

**TENTATIVE AGREEMENT  
BETWEEN  
MENLO PARK CITY SCHOOL DISTRICT  
AND  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER 630**

MAY 15, 2023

The Menlo Park City School District ("District") and the California School Employees Association and its Menlo Park Chapter #630 ("CSEA") hereby tentatively agree to the following changes to the 2020-2023 Collective Bargaining Agreement, pending ratification of the CSEA membership and approval of the Governing Board.

The parties shall reconvene to bargain salary for the 2023-2024 year no later than September 1, 2023.

This tentative agreement marks the conclusion of reopener negotiations for the 2022-2023 year.

**ARTICLE XIV - SALARY**

**A. Salary Schedules**

- a. Salary schedules reflecting the salary or wage for each classification are attached as Appendix A to this contract.
  - i. Effective July 1, 2021, the CSEA bargaining unit shall receive a five percent (5%) on schedule increase to the salary schedule for all active employees at the time of signing this TA. The 5% salary increase is retro-active July 1, 2021.
  - ii. **Effective July 1, 2022, the CSEA bargaining unit shall receive a seven percent (7%) on schedule increase to the salary schedule for all employees active in the 2022-2023 year. The 7% salary increase shall be retroactive to July 1, 2022. The CSEA bargaining unit shall also receive a one percent (1%) off-schedule payment for the 2022-2023 year.**
- b. If any other bargaining unit or employee group should receive an increase in total compensation greater than the CSEA bargaining unit, CSEA shall receive the greater amount.

**B Longevity**

- a. Longevity will be listed as Steps ~~87~~ through ~~2415~~ on the salary schedule **with an additional 16th step** and are defined as follows:
  - i. Beginning on the ~~eighth~~ **seventh (8th7th)** year of employment with the District, ~~and Association~~ **a unit** member will receive ~~2.53%~~ of the base rate listed on Step ~~F~~.
  - ii. Beginning on the ~~twelfth~~ **ninth (12th9th)** year of employment with the District, ~~and Association~~ **a unit** member will receive an additional ~~2.53%~~ of the base rate listed on Step ~~87~~.

- iii. Beginning on the ~~sixteenth~~ **eleventh** (~~16th~~ **11th**) year of employment with the District, ~~and Association~~ **a unit** member will receive an additional ~~2.53~~ **3**% of the base rate listed on Step ~~429~~.
- iv. Beginning on the ~~twentieth~~ **thirteenth** (~~20th~~ **13th**) year of employment with the District, ~~and Association~~ **a unit** member will receive an additional ~~2.53~~ **3**% of the base rate listed on Step ~~461~~.
- v. Beginning on the ~~twenty-fourth~~ **fifteenth** (~~24th~~ **15th**) year of employment with the District, ~~and Association~~ **a unit** member will receive an additional ~~2.53~~ **3**% of the base rate listed on Step ~~2013~~.
- vi. **Beginning on the sixteenth (16th) year of employment with the District, a unit member will receive an additional 3% of the base rate listed on Step 15.**

b. This compensation may be a separate item on their paycheck, but is part of their base salary.

[Sections C through F shall remain unchanged]

FOR CSEA

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