

TO: Larry Mendonca, Superintendent Regular Meeting

SUBJECT: Approval for a one-time off the salary March 10, 2025
 schedule payment for CSEA Chapter #830

BACKGROUND

The District has negotiated and reached a tentative agreement with CSEA Chapter #830. The agreement includes new contract language for the following: Articles 3, 7 & 32. It is proposed that the one-time, off the salary schedule payment:

Employees who are contracted to work six (6) to eight (8) hours shall receive \$4,000, 4 to 5.99 hours shall receive \$3,000, and 3.99 or less shall receive \$2,000 one-time, off the salary schedule, payment.

ANALYSIS

This action would be consistent with the Oakdale Joint Unified District Board practice and philosophy to treat all Oakdale Joint Unified School employees equally.

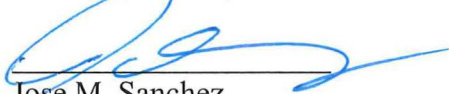
FISCAL IMPACT

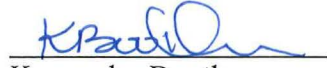
Both the Superintendent and the Chief Business Official have certified in accordance with the Government Code section 3547.5 (b) that the costs incurred by the school district under this agreement can be met by the district during the agreement's term. The amount of this on-time, off salary schedule payment is \$1,071,408.00.

RECOMMENDATION

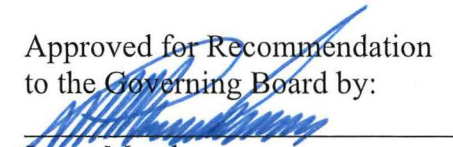
It is recommended that the Board of Trustees approve the one-time, off salary schedule payment for ELP staff.

Recommended by:


 Jose M. Sanchez
 Assistant Superintendent, HR


 Kassandra Booth
 Chief Business Official

Approved for Recommendation
to the Governing Board by:


 Larry Mendonca
 Superintendent

**Tentative Agreement
Between
Oakdale Joint Unified School District
And
California School Employees Association and Its Oakdale Chapter #830**

The tentative agreement between California School Employees Association and its Chapter #830 (CSEA) and the Oakdale Joint Unified School District (OJUSD) resolves the 2024-2025 reopener negotiations required under the Collective Bargaining Agreement (CBA) in effect July 1, 2023 through June 30, 2026.

ARTICLE 3: SALARIES / WAGES

In lieu of a salary schedule increase, bargaining unit members, at time of board approval, who are contracted to work six (6) to eight (8) hours shall receive \$4,000, 4 to 5.99 hours shall receive \$3,000, and 3.99 or less shall receive \$2,000 one-time, off the salary schedule, payment.

ARTICLE 7: LEAVES

7.1.14 Appointment Leave: Insofar as practicable, medical and dental appointments shall be made for off-duty hours. If an employee needs to be absent from his/her work for the purpose of medical, **vision** and /or dental appointment, such time off may be granted subject to approval of the immediate supervisor and if prior notification is given. This time off shall appear on the **absence system. ~~time-card each month.~~** When using appointment leave, a doctor's note confirming the appointment must be provided upon returning to work if requested by the employees supervisor. If it is requested, the supervisor will inform the employee that he/she needs to provide the medical/dental note at the time the leave is requested.

7.8.6 The District shall adopt rules and regulations requiring and prescribing the manner of proof of personal necessity for the purpose of this section. No earned leave in excess of ~~seven (7)~~ **ten (10) days** may be used in any school year for the purposes enumerated in this section.


7.8.7 Classified employees may take up to ~~four (4)~~ **five (5)** days of the total ~~seven (7)~~ **ten (10)** days of personal necessity leave for discretionary days with advanced notification to the site administrator and District Office when possible. Discretionary days may only be taken if an employee has a minimum of ~~six (6)~~ **five (5)** days of accumulative sick leave available. There shall be no more than two (2) classified employees per department or site who may use this leave on any given day, except with District approval. This leave shall not be used for concerted activities and is not cumulative. Additional days from accumulated sick leave may be granted by the District on a case-by-case basis without precedence.

Article 32: Definitions

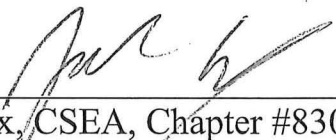
Trips: Any non “Home to School” transportation of students for District sponsored events.

This agreement shall fully and completely resolve the 2024-2025 reopener negotiations of the parties Collective Bargaining Agreement (CBA) in effect July 1, 2023 through June 30, 2026.

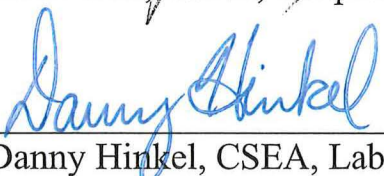
Signed this 5th day of February 2025.



Jose Sanchez, OJUSD, Assistant Superintendent of Human Resources



Jacob Cox, CSEA, Chapter #830 President



Danny Hinkel, CSEA, Labor Relations Representative