

**THE CALIFORNIA SCHOOL EMPLOYEES' ASSOCIATION
AND ITS SAN BERNARDINO CHAPTER 183
AND
THE SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT
Reopener
2023-2024
October 25, 2023**

ARTICLE VI - WAGES

Section 1--Regular Rate of Pay.

The regular rate of pay for each position in the bargaining units shall be as set forth for each class in the salary schedule attached as Appendices A and B and, by this reference, incorporated as a part of this Agreement. Regular rate of pay shall also include longevity increments as set forth in Section 2.

The classified salary schedule shall be increased as follows:

6 (six percent) for the 2023/2024 fiscal year, effective July 1, 2023.

Section 2--Longevity Increments.

The District shall pay longevity increments effective as of the unit member's regular increment date as follows:

- A. Unit members who have completed ten (10) years of service shall receive a three and one-half percent (3.5%) increase over base salary, effective upon the unit member's eleventh (11th) anniversary.
- B. Unit members who have completed fifteen (15) years of service shall receive a three and one-half (3.5 %) increase in addition to that listed in Section A above over base salary, effective upon the unit member's sixteenth (16th) anniversary.
- C. Unit members who have completed twenty (20) years of service shall receive a three and one-half (3.5 %) increase in addition to that listed in Sections A and B above over base salary, effective upon the unit member's twenty-first (21st) anniversary.
- D. Unit members who have completed twenty-five (25) years of service shall receive a three and one-half (3.5 %) increase in addition to that listed in Sections A, B and C above over base salary, effective upon the unit member's twenty-sixth (26th) anniversary.
- E. Unit members who have completed thirty (30) years of service shall receive a three and one-half (3.5 %) increase in addition to that listed in Sections A, B, C and D above over base salary, effective upon the unit member's thirty-first (31st) anniversary.

- F. Unit members who have completed thirty-five (35) years of service shall receive a three and one-half (3.5 %) increase in addition to that listed in Sections A, B, C, D and E above over base salary, effective upon the unit member's thirty- sixth (36th) anniversary.

Section 3--Application of Salary Schedule.

Initial placement and movement on the salary schedule shall be as provided below:

- A. Initial appointment for unit members shall be at the first (1st) step of the salary range for the class. In unusual circumstances, initial appointment may be at a higher step with the approval of the Superintendent or his designee. Such unusual circumstances shall be based upon difficulty of recruitment or the need to appoint an individual with education, training, or experience, which exceeds the minimum requirements for the job.
- B. Step advancement from the first step to the second step of the salary range shall be made upon the completion of the probationary period.
- C. All other advancements on the salary range shall be made on an annual basis on either a January 1 or July 1 increment date. Unit members who receive their first step increase, as provided for in subsection "B" of this Section, on April, May, June, July, August, or September shall have a July 1st increment date. Unit members who receive their first step increase, as provided for in subsection "B" of this Section, on October, November, December, January, February, or March shall have a January 1st increment date.
- D. Unit members who have been promoted to a higher class shall be advanced to the next succeeding step on the salary schedule upon the completion of a probationary period. Succeeding step advancements shall be as set forth in "C" above.
- E. A part-time employee, when appointed full-time in the same class, shall be granted full credit for each year of service in determining annual credit.
- F. Unit members who have been promoted shall be placed on a step in the appropriate salary range for the class, which shall assure a minimum of a one (1) range increase (at least four percent (4%)).
- G. Time on any leaves without pay shall not be counted for purposes of step advancement.
- H. Unit members who accept a voluntary demotion shall be placed on the step in the appropriate salary range for the class, which most nearly equals the salary received prior to the demotion, except that such salary placement shall not exceed salary received prior to the demotion.
- I. For the purpose of this Section, all salary step changes within range made on or before the fifteenth (15th) day of the month shall be considered as effective on the first (1st) day of that month. Salary step changes within range made on or after the sixteenth (16th) day of the month shall be considered as effective on the first (1st) day of the following month.

- J. Unit members reclassified to a class with a lower maximum salary shall remain at their current salary ("Y" rate). The current salary shall be retained until a salary step on the new range for the new class equals or exceeds the current salary.
- K. When the salary relationship for a class is adjusted to a lower range, the affected unit members shall remain at their current salary ("Y" rate). The current salary shall be retained until a salary step for the class equals or exceeds the current salary.
- L. Unit members reclassified to a class with a higher maximum salary shall be placed on the same step in the salary range for the new class.
- M. All full-time classified unit members shall be paid on the fifteenth (15th) and the last working day of the month for all work performed during that pay period.
- N. Effective July 1, 2017, all part-time classified unit members shall be paid on the first (1st) day of the month for all work performed during the prior pay period.

Section 4--Bilingual Differential.

No changes made

Section 5--Differential Pay.

No changes made

Section 6--Shorthand Differential.

No changes made

Section 7--Differential Pay-Diapering and Toileting.

No changes made

Section 8-- Crisis Intervention Pay

Unit members assigned to special education classrooms (mild/mod, mod/severe and ed) and campus security officers shall receive hazard pay crisis intervention differential pay of \$175.00 (one hundred and seventy-five dollars) per month.

Disputes shall be handled using the grievance process as outlined in the collective bargaining agreement.

Section 9--Joint Study Committee.

No other changes made other than changing numbering

Section 10 --Substitute Work by Unit Member.

No other changes made other than changing numbering

Section 11 -- Professional Growth Incentive.

No other changes made other than changing numbering

Section 12 --Advanced Degree Incentive.

No other changes made other than changing numbering

Section 13- Retroactive Pay Reclassification

All reclassification requests approved after July 1st shall be paid retroactively to July 1st of the approval fiscal year.

Section 13--Payroll Errors

No other changes made other than changing numbering

ARTICLE XIV – LEAVES

Section 6--Bereavement Leave.

- A. Unit members shall be entitled to four (4) days of bereavement leave or seven (7) days if travel out of state or more than 200 miles for grieving with family without loss of pay or deduction from other available leaves in the event of a death of a member of the unit member's immediate family. "Immediate family" is the same as defined in Section 5 (B) of this Article. A unit member may request approval from the District's chief Human Resources officer or designee for leave to be used in relation to a relative not designated as immediate family. The decision of the District's chief Human Resources officer or designee shall be final. All bereavement leave shall be used within ninety (90) calendar days from the death of the unit member's immediate family. *(Bereavement leave days do not have to be consecutive.*
- B. A unit member shall fill out the reason for the bereavement leave under this section on the District Classified Application for Leave (HR-57) form. Upon return to work, the employee shall provide one of the following supporting documents within ten (10) work days. This documentation must include the name of the deceased, in the form of the following: obituary, prayer card, funeral program, death certificate, cremation documentation, newspaper article, coroner's report, e

Section 17--Vacation.

Unit members, employed as regular classified employees of the District, shall receive paid

vacation as provided for in this Section 16.

A. Vacation credit for full-time, twelve-month unit members shall be earned on the following basis:

<u>Years of Service</u>	<u>Days of Vacation</u>	<u>Monthly Accrual</u>
1 through 2	10	.83
3 through 4	12	1.00
5 through 11	15	1.23
12 through 17	17	1.42
18	18	1.50
19	19	1.58
20	20	1.67
22	22	1.83
25	25	2.08

1. Unit members regularly employed nine, ten, and eleven months per year shall earn vacation credit on a prorated basis.
2. Vacation credit shall not be earned and become a vested right until completion of the initial six (6) months of employment.
3. Vacation credit shall not be earned while a unit member is in an unpaid status.
4. Unit members whose work year is extended as set forth in Article IX, Section 13, shall accrue vacation credit for service performed during the extended period.

B. Any bargaining unit member with accumulated vacation days in excess of allowable limits will be paid out by the District. The allowable vacation carryover days are as follows:

- a. Nine (9) month employees shall be allowed to carry over up to a total of ten (10) days.
- b. Nine (9) month employees may request a vacation payout of a total of five (5) days out of the required ten (10) day rollover.
- c. Ten (10), eleven (11), and twelve (12) month employees shall be allowed to carry

over up to a total of fifteen (15) days.

- d. Ten (10), eleven (11), and twelve (12) month employees may request a vacation payout of a total of ten (10) days out of the required fifteen (15) day rollover.

Request for additional payout must be submitted by June 1st to human resources or designee.

No other changes made to section 17

Section 18 --Catastrophic Leave

No changes made

Section 19 --Funeral Leave

No changes made

Section 20 – Parental Leave

No changes made

Section 21- Child-Related Activities

Employees shall have the right to use up to 40 hours per fiscal year to attend child-related activities in accordance with the law. Prior to taking the time off, reasonable notice must be given to the unit members immediate supervisor.

For the purposes of this article, reasonable notice shall be defined as at least one (1) day notice to their immediate supervisor. In extenuating circumstances, the notice can be less than a day's notice.

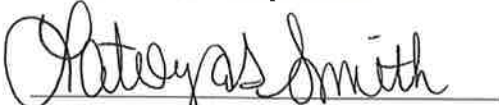
Unit members shall use available vacation, personal necessity, compensatory time, or unpaid leave to attend their child-related activities. Employees shall submit their request to attend child-related activities in accordance with the collective bargaining agreement. Supervisors may require verification of attendance at the child-related activities.

It is agreed and understood that this agreement is subject to all approvals required by CSEA Policy and by the San Bernardino City Unified School District Board of Education.

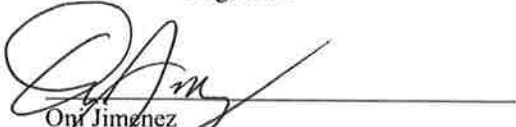
TENTATIVE AGREEMENT
October 25, 2023

This agreement will be effective July 1, 2023.

CALIFORNIA SCHOOL EMPLOYEES
ASSOCIATION - Chapter #183



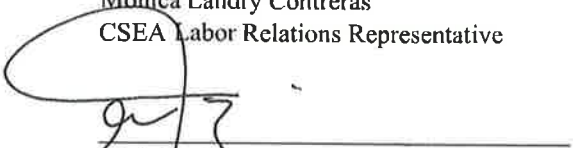
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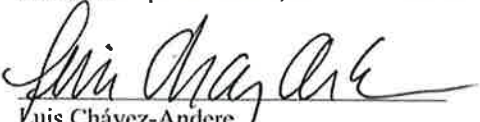


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