

CSEA and its San Dieguito Chapter #241 – Proposal #9

ARTICLE 6: HOURS OF EMPLOYMENT

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ARTICLE 11: WAGES

A. The term of the contract shall be from July 1, 2021 through June 30, 2024.

~~B. For the 2021-2022 school year, there will be a one (1) time off schedule payment of \$3000 paid to each classified unit member who are employed as of the Board approval of the agreement including those that have retired during this fiscal school year.~~

~~If a different represented bargaining unit receives an on schedule or off schedule wage increase or stipend in salary for the 2021-2022 school year that exceeds the ratified bargaining agreement with CSEA, CSEA will receive the same increase or stipend.~~

B G. For the 2022-2023 ~~2023-2024~~ school year, there will be a 5% ~~five and a half percent (5.5%)~~ increase to the classified salary schedule, effective July 1, 2022-2023. The five and half percent will be implemented as soon as practicable after CSEA ratification and Board approval. For the 2024-2025 school year, a one-time \$1,250 stipend per person will be paid to all employees active on July 1, 2024 to be paid as soon as practicable thereafter. Additionally, for the 2024-2025 school year, there will be a 0.0% increase to the classified salary schedule, unless a different represented bargaining unit receives an on schedule or off schedule percentage wage increase or stipend amount for the 2024-2025 school year that exceeds the ratified bargaining agreement with CSEA, in which case CSEA will receive the same increased percentage or stipend. The Parties mutually agree that Article 11 and Appendix C is otherwise closed for bargaining for the 2024-2025 school year.

CD. For the 2023-2024 school year there shall be reopeners for wages with appendix C and benefits and one other article for each party unless an agreement has been reached for the 2023-24 school year.

DE. Employees shall be compensated for work performed at school activities on the Extra-Curricular Schedule in Appendix D and consistent with applicable PERS and other payroll requirements.

EF. Should a District team become eligible for CIF playoff held during working hours, the Classified coach will be given release time to accompany the team.

- d. Upon successful testing/certification of the bilingual skills assessment test and final approval of the Associate Superintendent of Human Resources, the employee shall receive the bilingual stipend.
 - 1. Bilingual stipends will terminate at the end of each fiscal year.
 - 2. Bilingual stipend renewal shall be reviewed on a yearly basis in order to determine site and District needs.
 - 3. The Bilingual stipend may be terminated, with a 2-week notice, upon the request of the unit member, administrator, or Associate Superintendent of Human Resources.
- e. The bilingual services provided by the bargaining unit member shall be limited to simple oral and/or written translations. Employees **receiving this stipend** are not responsible for providing translation services for formal discipline meetings, IEP meetings or other legal proceedings or legal documents.
- f. Bilingual stipends will be allocated ~~according to the amount of time and/days that the bilingual skills are utilized~~ **as follows: \$200 per month for the # of months employed.**
 - ~~1. Daily utilization of bilingual skills = \$130 per month for the # of months employed.~~
 - ~~2. Partial utilization of bilingual skills (2-3 days per week) = \$75 per month for the # of months employed.~~
 - ~~3. The bilingual stipend language as reflected in section 5 will expire on June 30, 2024 unless otherwise negotiated.~~

B. LONGEVITY BENEFITS

- 1. An increment of **3.25%** salary for a twelve (12) month, eight (8) hours per day, full-time employee at the end of 10, 15, 20, 25, and 30 years respectively shall be added to the employee's annual salary. The longevity increment for those employees employed less than twelve (12) months or less than eight (8) hours per day, will be prorated in accordance with the number of months and/or hours of regular employment. In no case will a full-time employee, employed prior to 07/01/89 receive less than \$425.00 per longevity increment.

2. "Grandfather" Clause: The District will provide the Flexible Spending Account as described in Article 12A to part time employees hired prior to December 3, 1999.

Part-time employees (hired prior to December 3, 1999) shall receive a Flexible Spending Account in the amount of ~~\$6,482.50~~ **\$7,417.50** (effective ~~01/01/22~~ **01/01/2024**) per year with escalators as stated herein.

3. The District will continue to maintain the four plus (4+) hour status of existing positions, excluding categorical and separately funded positions. The District and CSEA will meet and confer regarding any exceptions.

4. Where additional jobs can be made available to employees in combination positions such as "bus driver/custodial" – "instructional assistant/bus driver" without the complication of additional costs associated with health benefits, and provided the requirements of the positions allow for the position to be filled by a single qualified current employee without disrupting district work, the District agrees to consider such combinations in accordance with past practice. (No requirement to continue the position when the employee vacates the combined position).

5. Funds not utilized for the purchase of health and welfare coverage may be taken as taxable cash.

6. The District shall provide an IRS 125 plan which includes premium coverage, unreimbursed medical, and child-care options as a current practice subject to all IRS codes and requirements.

7. Effective January 2014: The office visit co-pay for each medical plan will be outlined in the Benefits Summary provided by VEBA.

8. For Instructional Assistant classifications, tThe District will not maintain combination assignments unless necessary due to attrition. (Example: 3.9/3.0 FTE job assignments.) If a single job requires four (4) or more hours, the position will be filled with one employee. The District and CSEA will meet and confer regarding any exceptions.

B. HEALTH AND DENTAL PROGRAMS:

1. All full-time employees must participate in a District approved health plan which shall be at least for the "employee only" coverage, ~~except as outlined in "D" below.~~ These plans shall be paid out of the Flexible Spending Account.

2. A "District Approved Plan" is a plan approved by the Classified Insurance Committee and the District.

3. A Classified Insurance Committee composed of four (4) unit members appointed by CSEA Chapter President and two members appointed by the Associate

ED. INCOME PROTECTION

1. For the duration of this contract, the District will continue to provide an income protection insurance plan for employees who work one-half time or more. The District may change carriers at its discretion as long as coverage is the same.

FE. TAX SHELTERED PROGRAMS

1. Employees may participate in any tax sheltered program of their choice that is consistent with the District payroll and provider requirements. The Board will provide payroll deduction for this purpose upon authorization by the unit member.

GF. LIFE INSURANCE

1. The District shall provide and pay for a \$50,000 term life insurance policy for all full-time employees.

HG. BENEFITS FOR RETIREES

1. A person who retires from the District and who has been an employee of the District for ten (10) years, and is age 50 or older, and remains in the insurance carrier's service area, shall receive the same major medical coverage provided by the District. Retirees who move to an area outside the service area of the District's carriers shall receive in cash what the District would have paid on such retiree's behalf if the retiree had remained in the service area. The District will pay for employee coverage at the cost not to exceed the rate of the current group employee only rate at the year of retirement.
 - a. The retiree shall receive medical benefits for a period of ten (10) years or until age 65, whichever comes first. The District and CSEA agree to meet in the case that the age of Medicare changes, in order to address this section.
2. Short-term unpaid leaves of absence, one to ten (1 to 10) consecutive days, will not affect the ten (10) years of service.