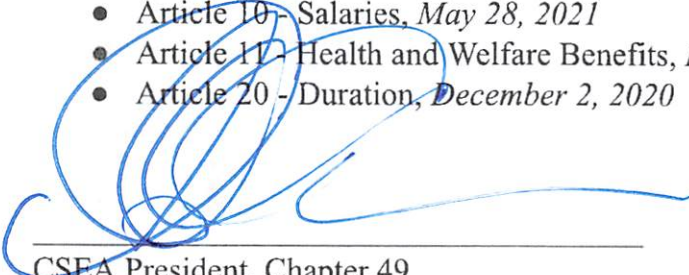


**Tentative Agreements Between
Covina-Valley Unified School District**

And


California School Employees Association and its Covina-Valley Chapter 49

- Article 1 - Recognition and Bargaining Unit, Subsection 1, 2, *December 2, 2020*
- Article 2 - Association Rights, Subsection 13, 14, 20, *October 29, 2020*
- Article 3 - Organizational Membership, *October 29, 2020*
- Article 4 - Terms of Employment, Subsection 5h, *May 28, 2021*
- Article 5 - Leaves, Pregnancy Leave, Subsection 2e, *February 19, 2021*
- Article 5 - Leaves, Bereavement Leave, Subsection 4b, *October 29, 2020*
- Article 5 - Leaves, Personal Necessity Leave, Subsection 6c, *October 29, 2020*
- Article 10 - Salaries, *May 28, 2021*
- Article 11 - Health and Welfare Benefits, *May 28, 2021*
- Article 20 - Duration, *December 2, 2020*




CSEA President, Chapter 49

06.30.2021
Date



Covina-Valley Unified School District
Assistant Superintendent, Personnel Services

June 30, 2021
Date



CSEA Labor Relations Representative

June 30, 2021
Date

December 2, 2020

Article 1
Recognition and Bargaining Unit
Subsection 1, 2

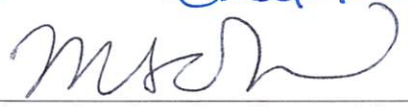
Final Approved Upon Language, December 2, 2020

1. **The Public Employers Relations Board recognizes California School Employees Association, and it's Chapter 49, on October 5, 1976, ~~This Agreement is entered into this 1st day of July 2016,~~** by and between the Board of Education of the Covina-Valley Unified School District of Covina, California, hereinafter referred to as the "Board of Education" or "District," and California School Employees Association, and its Covina-Valley Chapter #49 hereinafter referred to as the "Association" or "CSEA."
2. The Board of Education recognizes the Association as the sole and exclusive bargaining agent for the unit consisting of all classified employees excluding management and confidential employees as designated by the Board of Education and supervisory employees. This also excludes ~~playground-supervisors~~, student helpers, student aides, substitutes, apprentices, provisional appointees, limited term employees, consultants, professional experts and independent contractors. Appendix A (Job Position and Salary Schedule) attached is to be considered part of the description of the appropriate unit.



CSEA President

Chapter 49

06.30.2021
Date


Assistant Superintendent, Personnel Services

June 30, 2021
Date


CSEA Labor Relations Representative

June 30, 2021
Date

October 29, 2020

Article 2
Association Rights
Subsection 13, 14, 20

Final Approved Upon Language, October 29, 2020

13. The Association shall have the right to receive, by January **1st** of each year, a complete list of unit members by current classification, primary job site, and date of hire. CSEA shall also receive an updated seniority list of unit members if layoffs are contemplated by the District in any classification. A current seniority list of those unit members involved shall be provided at least forty-five (45) calendar days or as otherwise provided for by law, prior to the effective date of layoffs.
14. Within ninety (90) days after the adoption of this Agreement by the Board of Education, the District shall print or duplicate and provide without charge a copy of this Agreement to every unit member **upon request**. Any employee who becomes a member of the bargaining unit after the execution of this Agreement shall be provided a copy of this Agreement, with amendments, if any, by the District without charge. New employees shall be provided a copy of this Agreement, with amendments, if any, at time of employment.
- ~~20. One time per month, pending necessity as a result of new hires, the District agrees to allow a CSEA representative access to new hires for a period of time not to exceed 20 minutes. This must occur within the first 30 days of their employment at the employee's worksite at a time agreed upon and approved by the site administrator that does not interfere with their hours of employment. CSEA may develop a video or other media to be shown to new members as long as it conforms to the established timeline of the orientation period and approved by the District.~~


CSEA President

Chapter 401


Assistant Superintendent, Personnel Services


CSEA Labor Relations Representative

06.30.2021
Date

June 30, 2021
Date

June 30, 2021
Date

October 29, 2020

Article 3
Organizational Membership

Final Approved Upon Language, October 29, 2020

~~The Association and District agree to implement the provisions of SB 1960 legislation:~~

~~1. Religious Exemption:~~

~~Any employee claiming religious exemption must file a written request for exemption with the Deputy Chief Counsel at State CSEA headquarters. If the request is granted, the member shall, as a condition of continued exemption from the requirement of paying service fees to CSEA, shall furnish CSEA with copies of receipts from the charity selection listed below quarterly or annually by September 30 if paid in a lump sum, as proof such payments have been made or shall authorize payroll deduction of such payments. This paragraph does not preclude a unit member from becoming or remaining a service fee payer should their religious exemption be denied by State CSEA headquarters.~~

~~Charitable Organizations:~~

~~City of Hope~~

~~United Way~~

~~American Red Cross~~

In accordance with the June 27, 2018, Supreme Court ruling, the Association and District agree to implement the provisions of AB 119.

Definitions

- a) **Newly hired employee:** Any employee, whether permanent, full time, part-time, hired by the District, and who is still employed as of the date of the new employee orientation. It also includes all employees who are or have been previously employed by the District and whose current position has placed them in the bargaining unit represented by CSEA. For those latter employees, for purposes of this agreement only, the "date of hire" is the date upon which the employee's employee status changed such that the employee was placed in the CSEA unit.

- b) **Employee orientation:** The onboarding process of a newly hired public employee, whether in person, online, or through other means or mediums, in which employees are advised of their employment status, rights, benefits, duties, and responsibilities, or any other employment-related matters.

1. Employee Information

a) Provide CSEA with CSEA Members' contact information

Three times per year (September 30, January 31, and May 31), the District will provide the CSEA Labor Relations Representative all of the information listed below. Every thirty (30) days, the District will provide the CSEA Labor Relations Representative the information listed below for all employees hired within the preceding 30 days.

The information shall be provided electronically via a mutually agreeable secure FTP format and shall include the following items, with each field in its own column:

1. First name
2. Middle initial
3. Last name
4. Suffix (e.g., Jr, III)
5. Job Title
6. Department
7. Primary worksite name
8. Work telephone number
9. Work extension
10. Home street address (inc. apartment number)
11. City
12. State
13. Zipcode (5 or 9 digits)
14. Home telephone number (10 digits)
15. Personal cellular phone number (10 digits)
16. Hire date


2. New Employee Orientation

- a) The District shall provide CSEA mandatory access to its new employee orientations. CSEA shall receive not less than ten (10) days notice in advance of an orientation, except that a shorter notice may be provided in a specific instance where there is an urgent need critical to the District's operations that was not reasonably foreseeable. Orientation sessions may include individual (one-on-one) new hire meetings with a **Human Resources** Personnel Services representative, a site administrator, and/or group orientation sessions.

- b) Each school year, there will be two group orientations for new employees. One will be held no later than September 30 and the second no later than February 28. In the event the District conducts a group orientation, CSEA shall have a minimum of one (1) hour, including travel time, of paid release time for two (2) CSEA representatives to conduct the orientation session. Said release time shall not be counted against the total release time contained elsewhere in the collective bargaining agreement. The CSEA Labor Relations Representative may also attend the orientation session.
- c) In the event the District conducts one-on-one orientations with new employees, CSEA shall have a minimum of thirty (30) minutes of paid release time, including travel time, for one (1) CSEA representative to conduct the orientation session. Said release time shall not be counted against the total release time contained elsewhere in the collective bargaining agreement. The CSEA Labor Relations Representative may also attend the orientation session.
- d) The orientation session shall be held on District property during the workday of the employee(s), who shall be on paid time.
- e) During CSEA's orientation session, no District manager or supervisor, or non-unit employee shall be present.
- f) The District shall include the CSEA membership application in the new employee orientation packet.


CSEA President

Chapter 401


Assistant Superintendent, Personnel Services


CSEA Labor Relations Representative

06-30-2021
Date

June 30, 2021
Date

June 30, 2021
Date

May 28, 2021

Article 4
Terms of Employment
Subsection 5h. Comp Time

Current Language:


h. Compensatory Time Off (CTO) that has been earned and the employee has not been allowed to use within twelve months from when it was earned shall be paid out, provided the employee has requested to use CTO in writing in advance and received a written denial from their supervisor. This shall not apply if an alternative approved timeframe for its usage is provided by the supervisor.

Final Approved Upon Language, May 28, 2021

h. Compensatory time-off in lieu of overtime pay may be authorized if mutually agreed upon by the unit member and his/her immediate supervisor. Compensatory time shall be granted at the rate of one and one-half (1-1/2) times the actual overtime worked and shall be taken within twelve (12) months beginning ~~July~~ June 1 through ~~June 30~~ May 31 ~~each year~~ or an overtime pay warrant shall be initiated. The taking of compensatory time shall not impair the service rendered by the District. The unit member can only maintain a maximum of ~~twenty-four (24)~~ thirty (30) hours, ~~calculated to forty-five (45) hours rollover hours~~ calculated at the rate of one and one-half (1-1/2) times the actual overtime worked of compensatory time, ~~and be able to earn ten additional hours.~~ If the unit member does not use the accrued compensatory time ~~by the end of the fiscal year (June 30) May 31 and an overtime pay warrant shall be issued. An employee must be allowed to use all earned compensatory time earned in the month of June within forty-five (45) calendar days. No pay warrant will be issued if employee agrees to utilize time within this period.~~


CSEA President

Chapter 49


Assistant Superintendent, Personnel Services

Margie Espinoza
CSEA Labor Relations Representative

05.28.2021
Date

5.28.21
Date

05/28/21
Date

February 19, 2021

Article 5
Leaves
Subsection 2e, Pregnancy Leave
Subsection 4b, Bereavement Leave
Subsection 6c, Personal Necessity Leave

Final Approved Upon Language, February 19, 2021

2. Pregnancy Leave

- d. The employee requesting a pregnancy leave shall specify in writing the date on which she wishes to commence the leave and the date on which she wishes to return to employment following termination of pregnancy. Such requests shall be consistent with the provisions of this Article.
- e. **The District shall have the right to require the employee who desires to return to employment on a specified date to provide a statement from her physician on a District form stating that she is physically capable of resuming the performance of her duties on said specified date.**
- ~~e.~~ f. Ordinarily an employee is expected to resume her duties as soon after the termination of pregnancy as her physician certifies that she is physically capable of resuming the performance of her duties. If the employee does not wish to resume her duties until a later date, she may request a personal leave without pay pursuant to Section 5 of this Article to be effective immediately following the pregnancy leave.

4. Bereavement Leave

- b. "Immediate family," as used in this Section, is defined as the mother, father, grandmother, grandfather or grandchild of the employee or of the spouse of the employee, and the spouse, son, son-in-law, daughter, daughter-in-law, brother, brother-in-law, sister, sister-in-law, aunt, uncle, ~~cousin~~, **niece, nephew**, stepmother, stepmother-in-law, stepfather, stepfather-in-law, stepson, stepdaughter, legal foster child, registered domestic partner, or any relative living in the immediate household of the employee.

6. Personal Necessity Leave


- c. "Immediate family," as used in this Section, is defined as the mother, father, grandmother, grandfather or grandchild of the employee or of the spouse of the employee, and the spouse, son, son-in-law, daughter, daughter-in-law, brother,

brother-in-law, sister, sister-in-law, aunt, uncle, **cousin**, niece, nephew, stepmother, stepmother-in-law, stepfather, stepfather-in-law, stepson, stepdaughter, legal foster child, registered domestic partner or any relative living in the immediate household of the employee.



CSEA President

Chapter 4A

06.30.2021
Date


Assistant Superintendent, Personnel Services

June 30, 2021
Date


CSEA Labor Relations Representative

June 30, 2021
Date

May 28, 2021

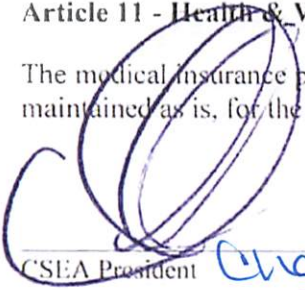
District Proposed/Agreed Upon Language

Article 10 - Salary

Unit members who are employed in the District on the effective date of this agreement will receive a 2.2% on schedule salary increase for the 2020-2021 school year, retroactive to July 1, 2020.

Article 11 - Health & Welfare

The medical insurance plan options and unit member contributions for all plans shall be maintained as is, for the insurance period January 1, 2021 through Jan 2, 2022.


CSEA President

Chapter 401


Assistant Superintendent, Personnel Services

Marge Espinoza
CSEA Labor Relations Representative

05-29-2021
Date

5-28-2021
Date

05/28/21
Date

	Classified Salaries Effective July 1, 2020						
		Range	Salary				
			Step 1	Step 2	Step 3	Step 4	Step 5
343	Account Clerk I	142	\$3,354.72	\$3,515.74	\$3,697.41	\$3,875.99	\$4,072.11
341	Account Clerk II	150	\$3,697.41	\$3,875.99	\$4,072.11	\$4,277.52	\$4,494.29
339	Account Clerk III	162	\$4,277.52	\$4,494.29	\$4,720.34	\$4,952.59	\$5,200.32
337	Administrative Assistant	170	\$4,720.34	\$4,952.59	\$5,200.32	\$5,461.48	\$5,727.79
378	Adult School Attendance and Payroll Clerk	155	\$3,932.76	\$4,123.72	\$4,330.16	\$4,548.99	\$4,779.18
290	Associate Clinical Social Worker	151	\$3,744.89	\$3,932.76	\$4,123.72	\$4,330.16	\$4,548.99
625	Asst. Cafeteria Manager	138	\$3,186.46	\$3,354.72	\$3,515.74	\$3,697.41	\$3,875.99
569	Athletic Custodian	145	\$3,479.61	\$3,653.03	\$3,835.73	\$4,028.76	\$4,225.91
344	Attendance Clerk	141	\$3,309.30	\$3,479.61	\$3,653.03	\$3,835.73	\$4,028.76
336	Avid Tutor (not in unit)	Flat Rate	\$15.00				
1430	Behavior Intervention Specialist	170	\$4,720.34	\$4,952.59	\$5,200.32	\$5,461.48	\$5,727.79
507	Building Maintenance Worker/Carpenter	163	\$4,330.16	\$4,548.99	\$4,779.18	\$5,018.65	\$5,265.35
509	Building Maintenance Worker/Electrician	166	\$4,494.29	\$4,720.34	\$4,952.59	\$5,200.32	\$5,461.48
531	Building Maintenance Worker/Glazier	163	\$4,330.16	\$4,548.99	\$4,779.18	\$5,018.65	\$5,265.35
511	Building Maintenance Worker/Locksmith	163	\$4,330.16	\$4,548.99	\$4,779.18	\$5,018.65	\$5,265.35
529	Building Maintenance Worker/Painter	163	\$4,330.16	\$4,548.99	\$4,779.18	\$5,018.65	\$5,265.35
515	Building Maintenance Worker/Plumber	166	\$4,494.29	\$4,720.34	\$4,952.59	\$5,200.32	\$5,461.48
525	Building Maintenance Worker/Refrig. & Heat	167	\$4,548.99	\$4,779.18	\$5,018.65	\$5,265.35	\$5,531.67
517	Building Maintenance Worker/Welder	159	\$4,123.72	\$4,330.16	\$4,548.99	\$4,779.18	\$5,018.65
585	Bus Driver	148	\$3,605.54	\$3,788.25	\$3,976.11	\$4,171.20	\$4,384.87
586	Bus Driver Instructor/Dispatcher	164	\$4,384.87	\$4,599.57	\$4,827.69	\$5,072.33	\$5,324.19
392	Campus Supervisor	141	\$3,309.30	\$3,479.61	\$3,653.03	\$3,835.73	\$4,028.76
358	Career Center Assistant	139	\$3,229.82	\$3,394.97	\$3,563.22	\$3,744.89	\$3,932.76
809	Child Care Aide EDC	123	\$2,663.13	\$2,793.19	\$2,931.51	\$3,080.14	\$3,229.82
807	Child Care Aide II	128	\$2,824.15	\$2,969.70	\$3,119.37	\$3,275.23	\$3,437.29
815	Child Development Clerk/Family Liaison	136	\$3,119.37	\$3,275.23	\$3,437.29	\$3,605.54	\$3,788.25
354	Clerical Assistant I	131	\$2,931.51	\$3,080.14	\$3,229.82	\$3,394.97	\$3,563.22
352	Clerical Assistant II	139	\$3,229.82	\$3,394.97	\$3,563.22	\$3,744.89	\$3,932.76
350	Clerical Assistant III	147	\$3,563.22	\$3,744.89	\$3,932.76	\$4,123.72	\$4,330.16
355	Community Services Coordinator - Bilingual	136	\$3,119.37	\$3,275.23	\$3,437.29	\$3,605.54	\$3,788.25
382	Copy & Micrographics Assistant	143	\$3,394.97	\$3,563.22	\$3,744.89	\$3,932.76	\$4,123.72
567	Custodian	141	\$3,309.30	\$3,479.61	\$3,653.03	\$3,835.73	\$4,028.76
380	Data Entry Operator - Adult Education	145	\$3,479.61	\$3,653.03	\$3,835.73	\$4,028.76	\$4,225.91
2586	Delegated Behind-the-Wheel Bus Driver/Train	156	\$3,976.11	\$4,171.20	\$4,384.87	\$4,599.57	\$4,827.69
595	Delivery Driver	144	\$3,437.29	\$3,605.54	\$3,788.25	\$3,976.11	\$4,171.20
369	EDP Programmer	185	\$5,662.76	\$5,949.72	\$6,241.83	\$6,557.69	\$6,886.97
370	EDP Programmer - Adult Education	185	\$5,662.76	\$5,949.72	\$6,241.83	\$6,557.69	\$6,886.97
342	Electrical Communications Technician	174	\$4,952.59	\$5,200.32	\$5,461.48	\$5,727.79	\$6,017.84
836	Elementary School Monitor	123	\$2,663.13	\$2,793.19	\$2,931.51	\$3,080.14	\$3,229.82
345	Elementary School Office Clerk	139	\$3,229.82	\$3,394.97	\$3,563.22	\$3,744.89	\$3,932.76
888	English Learner Support Specialist	136	\$3,119.37	\$3,275.23	\$3,437.29	\$3,605.54	\$3,788.25
629	Food Service Worker I	123	\$2,663.13	\$2,793.19	\$2,931.51	\$3,080.14	\$3,229.82
627	Food Service Worker II	126	\$2,760.16	\$2,898.47	\$3,041.95	\$3,186.46	\$3,354.72
545	Groundskeeper I	143	\$3,394.97	\$3,563.22	\$3,744.89	\$3,932.76	\$4,123.72
543	Groundskeeper II	151	\$3,744.89	\$3,932.76	\$4,123.72	\$4,330.16	\$4,548.99
394	Health Clerk	134	\$3,041.95	\$3,186.46	\$3,354.72	\$3,515.74	\$3,697.41
362	Help Desk/Office Coordinator	159	\$4,123.72	\$4,330.16	\$4,548.99	\$4,779.18	\$5,018.65
332	High School Secretary	151	\$3,744.89	\$3,932.76	\$4,123.72	\$4,330.16	\$4,548.99
182	Instructional Aide - 1:1 Assistant	130	\$2,898.47	\$3,041.95	\$3,186.46	\$3,354.72	\$3,515.74
386	Instructional Aide - Adult School	130	\$2,898.47	\$3,041.95	\$3,186.46	\$3,354.72	\$3,515.74
374	Instructional Aide - Behavior, Special Educati	140	\$3,275.23	\$3,437.29	\$3,605.54	\$3,788.25	\$3,976.11
391	Instructional Aide - Classroom	130	\$2,898.47	\$3,041.95	\$3,186.46	\$3,354.72	\$3,515.74
389	Instructional Aide - Clerical	130	\$2,898.47	\$3,041.95	\$3,186.46	\$3,354.72	\$3,515.74
181	Instructional Aide - Early Childhood	135	\$3,080.14	\$3,229.82	\$3,394.97	\$3,563.22	\$3,744.89
388	Instructional Aide - English as a Second Lang	130	\$2,898.47	\$3,041.95	\$3,186.46	\$3,354.72	\$3,515.74
398	Instructional Aide - Interpreter	146	\$3,515.74	\$3,697.41	\$3,875.99	\$4,072.11	\$4,277.52
197	Instructional Aide - Specialized Program	140	\$3,275.23	\$3,437.29	\$3,605.54	\$3,788.25	\$3,976.11
399	Instructional Media Technician	143	\$3,394.97	\$3,563.22	\$3,744.89	\$3,932.76	\$4,123.72
195	Job Coach, Adult Transition Program	130	\$2,898.47	\$3,041.95	\$3,186.46	\$3,354.72	\$3,515.74
2581	Lead Mechanic	177	\$5,141.49	\$5,391.29	\$5,662.76	\$5,949.72	\$6,241.83
829	Lead User Support Analyst	189	\$5,949.72	\$6,241.83	\$6,557.69	\$6,886.97	\$7,229.67
1357	Library Media Clerk	143	\$3,394.97	\$3,563.22	\$3,744.89	\$3,932.76	\$4,123.72
1400	Licensed Vocational Nurse	156	\$3,976.11	\$4,171.20	\$4,384.87	\$4,599.57	\$4,827.69
523	Maintenance Worker I	147	\$3,563.22	\$3,744.89	\$3,932.76	\$4,123.72	\$4,330.16

521	Maintenance Worker II	155	\$3,932.76	\$4,123.72	\$4,330.16	\$4,548.99	\$4,779.18
519	Maintenance Worker III	163	\$4,330.16	\$4,548.99	\$4,779.18	\$5,018.65	\$5,265.35
581	Mechanic	169	\$4,659.44	\$4,894.79	\$5,141.49	\$5,391.29	\$5,662.76
346	Middle School Office Clerk	143	\$3,394.97	\$3,563.22	\$3,744.89	\$3,932.76	\$4,123.72
528	Network Analyst	194	\$6,316.15	\$6,636.14	\$6,966.45	\$7,316.38	\$7,676.62
800	Parent Education Assistant	130	\$2,898.47	\$3,041.95	\$3,186.46	\$3,354.72	\$3,515.74
825	Piano Accompanist	140	\$3,275.23	\$3,437.29	\$3,605.54	\$3,788.25	\$3,976.11
554	Pool Maintenance Worker	145	\$3,479.61	\$3,653.03	\$3,835.73	\$4,028.76	\$4,225.91
564	Printing Services Coordinator	159	\$4,123.72	\$4,330.16	\$4,548.99	\$4,779.18	\$5,018.65
563	Printshop Assistant	147	\$3,563.22	\$3,744.89	\$3,932.76	\$4,123.72	\$4,330.16
365	Programmer Analyst	194	\$6,316.15	\$6,636.14	\$6,966.45	\$7,316.38	\$7,676.62
348	Purchasing Assistant I	151	\$3,744.89	\$3,932.76	\$4,123.72	\$4,330.16	\$4,548.99
349	Purchasing Assistant II	155	\$3,932.76	\$4,123.72	\$4,330.16	\$4,548.99	\$4,779.18
367	Registrar	146	\$3,515.74	\$3,697.41	\$3,875.99	\$4,072.11	\$4,277.52
861	School Helper	123	\$2,663.13	\$2,793.19	\$2,931.51	\$3,080.14	\$3,229.82
333	Secretary I	151	\$3,744.89	\$3,932.76	\$4,123.72	\$4,330.16	\$4,548.99
331	Secretary II	159	\$4,123.72	\$4,330.16	\$4,548.99	\$4,779.18	\$5,018.65
330	Secretary to the Principal - Alternative Educa	151	\$3,744.89	\$3,932.76	\$4,123.72	\$4,330.16	\$4,548.99
328	Secretary to the Principal - Elementary Schoo	151	\$3,744.89	\$3,932.76	\$4,123.72	\$4,330.16	\$4,548.99
326	Secretary to the Principal - High School	159	\$4,123.72	\$4,330.16	\$4,548.99	\$4,779.18	\$5,018.65
329	Secretary to the Principal - Middle School	151	\$3,744.89	\$3,932.76	\$4,123.72	\$4,330.16	\$4,548.99
565	Senior Custodian	153	\$3,835.73	\$4,028.76	\$4,225.91	\$4,439.58	\$4,659.44
833	Senior Electronic Communications Specialist	185	\$5,662.76	\$5,949.72	\$6,241.83	\$6,557.69	\$6,886.97
542	Senior Groundskeeper	159	\$4,123.72	\$4,330.16	\$4,548.99	\$4,779.18	\$5,018.65
516	Senior Maintenance Worker	166	\$4,494.29	\$4,720.34	\$4,952.59	\$5,200.32	\$5,461.48
559	Senior Sprinkler Maintenance Worker	167	\$4,548.99	\$4,779.18	\$5,018.65	\$5,265.35	\$5,531.67
196	Specialized Physical Health Aide	140	\$3,275.23	\$3,437.29	\$3,605.54	\$3,788.25	\$3,976.11
855	Speech and Language Assistant	170	\$4,720.34	\$4,952.59	\$5,200.32	\$5,461.48	\$5,727.79
557	Sprinkler Maintenance Worker	157	\$4,028.76	\$4,225.91	\$4,439.58	\$4,659.44	\$4,894.79
526	State & Federal Data Technician	189	\$5,949.72	\$6,241.83	\$6,557.69	\$6,886.97	\$7,229.67
384	Student Body Activities Assistant	150	\$3,697.41	\$3,875.99	\$4,072.11	\$4,277.52	\$4,494.29
387	Student Body Activities Clerk	142	\$3,354.72	\$3,515.74	\$3,697.41	\$3,875.99	\$4,072.11
840	Student Helper (not in unit)	Flat Rate	\$14.00				
830	Student Information Systems Analyst I	177	\$5,141.49	\$5,391.29	\$5,662.76	\$5,949.72	\$6,241.83
381	Technical Support Data Analyst-Adult Ed	145	\$3,479.61	\$3,653.03	\$3,835.73	\$4,028.76	\$4,225.91
2399	Translator	159	\$4,123.72	\$4,330.16	\$4,548.99	\$4,779.18	\$5,018.65
556	TSS Trainee	136	\$3,119.37	\$3,275.23	\$3,437.29	\$3,605.54	\$3,788.25
363	Typist Clerk I	135	\$3,080.14	\$3,229.82	\$3,394.97	\$3,563.22	\$3,744.89
831	User Support Analyst I	177	\$5,141.49	\$5,391.29	\$5,662.76	\$5,949.72	\$6,241.83
832	User Support Analyst II	185	\$5,662.76	\$5,949.72	\$6,241.83	\$6,557.69	\$6,886.97
826	User Support Technician	177	\$5,141.49	\$5,391.29	\$5,662.76	\$5,949.72	\$6,241.83
597	Warehouse Worker/Delivery Driver	144	\$3,437.29	\$3,605.54	\$3,788.25	\$3,976.11	\$4,171.20
500	Water Utilities Worker II	163	\$4,330.16	\$4,548.99	\$4,779.18	\$5,018.65	\$5,265.35
Longevity Pay (see Article X 10, 7)							
S180.64 beginning in the first month of the 15th year of District service							
S206.44 beginning in the first month of the 20th year of District service							
S234.31 beginning in the first month of the 25th year of District service							
S259.09 beginning in the first month of the 30th year of District service							
S287.99 beginning in the first month of the 35th year of District service							
S317.92 beginning in the first month of the 40th year of District service							
The following positions are currently not being utilized. They have not been eradicated from the classified bargaining unit.							
There are no current employees who hold these positions at this time.							
	Positions currently not being utilized	Range					
536	Audio-Visual Equipment Repairworker I	144					
535	Audio-Visual Equipment Repairworker II	168					
583	Automotive Serviceworker	151					
808	Child Care Aide - Adult School	Flat Rate					
383	Computer Electronics Technician	170					
373	Computer Operator	160					
360	Computer Operator - Adult School	160					
375	Computer Operator Trainee	152					
376	Computer Operator Trainee - Adult School	152					
620	Cook Manager I	138					
596	Copy & Micrographics Assistant/Delivery Dri	144					
356	Data Processing Control Clerk	147					
371	EDP Programmer Trainee	177					

374	EDP Programmer Trainee - Adult Education	177					
865	Event Staff I	Flat Rate					
867	Event Staff II	114					
869	Event Staff III	119					
395	Home-School Assistant	136					
2395	Home-School Liaison	136					
551	Grounds Equipment Operator	149					
720	Housekeeper (Children's Center)	123					
392	Instructional Aide - Lay Reader	130					
393	Instructional Aide - Physical Education	118					
1391	Instructional Aide - Visually Impaired	130					
573	Janitor	133					
385	Keypunch Operator	145					
359	Library Clerk I	135					
357	Library Clerk II	143					
505	Maintenance Expediter and Storekeeper	157					
313	Maintenance Operations Specialist	155					
1500	Maintenance Planner	159					
539	Office Machine Repairworker I	160					
537	Office Machine Repairworker II	168					
540	Office Machine Repairworker Trainee	144					
377	PABX Operator - Receptionist	139					
806	Parent Education Helper	Flat Rate					
562	Parking Lot Supervisor	133					
397	Program Outreach Assistant	138					
589	Receiving Clerk	153					
591	Senior Stock Clerk	161					
337	Stenographer Clerk I	140					
335	Stenographer Clerk II	148					
593	Stock Clerk	149					
366	Systems Programmer	207					
361	Typist Clerk II	143					

December 2, 2020

Article 20
Duration

Final Approved Upon Language, December 2, 2020

1. This Agreement shall remain in full force and effect from ~~July 1, 2016, through June 30, 2019;~~ **July 1, 2019, through June 30, 2022.**
2. The District and the Association recognize that future legislative changes may require the parties to modify the current terms and conditions of unit member employment. If this occurs, the parties agree to commence negotiations within 10 working days of a request from the other party on changes to any terms of employment that are mandated by law.


CSEA President

Chapter 4A



Assistant Superintendent, Personnel Services


CSEA Labor Relations Representative

June 30, 2021
Date

June 30, 2021
Date

June 30, 2021
Date