

**SIDE LETTER OF AGREEMENT**

by and between

The Lake Tahoe Unified School District ("District")

and

The California School Employees Association and its South Tahoe Chapter #286  
(together "CSEA")

This Side Letter of Agreement ("SLA") is agreed to between the Lake Tahoe Unified School District ("District") and the California School Employees Association, and its South Tahoe Chapter #286 (together "CSEA"). This agreement establishes how the Parties will fulfill the District needs for Boiler Watch at South Tahoe High School on a yearly basis.

Respective changes are as follows:

1. Boiler Watch Differential

Classified employees who are assigned and report to work and conduct boiler watch on their shift will be provided a shift differential for their entire shift on these days. Classified employees will be paid this shift differential as an additional 50% of their range step, in addition to their regular pay. The Boiler Watch Differential shall not compound with Overtime Pay in instances when both conditions apply. Assignments will be made to Custodial staff on a rotating basis. Additional days will be offered by seniority.

2. Effective Date

The Boiler Watch Differential will be effective October 1, 2023.

3. Amendment to the Collective Bargaining Agreement between CSEA and the District

The language under bullet 1. Boiler Watch Differential will be added to the Collective Bargaining agreement between CSEA and the Lake Tahoe Unified School District as delineated in the updated Article VIII (Attachment A).

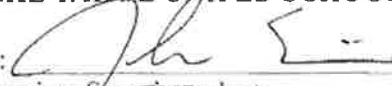
Tentatively agreed on January 30, 2024.

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION**

By: M. Bernadette Santana Date: Jan. 30, 2024  
President CSEA Chapter #286

By: [Signature] Date: 2/01/2024  
CSEA Labor Relations Representative

LAKE TAHOE UNIFIED SCHOOL DISTRICT

By:   
~~Associate Superintendent~~  
Director Human Resources

Date: 1/30/2024

**Attachment A:**

**Article VIII**

**SALARY AND ALLOWANCES**

For 2022-2023 school year, a 8.0% salary increase applied to the current Classified Bargaining Unit Salary Schedule, effective July 1, 2022. This shall include all bargaining unit members employed on or after July 1, 2022.

For 2023-2024 school year, a 4.5% salary increase applied to the current Classified Bargaining Unit Salary Schedule, effective July 1, 2023. This shall include all bargaining unit members employed on or after July 1, 2023.

For 2024-2025 school year, a 2.5% salary increase applied to the current Classified Bargaining Unit Salary Schedule. For the 2024-2025 school year, Articles 8 and 10 shall be reopened if either of the following conditions are met:

1. The Parties mutually agree to reopen.
2. The enacted LCCF COLA for 2024-2025 is greater than 4.0%.

**Section 8.1 - Regular Rate of Pay**

The regular rate of pay for each position in the bargaining unit shall be in accordance with the rates established for each class as provided for in Appendix C and which is attached hereto and by reference incorporated as a part of this agreement. The District shall maintain salary schedules for classified employees.

**Section 8.2 - Shift Differential**

The “swing shift” ( any shift starting after 2:30 p.m. and ending on or before 12:00 midnight) and the “graveyard shift” (any shift starting on or after 10:30 p.m. and ending on or before 8:00 a.m.) will be paid a shift bonus as follows: “Swing shift” employees will be paid an additional 2.5% of their range step and “graveyard” employees will be paid 5.0% of their range step, each in addition to their regular pay.

**Section 8.3 – Boiler Watch Differential**

**Classified employees who are assigned and report to work and conduct boiler watch on their shift will be provided a shift differential for their entire shift on these days. Classified employees will be paid this shift differential as an additional 50% of their range step, in addition to their regular pay. The Boiler Watch Differential shall not compound with Overtime Pay in instances when both conditions apply. Assignments will be made primarily to Custodial staff on a rotating basis. Additional days will be offered by seniority.**

**Section 8.34 - Professional Classified Employee Increment**

The Board agrees to a professional classified employee increment as follows:

Beginning the 8<sup>th</sup> year, an increase of 3 ½%, with no maximum; and beginning the 13<sup>th</sup> year, an increase of 3 ½%, with no maximum; and beginning the 18<sup>th</sup> year, an increase of 3 ½%, with no maximum; and beginning the 23<sup>rd</sup> year, an increase of 3 ½%, with no maximum.

#### **Section 8.45 - Employees Required to Remain On-Site During Lunch Break**

##### **Subsection 1**

Boilerwatch custodians shall be credited with one-half hour of vacation per shift actually worked to be paid in cash each month.

##### **Subsection 2**

If an emergency prevents a duty-free lunch period, one-half hour of vacation per working shift shall accrue to employees, other than boilerwatch custodians, to be paid in cash each month.

##### **Subsection 3**

If an employee, for security reasons, is required to remain on duty and on the premises while eating lunch, one-half hour of vacation per shift actually worked shall accrue to such employee, upon certification of the employee's supervisor, to be paid in cash each month. When a bus driver is on a special trip and a meal stop is made, the driver will be reimbursed up to \$7.50 for breakfast, \$10.00 for lunch and \$12.50 for dinner, subject to submission of a meal receipt.

#### **Section 8.67 - Bus Driver and Car Driver Chain Pay**

District drivers shall be paid \$15.00 extra to put on chains when out on the road and \$15.00 to remove chains when on the road. Drivers will be compensated one quarter (1/4) hour pay at this or her regular pay rate for installation of chains and one quarter (1/4) hour pay at his or her regular pay rate for removal of chains when in the bus garage or mechanic or maintenance areas. No chain pay be paid in circumstances when drivers were instructed to chain before leaving the garage or mechanic or maintenance areas and failed to do so. **MOU 3/7/01**

#### **Section 8.78 - Salary Schedule Adjustments**

Whenever the District conducts a comparative salary survey and determines that an upward adjustment is necessary in a classification, the District shall meet with the Association to negotiate the adjustment of salary.