TENTATIVE AGREEMENT

BETWEEN THE

HOLTVILLE UNIFIED SCHOOL DISTRICT

AND THE

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS HOLTVILLE CHAPTER 338

TO FULLY RESOLVE AND SETTLE REOPENER NEGOTIATIONS FOR THE 2022-23 SCHOOL YEAR, FULLY RESOLVE AND SETTLE NEGOTIATIONS FOR THE 2023-24 SCHOOL YEAR, AND TO ESTABLISH A NEW THREE-YEAR AGREEMENT

March 8, 2023

Article 1: Duration Of Agreement

1.1 This Agreement is entered into effective upon final ratification of a collective bargaining agreement between the Board of Trustees of the Holtville Unified School District, Holtville, California (the Governing Board) and California School Employees Association and its Holtville Chapter Number 338 (Association). Such Agreement shall remain in full force and effect from July 1, 2022 until June 30, 2025. This Article shall reopen automatically in each year of the Agreement.

1.2 There shall be no reopener negotiations during the 2023-2024 school year. During the 2024-2025 school year, only the following Articles may be reopened: Article 14 (WAGES), ARTICLE 1 (DURATION), ARTICLE 15 (HEALTH AND WELFARE BENEFITS), and three (3) additional or new articles of each party's choice.

[Other Articles in the Agreement that reference the term of the agreement and reopener negotiations will be updated consistent with Articles 1.1 and 1.2 above.]

Article 7: Hours

Add this provision to Article 7:

7.4 The District provides a method by which employees can record their time worked. The District may implement the use of time clocks and require employees to punch their own cards when they start and finish work and the when they commence and return from meal periods. The District will ensure its time keeping system is properly functioning. No employee shall have the authorization or be permitted to punch another employee's time card. If time clocks are not used, employees shall daily record their time and sign their own time sheets. Employees who fail to accurately record time worked in the manner required by the District may be subject to disciplinary action.

The current system to be used is the Frontline time keeping system, which allows employees to input hours worked with the purpose of eliminating paper time sheets. This current system may still require employees to sign in when first arriving at their work site. Unit members will be provided thirty (30) days advance notice should the District move to a different time keeping system.

Article 11: Vacation

Vacation Entitlement – Scheduling of Vacation During Breaks and Summer Months:

11.5.7 For members occupying the positions of Custodian, Grounds, Custodian/Grounds, and Maintenance, requests to schedule vacation during the Thanksgiving, Winter, and Spring Breaks will only be granted if the needs and upkeep of District facilities and operations are met. Vacation requests during the summer months of June through August shall be evaluated based upon the District's needs with regard to preparation for summer programs and the new school year. Supervisors will make efforts to approve vacation requests on a rotational basis for employees in these positions during periods when school is not in session, so long as the needs and upkeep of the District facilities and operations are met.

Article 14: Wages

Eliminate current 14.1 and replace with:

14.1 Effective July 1, 2022, the District shall implement the following changes to the 2021-22 CSEA Salary Schedule:

- Eliminate Ranges 7-9 and move all positions currently within those ranges to Range 10.
- Establish $16.00/hour as the new hourly rate for Range 10, Step 1.
- Move all positions currently located at Range 10 to Range 11.
- Recalculate all steps and ranges within the schedule so that there is a 1.50% increase between steps and a 2.00% increase between ranges.
- Establish a new Range 32 and move all positions currently at Range 31 to Range 32.

The above changes are contained in the new 2022-23 CSEA Salary Schedule attached as Exhibit B-1.

Eliminate current 14.2 and replace with:

14.2 Effective July 1, 2023, the District shall provide a uniform three and a quarter percent (3.25%) increase to the 2022-2023 salary schedule. (See the 2023-2024 CSEA Salary Schedule attached as Exhibit B-2).

Add the following articles, 14.7, 14.7.1, 14.7.2, 14.7.3, 14.7.4, 14.8:

14.7 Longevity Increments : Effective ~~January 1, 2023~~ July 1, 2023, eligible classified unit members shall receive longevity salary increments as follows:

14.7.1 After a unit member has worked ten (10) full years according to his/her most recent hire date, the unit member will receive $1,200 per year, divided into twelve (12) equal payments, which shall be added to his/her monthly salary.

14.7.2 Upon completion of fifteen (15) years of service according to his/her most recent hire date, the unit member will receive an additional $600 per year, divided

into twelve (12) equal payments, which shall be added to his/her monthly salary, bringing the total annual longevity salary payment to $1,800 per year.

14.7.3 Upon completion of twenty (20) years of service according to his/her most recent hire date, the unit member shall receive an additional $600 per year, divided into twelve (12) equal payments, which shall be added to his/her monthly salary, bringing the total annual longevity salary payment to $2,400 per year.

14.7.4 Unit members who qualify for the above increments must work twelve (12) months and eight (8) hours per day to receive the full increment. Part-time unit members who qualify for the above increments, but work less than twelve (12) months and/or less than eight (8) hours per day shall receive their longevity increments on a prorated basis.

14.8 Following ratification of this agreement by the Governing Board, the District will participate in the California Classified School Employee Summer Assistance Program (CSESAP), under the rules, regulations, and limitations provided by California Education Code and the California Department of Education (CDE). The program will begin in the first school year possible under the timelines set by CDE. Should the State of California discontinue the program, the District shall immediately cease participation, and return back any funds collected from unit members.

Article 15: Health and Welfare Benefits

Add underlined language:

15.3 Unit members newly hired or former unit members rehired in new position descriptions on or after July 1, 2003, shall be eligible for employee only health and welfare benefit coverages pursuant to Section 15.2 above only if they work six or more hours per day (30 hours per week, or at least 130 hours a month). Unit members hired prior to July 1, 2003 who are currently employed, work less than six (6) hours per day, and who are currently receiving the benefits identified in Section 15.2 above shall continue to be eligible for the same benefits as are those afforded to full-time unit members so long as they are continuously employed without a break in service and are not rehired in newly created position descriptions.

This Agreement fully settles and resolves 2022-23 reopener negotiations, also fully settles and resolves negotiations for the 2023-2024 school year, and establishes a new three-year agreement expiring on June 30, 2025. The new Agreement shall include the same provisions as the current

collective bargaining agreement between the parties as modified by this Tentative Agreement and which shall be updated to reflect current dates.

For the District **Date:** 3/9/23

For the CSEA **Date:** 3/9/23

For the CSEA **Date:** 3/9/23

HOLTVILLE UNIFIED SCHOOL DISTRICT
2022-23 CSEA SALARY SCHEDULE

Effective: July 1, 2022
Board Adopted: xxx

RANGE	SALARY CLASSIFICATION	STEP A		STEP B		STEP C		STEP D		STEP E		STEP F		STEP G		STEP H	
		MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY
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9																	
10	Food Service : Cafeteria Worker II Food Service : Assistant Cook	2,773	16.00	2,815	16.24	2,857	16.48	2,900	16.73	2,944	16.98	2,988	17.24	3,032	17.50	3,078	17.76
11	Food Service: Cook Proctor	2,829	16.32	2,871	16.56	2,914	16.81	2,958	17.07	3,002	17.32	3,047	17.58	3,093	17.84	3,140	18.11
12	Clerk I: Resource Clerk I:	2,885	16.65	2,929	16.90	2,973	17.15	3,017	17.41	3,062	17.67	3,108	17.93	3,155	18.20	3,202	18.47
13	Food Service: Program Accounts I Special Education Transportation Assistant Lang/Speech/Hearing Paraprofessional Physical Education Assistant	2,943	16.98	2,987	17.23	3,032	17.49	3,078	17.75	3,124	18.02	3,171	18.29	3,218	18.57	3,266	18.84
14		3,002	17.32	3,047	17.58	3,093	17.84	3,139	18.11	3,186	18.38	3,234	18.66	3,282	18.94	3,332	19.22
15	Regular Classroom Paraprofessional SDC/RSP Paraprofessional	3,062	17.67	3,108	17.93	3,155	18.20	3,202	18.47	3,250	18.75	3,299	19.03	3,348	19.32	3,398	19.61
16	Clerk II: Health Services Clerk II: Library	3,123	18.02	3,170	18.29	3,218	18.56	3,266	18.84	3,315	19.12	3,365	19.41	3,415	19.70	3,466	20.00
17	Groundsman	3,186	18.38	3,233	18.65	3,282	18.93	3,331	19.22	3,381	19.51	3,432	19.80	3,483	20.10	3,536	20.40
18	Custodian	3,249	18.75	3,298	19.03	3,348	19.31	3,398	19.60	3,449	19.90	3,501	20.20	3,553	20.50	3,606	20.81
19		3,314	19.12	3,364	19.41	3,415	19.70	3,466	19.99	3,518	20.29	3,571	20.60	3,624	20.91	3,678	21.22
20	School/Parent Community Liaison Custodian/Grounds/Basic Maintenance (TEMP help only) Custodian/Grounds	3,381	19.50	3,431	19.80	3,483	20.09	3,535	20.39	3,588	20.70	3,642	21.01	3,697	21.33	3,752	21.65
21	Cafeteria Manager	3,448	19.89	3,500	20.19	3,553	20.50	3,606	20.80	3,660	21.11	3,715	21.43	3,771	21.75	3,827	22.08
22	Library Technician Migrant Education Secretary Attendance Secretary Computer Lab Technician	3,517	20.29	3,570	20.60	3,624	20.91	3,678	21.22	3,733	21.54	3,789	21.86	3,846	22.19	3,904	22.52
23		3,588	20.70	3,641	21.01	3,696	21.32	3,751	21.64	3,808	21.97	3,865	22.30	3,923	22.63	3,982	22.97
24	Maintenance II Bus Driver Counseling Office Secretary Food Service: Accounts Supervisor 21st Century/Even Start Project Secretary	3,659	21.11	3,714	21.43	3,770	21.75	3,827	22.08	3,884	22.41	3,942	22.74	4,001	23.08	4,061	23.43
25	Bus Driver/Custodian Special Services Secretary	3,733	21.53	3,789	21.86	3,845	22.18	3,903	22.52	3,962	22.86	4,021	23.20	4,081	23.55	4,143	23.90
26	Even Start Home Visitor/Tutor Algebra Class Paraprofessional	3,807	21.96	3,864	22.29	3,922	22.63	3,981	22.97	4,041	23.31	4,101	23.66	4,163	24.02	4,225	24.38
27	Lead/Assistant Custodian	3,883	22.40	3,942	22.74	4,001	23.08	4,061	23.43	4,122	23.78	4,183	24.14	4,246	24.50	4,310	24.86
28	School Secretary	3,961	22.85	4,020	23.19	4,081	23.54	4,142	23.90	4,204	24.25	4,267	24.62	4,331	24.99	4,396	25.36
29	Speech/Language Pathology Assistant	4,040	23.31	4,101	23.66	4,162	24.01	4,225	24.37	4,288	24.74	4,352	25.11	4,418	25.49	4,484	25.87
30	Maintenance III Transportation: Bus Driver/Mechanic	4,121	23.78	4,183	24.13	4,246	24.49	4,309	24.86	4,374	25.23	4,440	25.61	4,506	26.00	4,574	26.39
31		4,203	24.25	4,266	24.61	4,330	24.98	4,395	25.36	4,461	25.74	4,528	26.12	4,596	26.52	4,665	26.91
32	Technician I: Computer Lab and Technology Support	4,288	24.74	4,352	25.11	4,417	25.48	4,483	25.87	4,551	26.25	4,619	26.65	4,688	27.05	4,758	27.45

Longevity Increments (as per Article 14.8) will be paid on a monthly basis per FTE:
a) After 10 full years of employment = $100 per month per FTE.
b) After 15 full years of employment = $150 per month per FTE.
c) After 20 full years of employment = $200 per month per FTE.

HOLTVILLE UNIFIED SCHOOL DISTRICT
2023-24 CSEA SALARY SCHEDULE

Effective: July 1, 2023
Board Adopted: xxx

RANGE	SALARY CLASSIFICATION	STEP A		STEP B		STEP C		STEP D		STEP E		STEP F		STEP G		STEP H	
		MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY
1																	
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10	Food Service : Cafeteria Worker II Food Service : Assistant Cook	2,863	16.52	2,906	16.77	2,950	17.02	2,994	17.27	3,039	17.53	3,085	17.80	3,131	18.06	3,178	18.33
11	Food Service: Cook Proctor	2,921	16.85	2,965	17.10	3,009	17.36	3,054	17.62	3,100	17.88	3,146	18.15	3,194	18.42	3,242	18.70
12	Clerk I: Resource Clerk I:	2,979	17.19	3,024	17.45	3,069	17.71	3,115	17.97	3,162	18.24	3,209	18.52	3,258	18.79	3,306	19.08
13	Food Service: Program Accounts I Special Education Transportation Assistant Lang/Speech/Hearing Paraprofessional Physical Education Assistant	3,039	17.53	3,084	17.79	3,131	18.06	3,178	18.33	3,225	18.61	3,274	18.89	3,323	19.17	3,373	19.46
14		3,100	17.88	3,146	18.15	3,193	18.42	3,241	18.70	3,290	18.98	3,339	19.26	3,389	19.55	3,440	19.85
15	Regular Classroom Paraprofessional SDC/RSP Paraprofessional	3,162	18.24	3,209	18.51	3,257	18.79	3,306	19.07	3,356	19.36	3,406	19.65	3,457	19.94	3,509	20.24
16	Clerk II: Health Services Clerk II: Library	3,225	18.60	3,273	18.88	3,322	19.17	3,372	19.45	3,423	19.75	3,474	20.04	3,526	20.34	3,579	20.65
17	Groundsman	3,289	18.98	3,339	19.26	3,389	19.55	3,439	19.84	3,491	20.14	3,543	20.44	3,597	20.75	3,651	21.06
18	Custodian	3,355	19.36	3,405	19.65	3,456	19.94	3,508	20.24	3,561	20.54	3,614	20.85	3,669	21.16	3,724	21.48
19		3,422	19.74	3,473	20.04	3,526	20.34	3,578	20.64	3,632	20.95	3,687	21.27	3,742	21.59	3,798	21.91
20	School/Parent Community Liaison Custodian/Grounds/Basic Maintenance (TEMP help only) Custodian/Grounds	3,491	20.14	3,543	20.44	3,596	20.75	3,650	21.06	3,705	21.37	3,760	21.69	3,817	22.02	3,874	22.35
21	Cafeteria Manager	3,560	20.54	3,614	20.85	3,668	21.16	3,723	21.48	3,779	21.80	3,836	22.13	3,893	22.46	3,951	22.80
22	Library Technician Migrant Education Secretary Attendance Secretary Computer Lab Technician	3,632	20.95	3,686	21.27	3,741	21.58	3,797	21.91	3,854	22.24	3,912	22.57	3,971	22.91	4,030	23.25
23		3,704	21.37	3,760	21.69	3,816	22.02	3,873	22.35	3,932	22.68	3,990	23.02	4,050	23.37	4,111	23.72
24	Maintenance II Bus Driver Counseling Office Secretary Food Service: Accounts Supervisor 21st Century/Even Start Project Secretary	3,778	21.80	3,835	22.12	3,892	22.46	3,951	22.79	4,010	23.14	4,070	23.48	4,131	23.83	4,193	24.19
25	Bus Driver/Custodian Special Services Secretary	3,854	22.23	3,912	22.57	3,970	22.91	4,030	23.25	4,090	23.60	4,152	23.95	4,214	24.31	4,277	24.68
26	Even Start Home Visitor/Tutor Algebra Class Paraprofessional	3,931	22.68	3,990	23.02	4,050	23.36	4,110	23.71	4,172	24.07	4,235	24.43	4,298	24.80	4,363	25.17
27	Lead/Assistant Custodian	4,010	23.13	4,070	23.48	4,131	23.83	4,193	24.19	4,256	24.55	4,319	24.92	4,384	25.29	4,450	25.67
28	School Secretary	4,090	23.59	4,151	23.95	4,213	24.31	4,277	24.67	4,341	25.04	4,406	25.42	4,472	25.80	4,539	26.19
29	Speech/Language Pathology Assistant	4,172	24.07	4,234	24.43	4,298	24.79	4,362	25.17	4,428	25.54	4,494	25.93	4,561	26.32	4,630	26.71
30	Maintenance III Transportation: Bus Driver/Mechanic	4,255	24.55	4,319	24.92	4,384	25.29	4,449	25.67	4,516	26.05	4,584	26.45	4,653	26.84	4,722	27.24
31		4,340	25.04	4,405	25.41	4,471	25.80	4,538	26.18	4,606	26.58	4,675	26.97	4,746	27.38	4,817	27.79
32	Technician I: Computer Lab and Technology Support	4,427	25.54	4,493	25.92	4,561	26.31	4,629	26.71	4,699	27.11	4,769	27.51	4,841	27.93	4,913	28.34

Longevity Increments (as per Article 14.8) will be paid on a monthly basis per FTE:
a) After 10 full years of employment = $100 per month per FTE.
b) After 15 full years of employment = $150 per month per FTE.
c) After 20 full years of employment = $200 per month per FTE.