

TENTATIVE AGREEMENT  
ARTICLE II  
RECOGNITION AND CLASSIFICATION

1. RECOGNITION

The District hereby acknowledges that the Saratoga Classified Association is the exclusive bargaining representative for all classified employees holding those positions described in Article II, Section 2, and incorporated by reference as part of this agreement. All newly created positions, except those that are lawfully certificated, management, confidential or supervisory shall be assigned to the bargaining unit. The bargaining unit may be expanded to other classes by mutual agreement of the District and the Saratoga Classified Association subject to the rules of PERB.

2. CLASSIFICATION

- a. Classification is based on the principle that positions shall be in the same class when their duties and responsibilities are enough alike to justify the same job description.
- b. Additional classifications or changes in classification will be mutually established by the District and the Association as they are determined to be appropriate.
- c. Job descriptions are not restrictive and shall not be construed as declaring that duties and responsibilities shall not be changed, or that an employee may not be assigned other duties and responsibilities. Any changes made in duties and /or responsibilities shall be limited to duties and/or responsibilities customarily within similar categories and positions unless mutually agreed by the Association and the District.

3. CLASSIFICATIONS AND POSITIONS ARE AS FOLLOWS:

**Aides**

Activity Leader, Extended Day Program

Classroom Instructional Aide

~~Communicatively Impaired Aide~~

Instructional Aide (Specialized)

~~Specialist School Administration Aide~~

Special Education Aide

Special Education Aide with Hygiene

Behavior Technician (ABA)

**Maintenance & Operations**

Custodian Gardener I

Gardener II

Maintenance Craftsman I

Maintenance Craftsman II

Maintenance Craftsman III

Warehouse Lead  
Warehouse Operations Assistant

**Site Administration**

**Account Technician**

Administrative Assistant (District Office)  
Administrative Assistant to Principal

**Behavior Specialist**

Computer Technology Specialist  
Data Coordinator

**District Information Coordinator**

Data Systems Administrator

~~Library Technician~~

Occupational Therapist

Registrar

Secretary

**Food Service**

Child Nutrition I

Child Nutrition Lead



Ken Geisick, Superintendent  
Saratoga Union School District

3/2/23

Date



Deborah Dallas  
Saratoga Classified Association

3/2/23

Date