

**BRAWLEY UNION HIGH SCHOOL DISTRICT
AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
And its
CHAPTER #534
TENTATIVE AGREEMENT
JULY 1, 2017 – JUNE 30, 2019**

1. Article 3.4.6 CSEA Rights

Change existing contract language that provides a maximum of five (5) days per year of release time with compensation to attend CSEA functions to a maximum of ten (10) days per year.

2. Article 6.1 Pay and Appendix A - Classified Salary Schedule

Effective July 1, 2017 the parties agree to increase the classified salary schedule by 5%.

Effective July 1, 2018 the parties agree to increase the classified salary schedule by 3% or COLA, whichever is higher. In the event another bargaining unit were to receive a higher compensation package for the 2018-2019 school year, CSEA shall receive that compensation.

3. Article 6.4 Payroll Errors and Article 6.5 Special Payments

Change existing contract language by adding the following: *Bargaining unit employees may opt to be issued the corrected payroll adjustment in the regular end of month paycheck. When an error in payment has occurred resulting in overpayment to an employee, the District shall meet with the employee to provide written notification of the overpayment. The written notification will explain the specific error that led to the overpayment and will provide repayment options to the employee. Prior to meeting with the employee to provide the written notice of the specific overpayment and repayment options to sign, the District will first notify the employee and a CSEA officer that an overpayment has occurred and provide the date upon which the notice must be signed in order to give the employee sufficient opportunity to confer with a CSEA Officer or arrange for CSEA representation at the meeting.*

4. Article 6.6 Meals/Lodging

Change existing contract language as follows: With advanced approval, any employee in the bargaining unit who, as a result of a work assignment, is required by the District to have meals or lodging away from the District or place of residence, shall be reimbursed for the full cost of the meal or lodging within current District ~~guidelines~~ *policy*.

5. Add Article 6.7 – OUT OF CLASS PAY

Any employee that is assigned to perform duties outside their classification shall be granted salary at step one of the classification they are performing duties for in accordance to California Education Code 45110. In the event an employee is assigned to perform duties in a class below their class, the employee shall carry over their regular rate of pay for duties performed in the lower class.

6. Article 7 Health Benefits and Appendix B – Health Benefit Premium

Effective July 1, 2018 increase the employer paid health cap to \$814.53 per month totaling \$9774.36 per year.

Effective Oct 1, 2018 increase the employer paid health cap to \$822.53 per month totaling \$9870.36 per year.

7. **Article 13.2 Layoff Procedure and Article 13.3 Notice of Layoff**

Change existing contract language from thirty (30) days to sixty (60) days notice per Ed Code.

8. **Article 13.3.3 Notice of Layoff for Specially Funded Programs**

Change existing language as follows: Employees employed in specially funded programs terminating at the end of the school year shall be given written notice on or before ~~May~~ **April 29** of their termination effective June 30 (*Ed Code 45117*).

9. **Article 13.4.1 Order of Layoff**

Change existing language as follows: Classified employees shall be subject to layoff for lack of work or lack of funds. Whenever a classified employee is laid off, the order of layoff within the class shall be determined by length of service. The employee, who has been employed the shortest time in the class, ~~plus higher classes,~~ shall be laid off first. Re employment shall be in the reverse order of layoff.

10. **Article 13.4.2 Order of Layoff**

Change existing language as follows: For purposes of this Article, for service commencing or continuing after July 1, 1971, "length of service" means ~~all hours in paid status, whether during the school year, a holiday, recess, or during any period that a school is in session or closed, but does not include any hours compensated solely on an overtime basis as provided for in Section 45128 of the Education Code~~ **date of hire as a bargaining unit employee in a probationary or permanent status (seniority hire date) and effective date of each bargaining unit classification held by a bargaining unit employee (classification seniority date)**. Time served prior to July 1, 1971 shall be computed by crediting 2080 hours for each year of service for full time.

11. **Article 21.1 - Duration**

This concludes all negotiations up to and including June 30, 2019.

The parties will not reconvene for negotiations for the 2018-2019 year, unless mutually agreed upon by both parties.

Both parties will reconvene in January 2019 to negotiate a full successor agreement for the 2019-2022 school years.

Signed this 23rd day of April, 2018.

CSEA

DISTRICT





