

**SAN DIEGUITO UNION HIGH SCHOOL DISTRICT
PROPOSAL #9
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.

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 \$1,500 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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APPENDIX “C”

SALARY PLACEMENT – LONGEVITY BENEFITS

A. SALARY PLACEMENT

1. New employees shall normally begin at step 01.
2. Employees shall have as their anniversary date for advancement to the next step, the beginning of the next month after completion of twelve (12) months service; i.e., the anniversary date of a contract dated November 15 shall be December 1.
3. A ~~2.5~~ **3.0**% differential pay shall be allowed for all classifications when more than 50 percent (50%) of their regularly assigned duty hours fall between the hours of 3:00 p.m. and 6:00 a.m.
4. A 7.5% salary increase shall be allowed when an employee maintains and uses their Licensed Vocational Nurse (LVN) Certification and/or a Registered Nurse (RN) Certification in a classification which does not require LVN or RN certification as a requirement of their classification.
5. A bilingual stipend will be available to staff who utilize their bilingual skills as a regular part of their assignment and according to the amount of time their bilingual skills are utilized. To qualify for a bilingual stipend, the following criteria must be met:
 - a) **Annually**, the unit member's administrator must submit a written request, with supporting documentation demonstrating the ongoing need for bilingual services at the work site, to the Associate Superintendent of Human Resources.
 - b) The Associate Superintendent of Human Resources shall review the request and may approve the request if the need has been validated.
 - c) Upon approval of the request, the employee shall be tested to verify possession of qualifying bilingual skills. Testing/certification of bilingual skills will be administered by the Director of Classified Personnel.
 - 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.~~

LONGEVITY BENEFITS

1. An increment of 3% 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