication or a violation of the specific provisions of this
7 Agreement. Matters for which a specific method of review is
8 provided by law or by the rules and regulations of the District are not
9 within the scope of this procedure.

10 13.1.1 Grievant

11 A “grievant” is a unit member covered by the terms of this
12 Agreement.

13 13.1.3 Day

14 A “day” is any day in which the central administrative office is open
15 for business.

16 13.1.4 Immediate Supervisor

17 The “immediate supervisor” is the lowest level administrator having
18 immediate jurisdiction over the grievant who has been designated by
19 the District to adjust grievances.

20 13.1.5 Representation

21 A grievant may at any time present grievances to his/her employer,
22 and have such grievances adjusted through Level III without the
23 intervention of CSEA, as long as the adjustment is not inconsistent
24 with the terms of this Agreement.

25
26 Any matters or disputes concerning Article 19: Discipline Procedures,
27 shall not be subject to this grievance procedure. Any appeals of

1 disciplinary matters shall be undertaken pursuant to the appeal
2 process specified in Article 19.

3 **13.2 Informal Level**

4 Within twenty (20) days after the occurrence of the act or omission giving rise to
5 the grievance, the grievant shall attempt to resolve it by an informal conference
6 with his/her immediate supervisor.

7 **13.3 Formal Level**

8 13.3.1 Level I:

9 Within ten (10) days after informal conference, if the grievant is not
10 satisfied with the disposition of the informal conference, he/she must
11 present the grievance in writing on the appropriate form to his/her
12 immediate supervisor. This statement shall indicate the contract
13 provision alleged to have been violated, the circumstances involved,
14 the decision rendered at the informal conference, and the specific
15 remedy sought.

16 The supervisor shall communicate his/her decision to the unit member
17 in writing within ten (10) days after receiving the grievance. If the
18 supervisor does not respond within the time limits, the grievant may
19 appeal to the next level. Within the above time limits, either party
20 may request a personal conference.

21 13.3.2 Level II:

22 If the grievant is not satisfied with the decision at Level I, he/she may
23 within ten (10) days, appeal the decision on the District form to the
24 Superintendent or designee.

25 13.3.2.1 This statement shall include a copy of the original
26 grievance and appeal, the decisions rendered and a
27 statement of the reasons and basis for the appeal,
28 including why the decision at the previous level is not
29 acceptable.

1 13.3.4 Level IV: Arbitration

2 If not satisfied with the decision at Level II, the grievant, within ten
3 (10) days after receipt of the Level II response, may request in writing
4 that the Association submit the grievance to a grievance arbitration.

5 13.3.3.1 The Association and the District shall, by mutual
6 agreement, select an arbitrator. If no agreement can be
7 reached within five (5) days of the above request of the
8 Association, the parties shall request the California State
9 Conciliation Service to supply a list of five (5) names of
10 persons experienced in hearing grievances in public
11 schools. Each party shall alternately strike a name until
12 only one name remains. The order of striking shall be
13 determined by lot.

14 13.3.3.2 In each dispute, the arbitrator shall, as soon as possible,
15 hear evidence and render a decision on the issue(s)
16 submitted. If the parties cannot agree upon a submission
17 agreement, the arbitrator shall determine the issue(s) by
18 discussion with the parties and by referring to the written
19 grievance and the answers thereto at each step. If any
20 question arises regarding the arbitrability grievance, the
21 arbitrator shall make a determination on this issue prior
22 to hearing the merits of grievance unless the arbitrator
23 determines otherwise.

24 13.3.3.3 After the hearing and after both parties have been given
25 an opportunity to make written arguments, the arbitrator
26 shall submit his/her findings and award to both parties.
27 The findings and award of the arbitrator shall be final
28 and binding.

29 13.3.3.4 The arbitrator shall have no power to add to, subtract
30 from, or modify the terms of this agreement, nor shall the

1 arbitrator be empowered to render a decision on issue(s)
2 not before the arbitrator.

3 13.3.3.5 The authority of the arbitrator to award back pay shall be
4 limited to the first of the fiscal year which the grievance
5 was first filed. The arbitrator shall be without power or
6 authority to make any decision which requires the
7 commission of an act prohibited by law.

8 13.3.3.6 The fees and expenses of the arbitrator shall be borne
9 equally by the Employer and the Association.
10 Concerning transcripts, the cost shall be borne equally by
11 the parties if the transcript is requested by both parties or
12 arbitrator. If the transcript is requested by only one
13 party, that party shall incur the expense. All other
14 expenses shall be borne by the party incurring them.

15 **13.4 General Provisions**

16 13.4.1 A decision rendered at any step in these procedures becomes final
17 unless appealed within the time limits specified.

18 13.4.2 Time limits given in these procedures may be modified by written
19 agreement of the parties involved.

20 13.4.3 If the same complaint or substantially the same complaint is made by
21 more than one unit member against one party, only one unit member
22 on behalf of himself/herself and the other complaints may process the
23 grievance procedure. Names of all aggrieved parties shall appear on
24 all documents related to the processing of the grievance. This
25 provision may be waived by all parties concerned.

26 13.4.4 Any unit member may present grievances in accordance with this
27 Article without intervention of the Association, so long as the
28 adjustment is not inconsistent with the terms of this Agreement. The
29 District shall not agree to the final resolution of the grievance until the
30 Association has been given an opportunity to file a response.

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13.4.5 The grievant shall be present at all stages of the processing of a grievance procedure. The grievant has the right of representation by the Association at all levels of the grievance procedure.

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ARTICLE 14. SAFETY CONDITIONS OF EMPLOYMENT

14.1 It is the responsibility of each unit member to report unsafe conditions to his/her immediate supervisor. Such reports shall be in writing. Should the District not correct an unsafe working condition within a reasonable time, the unit member shall than have the right to report said alleged unsafe working condition to the California Occupational Safety and Health Agency (CalOSHA).

14.2 The District shall prepare and post rules for unit member safety and the prevention of on-the-job accidents. Such rules shall provide regulations and precautions for safety of unit members in the performance of their duties.

14.3 The Association shall designate a unit member who shall serve as liaison to the Superintendent for the purpose of inspecting District safety conditions.

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2 **ARTICLE 15. SAVINGS PROVISIONS**

3 15.1 If any provisions of this Agreement are held to be contrary to law by a court of
4 competent jurisdiction, such provisions will not be deemed valid and subsisting
5 except to the extent permitted by law, but all other provisions will continue in
6 full force and effect.

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2 **ARTICLE 16. EFFECT OF AGREEMENT**

3 16.1 It is understood and agreed that the specific provisions contained in this
4 Agreement shall prevail over District practices and procedures to the extent of a
5 conflict and over State laws to the extent permitted by State law and that in the
6 absence of specific provisions in the Agreement, such practices and procedures
7 are discretionary.

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2 **ARTICLE 17. CONCERTED ACTIVITIES**

3 17.1 It is agreed and understood that there will be no strike, work stoppage, slow-
4 down, picketing, or refusal or failure to fully and faithfully perform job functions
5 and responsibilities, or other interferences with the operations of the District by
6 the Association or by its officers, agents, or members during the term of this
7 Agreement, including compliance with the request of other labor organizations to
8 engage in such activity.

9 17.2 The Association recognizes the duty and obligations of its representatives to
10 comply with the provisions of this Agreement and to make every effort toward
11 inducing all unit members to do so. In the event of a strike, work stoppage, slow-
12 down, or other interference with the operations of the District by unit members
13 who are represented by the Association, the Association agrees in good faith to
14 take all necessary steps to cause those unit members to cease such action.

15 17.3 It is agreed and understood that any unit member violating this Article may be
16 subject to discipline, up to and including termination by the District.

17 17.4 It is also agreed and understood that in the event this Article is violated, the
18 District shall be entitled to withdraw any rights, privileges, or services provided
19 for in this Agreement or in District policy from any unit member and/or the
20 Association.

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ARTICLE 18. COMPLETION OF MEET AND NEGOTIATE

18.1 Except as specifically provided in this Article and Article 21 (Term), during the term of the Agreement the Association expressly waives and relinquishes the right to meet and negotiate on wages, hours of employment, and terms and conditions of employment including, but not limited to, reclassification, and agrees that the District shall not be obligated to meet and negotiate with respect to any subject or matter, whether referred to or covered in this Agreement or not, even though such subject or matters may not have been within the knowledge of contemplation of either or both the parties at the time they met and negotiated on and executed this Agreement, and even though such subject or matters were proposed and later withdrawn. Each party may re-open negotiations on Article 8 (Compensation) and any other two existing Articles of this Agreement by notifying the other party in writing **no later than March 15.**

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2 **ARTICLE 19. DISCIPLINARY ACTION**

3 19.1 **Definition**

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5 19.1.1 Disciplinary Action

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A permanent classified unit member may be subject to disciplinary action by the District for cause upon recommendation by the Superintendent or designee. Disciplinary action includes dismissal, demotion, or suspension without pay for six (6) or more working days. A suspension without pay for five (5) or fewer working days is not subject to the provisions of this policy. The District may suspend a classified unit member without pay for five (5) or fewer days without compliance with the provisions of this policy. The classified unit member shall have the right to be represented at all stages of the disciplinary action.

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19.2 **Cause**

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A classified unit member may be subject to disciplinary action for cause. Causes for disciplinary action include, but are not limited to the following:

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- a. Incompetence or inefficiency in the performance of the duties of his/her position.
- b. Insubordination, including but not limited to, refusal to do assigned work or refusal to follow directives of the Superintendent or the classified unit member's supervisor.
- c. Falsifying any information supplied to the District, including, but not limited to, information supplied on application forms, employment records, or any other District records.
- d. Failure or inability to perform duties and responsibilities assigned to a classified unit member's position.
- e. Discourteous, offensive, or abusive conduct or language toward other classified unit members, staff, pupils or the public.

- 1 f. Dishonesty.
- 2 g. Drinking alcoholic beverages on the job or reporting to work while under
3 the influence of intoxicating liquor.
- 4 h. Possessing or being under the influence of any drugs or narcotics or any
5 drug or narcotic offense as defined in Education Code Section 44011.
6 Unauthorized use of narcotics; controlled substances, or habit forming
7 drugs; use of any medication or other substance as to cause detrimental
8 effect on the classified unit member's ability to perform the duties and
9 responsibilities of his/her position.
- 10 i. Conviction of any crime involving moral turpitude.
- 11 j. Conviction of a felony.
- 12 k. Conviction or arrest for any sex offense as defined in the Education Code,
13 or conviction of a misdemeanor which is of such a nature as to adversely
14 affect the classified unit member's ability to perform the duties and
15 responsibilities of his/her position. A plea of guilty, or a conviction
16 following a plea of nolo contendere, is deemed to be a conviction within
17 the meaning of this section.
- 18 l. Repeated or unexcused absence or tardiness or absence or repeated
19 tardiness without authority or sufficient reason.
- 20 m. Abuse of illness, personal necessity, or discretionary leave privileges.
- 21 n. Offering of anything of value or offering any service in exchange for
22 special treatment in connection with the classified unit member's job or
23 employment or the accepting of anything of value or any service in
24 exchange for granting special treatment or another classified unit member
25 or to any member of the public.
- 26 o. Conduct which adversely affects the classified unit member's ability to
27 perform the duties and responsibilities of his/her position.
- 28 p. Violation of the Education Code, Board policy or rules of the District.
- 29 q. Unauthorized use or possession of District equipment for personal
30 purposes.

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- r. Violation of the District’s sexual harassment policy or the commission of any act of sexual harassment.
- s. Failure to possess or keep in effect any license, certificate, or other similar requirement specified in the classified unit member’s job description or otherwise necessary for the classified unit member to perform the duties of this position.
- t. Consistent with applicable law, physical or mental disability which disability precludes the classified unit member from the proper performance of his/her duties and responsibilities, as determined by competent medical authority.
- u. For classified unit members who drive a vehicle in the regular course of their employment: failure to satisfy the insurability requirement of the District’s insurance carrier under the District’s regular insurance policies, or the District’s ability to obtain insurance for the classified unit member under a high risk or any policy other than the regular insurance policies does not mitigate this failure.
- v. Abandonment of position.
- w. Revealing confidential information, including, but not limited to, personnel and student records.
- x. Unlawful discrimination, including harassment, on the basis of race, religious creed, color, national origin, ancestry, physical handicap, marital status, sex, or age against the public or any staff member while acting in the capacity of a District classified unit member.
- y. Unlawful retaliation against any other District officer or classified unit member or member of the public who, in good faith, reports, discloses, divulges, or otherwise brings to the attention of any appropriate authority any information relative to an actual or suspected violation of state or federal law occurring on the job or directly related thereto.

1 **19.3 Abandonment**

2 A unit member shall be deemed to have abandoned his/her position if the unit
3 members fails to show up for work and perform his/her duties for three (3)
4 consecutive work days or has not notified his/her immediate supervisor of his/her
5 absence for the same three (3) consecutive work days (no call, no show). If it is
6 determined that a unit member has abandoned his/her position then that
7 employee shall be deemed to have resigned from his/her employment with the
8 district.

9 **19.4 Prior to Employee Becoming Permanent**

10 No personnel action shall be taken for any cause which arose prior to the unit
11 member's becoming permanent, nor for any cause which arose more than two (2)
12 years preceding the date of the filing of the notice of cause unless such as
13 concealed or not disclosed by such unit member when it could be reasonably
14 assumed that the unit member should have disclosed the facts to the District.

15 **19.5 Who May Initiate a Personnel Action**

16 The superintendent or designee may initiate a personnel action as defined herein
17 against a permanent classified unit member.

18 **19.6 Written Recommendation of Personnel Action**

19 19.6.1 In all such cases involving a personnel action, the person initiating
20 said action shall file a written recommendation of personnel action,
21 approved as to form by the District's legal counsel, with the secretary
22 of the Board of Trustees. A copy of the recommendation shall be
23 served upon the unit member either personally or by registered or
24 certified mail, return receipt requested, at the unit member's last
25 known address. The recommendation shall include:

26 19.6.1.1 A statement of the nature of the personnel action
27 (suspension with or without pay, demotion, reduction of
28 pay step in class, or dismissal);

29 19.6.1.2 A statement of the cause therefore as set forth in 19.2
30 above;

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19.6.1.3 A statement of the specific acts or omissions upon which the causes are based. If a cause stated in 19.2 above is alleged, the rule, regulations, or law violated shall be set forth in the recommendation;

19.6.1.4 A statement of the unit member’s right to appeal from the order and of the manner and time within which his/her appeal must be filed; and

19.6.1.5 A card or paper, the signing and filing of which shall constitute a demand for hearing and a denial of all charges.

19.6.2 Except in cases of emergency where the unit member must be removed from the premises immediately, at least five (5) calendar days prior to the effective date of any recommendation of personnel action involving suspension with or without pay for more than five (5) days, demotion, reduction in pay step or class, or dismissal, the Superintendent or designee shall give the unit member written notice of the proposed recommendation of the personnel action, including the causes and reasons for the proposed action, a copy of the materials upon which the proposed action is based, and the right to respond either orally or in writing to the initiating party prior to the issuance of the final recommendation. Any response made by the unit member shall be considered by the initiating party prior to issuing any recommendation or order. In the event of emergency circumstances that requires removal of the unit member from the work sites immediately, such notice and right to respond shall be provided to the unit member at the earliest reasonable time after his/her removal from the premises. In any case where the recommended personnel action is a suspension with or without pay for five (5) workdays or less, the superintendent or designee may order the suspension into effect immediately on an interim basis, but shall either during the suspension or within five (5) workdays thereafter give the unit

1 member written notice of the action including the causes and reasons
2 therefore, a copy of the charges and any materials upon which the
3 action is based, and a right to respond either orally or in writing to the
4 person who ordered the suspension into effect.

5 **19.7 Request for Hearing**

6 19.7.1 The unit member may, within five (5) calendar days after receiving
7 the recommendation of the personnel action described in 19.6 above,
8 request a hearing with the Board of Trustees by signing and filing the
9 card or paper included with the recommendation. Any other written
10 document signed and appropriately filed within the specified time
11 limit by the unit member shall constitute a sufficient request for
12 hearing.

13 19.7.2 A request for hearing may be mailed to the office of the
14 superintendent but must be received or postmarked no later than the
15 time limit stated herein. If the unit member against whom a
16 recommendation of personnel action has been filed fails to file a
17 request for hearing within the time specified in these rules, the unit
18 member shall be deemed to have waived his/her right to a hearing,
19 and if the person making the recommendation has not already ordered
20 the personnel action into effect on an interim basis, the person making
21 the recommendation may order the recommended personnel action
22 into effect immediately. A copy of such order shall be served upon
23 the unit member by certified mail, return receipt requested, and a copy
24 shall be delivered to the Board of Trustees for approval or ratification
25 by the Board.

26 19.7.3 At any time before a unit member's request for hearing is finally
27 submitted to the Board of Trustees for decision, the person making
28 the recommendation may, with the consent of the Board, serve on the
29 unit member and file with the Board an amended or supplemental
30 recommendation of personnel action. If the amended or supplemental

1 recommendation presents new causes or allegations, the unit member
2 shall be afforded a reasonable opportunity to prepare the defense
3 thereto. Any new causes or allegations shall be deemed controverted
4 and any objections to amended or supplemental causes or allegations
5 may be made orally at the hearing and shall be noted in the record.

6 19.7.4 Hearing on the Request

7 The Board shall conduct a hearing on the request at the earliest
8 convenient date, taking into consideration the established schedule of
9 the Board of Trustees and the availability of counsel and witness. The
10 Board shall issue a written decision on the matter within twenty (20)
11 calendar days after the conclusion of the hearing. A copy of the
12 decision shall be provided to the appellant or his/her designated
13 representative. The decision of the Board of Trustees shall be final
14 and binding, subject to established right of judicial review.

15 19.8 **Termination of New Probationary Classified Employees**

16 At any time prior to the expiration of the probationary period, the Board of
17 Trustees may, in its sole discretion, dismiss a probationary classified unit
18 member from the employ of the District. A probationary classified unit member
19 shall not be entitled to a hearing or to any statement of reasons for the Board's
20 action. Written notice of Board action shall be provided to the unit member
21 within fifteen (15) calendar days after the Board's action.

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2 **ARTICLE 20. LAYOFF AND RE-EMPLOYMENT**

3 20.1 **Definitions**

4 20.1.1 Layoff

5 Layoff includes any reduction in hours of employment or assignment
6 to a classification or grade lower than that in which the unit member
7 has permanence, voluntarily consented to by the unit member
8 (pursuant to these provisions), in order to avoid interruption of
9 employment by layoff.

10 20.1.2 Classification

11 Classification means a particular employment position as listed in
12 Appendix B.

13 20.1.3 Length of Service

14 For the purposes of this article, seniority i.e. “length of service” shall
15 be based on the date of hire i.e. first day of work within the
16 classification, including time served in a higher classification and in
17 equal classifications excluding any periods of unpaid leave in excess
18 of ninety (90) consecutive work days and service performed prior to
19 entering into a probationary or permanent status. Therefore, a unit
20 member who works or has worked in two or more classifications may
21 achieve seniority in each separate classification. Seniority in separate
22 classifications shall not be combined for the purposes of layoff.

23 20.2 **Layoff Procedures**

24 20.2.1 In the event of such layoff, the order of layoff within the classification
25 shall be determined by length of service. The unit member who has

1 been employed the shortest time in the classification, plus higher
2 classifications, shall be laid off first.

3 20.2.2 In the case of two (2) or more unit members having identical
4 seniority, the seniority shall be determined by lot.

5 20.2.3 For the purpose of this provision only, the term “classification” and
6 “higher classification” shall refer to those classifications listed in
7 Appendix “B” (classification).

8 20.2.4 Prior to any layoff, the District shall post a seniority list of affected
9 unit members. The District shall also provide the Association with a
10 copy of the seniority list.

11 20.3 **Options of Unit Members Notified of Layoff**

12 The District shall notify a unit member whose position has been eliminated that
13 he/she must elect one of the following within five (5) working days of receipt of
14 notice. Except for options (g) and (h), the following options are listed in priority
15 order, and the unit member must select the first applicable option. The unit
16 member has the right to select options (g) and (h), regardless of the availability of
17 other options listed.

18 (a) Select a vacant position in the same classification which is equal in
19 pay and in number of hours of employment.

20 (b) Displace a less senior unit member from a remaining position in the
21 same classification which is equal in pay and number of hours of
22 employment.

23 (c) Select in another classification a vacant position in which the unit
24 member has previously completed the probationary period, which has

1 an equal number of hours of employment and for which the unit
2 member possesses the required licenses or certificates.

3 (d) Displace less senior unit member in another classification from a
4 remaining position in which the unit member has previously
5 completed the probationary period, which has an equal number of
6 hours of employment and for which the unit member possesses the
7 required licenses or certificates.

8 (e) Select options (a) through (b), which have a lower rate of pay.

9 (f) Select options (a) through (d) which have fewer number of hours of
10 employment.

11 (g) Elect to be laid off.

12 (h) Elect a service retirement.
13

14 20.4 **Notice of Layoff**

15 20.4.1 When, as a result of the expiration of a specially funded program, unit
16 members' positions must be eliminated at the end of any school year
17 and unit members will be subject to layoff for lack of funds, the unit
18 members to be laid off at the end of such school year shall be given
19 written notice on or before April 29 informing them of their layoff
20 effective at the end of such school year and of their displacement
21 rights, if any, and re-employment rights.

22 20.4.2 However, if the termination date of any specially funded program is
23 other than June 30, such notice shall be given not less than forty-five
24 (45) days prior to the effective date of their layoff.

25 20.4.3 When, as a result of a bonafide reduction or elimination of the service
26 being performed by any department, unit members shall be subject to

1 layoff for lack of work. Affected unit members shall be given notice
2 of layoff not less than forty five (45) days prior to the effective date of
3 layoff and informed of their displacement rights, if any, and re-
4 employment rights.

5 20.4.4 Nothing herein provided shall preclude a layoff for lack of funds in
6 the event of an actual and existing financial inability to pay salaries of
7 unit members, nor layoff for lack of work resulting from causes not
8 foreseeable or preventable by the Governing Board, without the
9 notice required by aforementioned subsections.

10 20.5 **Re-employment**

11 20.5.1 Re-employment shall be in the reverse order of layoff. Unit members
12 who are laid off are eligible for re-employment, in their former
13 classification for a period of thirty-nine (39) months. Such unit
14 members shall have the right to apply for positions, in different
15 classifications, within the District during the period of the thirty-nine
16 (39) months. Before offering re-employment, the District may
17 reorganize, restructure, and reassign unit members within their
18 classifications. Notwithstanding the above, it is agreed and
19 understood that the District has the right to discontinue a function or
20 service performed by a particular position within a classification. The
21 District shall not use volunteers or contracted services to fill the void,
22 on a continuous basis during layoff.

23
24 20.5.2 Unit members who take voluntary demotions or voluntary reductions
25 in assigned time in lieu of layoff shall be granted the right to return to
26 the classification/hours held prior to layoffs for a period of sixty-three
27 (63) months, provided the same tests of fitness under which they
28 qualified for the appointment shall still apply.

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- 1 20.5.3 Whenever a layoff occurs, pursuant to Article 20 of this contract,
2 subsequent vacancies within a classification affected by the layoff
3 shall be filled first by selection from the currently active unit
4 members within the classification, then from the reemployment list
5 for the classification, and then from currently active unit members
6 outside the classification, then from outside sources.
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- 8 20.5.4 When a unit member is placed on the thirty-nine (39) months rehire
9 list, due to an industrial accident or injury, the unit member will be
10 rehired in accordance with Education Code 45192(B).
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- 12 20.5.5 Refusal of two (2) offers of re-employment to the classification from
13 which laid off shall cause removal from the list and the loss of any re-
14 employment rights. However, declining an offer of re-employment of
15 fewer hours of employment held at time of layoff shall not constitute
16 a refusal of employment.
- 17 20.5.6 Offers of re-employment shall be either personally served or made via
18 U.S. first class mail addressed to the last known address and shall
19 include the specific vacancy and hours being offered, the rate of pay,
20 level of benefits, a current job description, and a mechanism for
21 acceptance or refusal of the offer of re-employment within the
22 prescribed time limit, and a place for the unit member's signature.
23 Failure to so reply within ten (10) working days from service of the
24 offer of re-employment shall be deemed a refusal of the offer of re-
25 employment. It is the responsibility of each unit member on a re-
26 employment list to file with the District Office a current mailing
27 address.
- 28 20.5.7 A unit member who is laid off and subsequently rehired from a re-
29 employment list shall have the accrued sick leave balance as of the
30 date of layoff reinstated.

1 **ARTICLE 21. TERM**

2 21.1 This Agreement shall remain in full force and effect July 1, 2014 and thereafter
3 shall continue in effect year by year July 1 through June 30 unless one of the
4 parties notifies the other in writing no later than March 15, each year, through
5 June 30, 2017, to amend or terminate the Agreement.

SCOTT VALLEY UNIFIED SCHOOL DISTRICT												APPENDIX "A"				
Classified Salary Schedule												2% between anniversary steps				
2014-15 Salary Schedule												1.02				
Effective July 1, 2014												2% between all steps				
Range	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Anniversary				
												Year 13 Step 11	Year 16 Step 12	Year 19 Step 13	Year 22 Step 14	Year 25 Step 15
1	Aide Preschool Assistant	10.20	10.40	10.61	10.82	11.04	11.26	11.49	11.72	11.95	12.19	12.43	12.68	12.94	13.19	13.46
2	Associate Preschool Teacher Custodian Food Service / Delivery Worker Transportation Clerk	11.22	11.44	11.67	11.91	12.14	12.39	12.64	12.89	13.15	13.41	13.68	13.95	14.23	14.51	14.80
3	Career Technician Library Media Tech One-on-One Paraprofessional (NCLB compliant) Paraprofessional (NCLB compliant) Special Ed Paraprofessional (NCLB compliant) Preschool Teacher	11.73	11.96	12.20	12.45	12.70	12.95	13.21	13.47	13.74	14.02	14.30	14.58	14.88	15.17	15.48
4	Cook Maintenance / Custodian Preschool Master Teacher	12.24	12.48	12.73	12.99	13.25	13.51	13.78	14.06	14.34	14.63	14.92	15.22	15.52	15.83	16.15
5	School Secretary	13.77	14.05	14.33	14.61	14.91	15.20	15.51	15.82	16.13	16.46	16.79	17.12	17.46	17.81	18.17
6	Bus Driver Assistant Mechanic Lead Maintenance / Custodian Preschool Site Coordinator	14.28	14.57	14.86	15.15	15.46	15.77	16.08	16.40	16.73	17.07	17.41	17.76	18.11	18.47	18.84
7	Maintenance/Custodian Crew Leader Mechanic Mechanic/Maintenance/Custodian Transportation Crew Leader	15.81	16.13	16.45	16.78	17.11	17.46	17.80	18.16	18.52	18.89	19.27	19.66	20.05	20.45	20.86
8	Technology Specialist	20.40	20.81	21.22	21.65	22.08	22.52	22.97	23.43	23.90	24.38	24.87	25.36	25.87	26.39	26.92

NOTE:
1. The normal work day for a classified staff is 8 hours per day.
2. The Health Insurance CAP for full-time classified employees is \$8,000 effective 01-01-10
3. Anniversary Steps (in the current position) at the beginning of the school year, effective July 1
4. AA/AS degree - annual stipend of \$500
5. BA/BS degree - annual stipend of \$750
6. Masters degree - annual stipend of \$1,000
7. Doctorate degree - annual stipend of \$1,500
8. "Special Needs One-on-One" paraprofessional - annual stipend of \$500 (work 4.25 hrs or more per day) and \$250 annual stipend (work less than 4.25 hrs per day)

Board Approved: 10-15-14

APPENDIX “B”
Classification for Layoff Purposes Only

- Aide
- Preschool Assistant

- Associate Preschool Teacher
- Custodian
- Food Service/Delivery Worker
- Transportation Clerk
- Career Technician
- Library Media Tech
- One-on-One Paraprofessional
(NCLB compliant)
- Paraprofessional (NCLB compliant)
- Special Ed Paraprofessional (NCLB
compliant)
- Preschool Teacher
- Cook
- Maintenance/Custodian
- Preschool Master Teacher
- School Secretary
- Bus Driver
- Assistant Mechanic
- Lead Maintenance/Custodian
- Preschool Site Coordinator
- Maintenance/Custodian Crew
Leader
- Mechanic
- Mechanic/Maintenance/Custodian
- Transportation Crew Leader
- Technology Specialist

