

**SAN DIEGUITO UNION HIGH SCHOOL DISTRICT
PROPOSAL #10
TO
CSEA
May 9, 2024**

On April 15, 2024, CSEA passed its Proposal #7 and, regarding Article 6, Hours of Employment, CSEA's passed language is identical to the District's previously passed Article 6 proposal language. The District accepted CSEA's Proposal #7 regarding Article 6, specifically, and therefore, the Parties are in agreement regarding Article 6 as of April 15, 2024.

On May 9, 2024, CSEA passed an MOU to the District titled "Instructional Assistant Fringe Benefits Parity." The District accepts CSEA's proposed MOU and has signed it. Therefore, the Parties are in agreement regarding that MOU, satisfying the Parties' obligations of Paragraph 4 of the Parties' Settlement Agreement in PERB Case No. LA-CE-6808-E.

Also on May 9, 2024, CSEA passed its Proposal #10 and, regarding Article 12, Fringe Benefits, CSEA did not pass language and indicated that the Parties were in agreement with the District's Proposal #9 with respect to Article 12. Therefore, regarding Article 12 specifically, the Parties are in agreement regarding Article 12 as of May 9, 2024.

Additionally, on May 9, 2024, CSEA passed its Proposal #11 and, regarding Appendix "C", Salary Placement – Longevity Benefits, CSEA did not pass language and indicated that the Parties were in agreement with the District's Proposal #9 with respect to Appendix "C", Salary Placement – Longevity Benefits. Therefore, regarding Appendix "C" specifically, the Parties are in agreement as of May 9, 2024.

District makes this Proposal to CSEA that includes the following Article, the only remaining outstanding Article open for negotiation at this time:

- Article 11, Wages

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.~~

- ~~CB.~~ For the ~~2022-2023~~ **2023-2024** school year, there will be a ~~5%~~ **5.0%** increase to the classified salary schedule, effective July 1, ~~2022~~ **2023**. **This 5.0% increase will be implemented as soon as practicable following CSEA ratification and Board approval. For the 2024-2025 school year, a one-time \$1,625 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.**
- ~~DC.~~ 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.
- ~~ED.~~ 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.
- ~~FE.~~ 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.

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