

**TENTATIVE AGREEMENT BETWEEN
SANTA PAULA UNIFIED SCHOOL DISTRICT
AND**

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS SANTA PAULA
CHAPTER #891**

SUCCESSOR AGREEMENT

This Tentative Agreement is entered into by and between the Santa Paula Unified School District (District) and California School Employees Association and its Santa Paula Chapter #891 (Association) in settlement of negotiations for a successor agreement to the contract that expires on June 30, 2025.

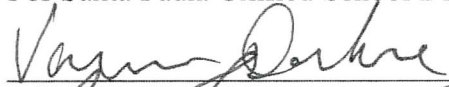
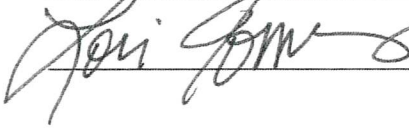
The following Articles have been revised and set forth in the attachments:

Article 6 – Compensation
Article 7 – Fringe Benefits
Article 14 – Layoff and Reemployment
Article 23 - Term

Except as expressly set forth herein, the remainder of the Agreement shall be unchanged.
This Tentative Agreement including attachments constitutes the entire agreement of the parties.
All other proposals were deemed withdrawn.

This Agreement shall not be final and binding until approved by all parties.

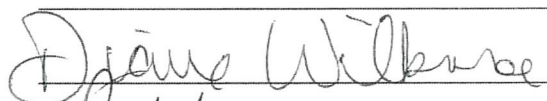
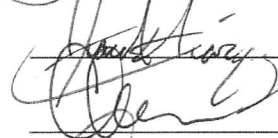
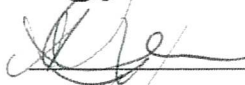
For Santa Paula Unified School District:

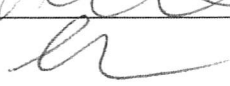



Date:

July 14, 2025

For Santa Paula #891 and CSEA:



Jan 21 2026

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VI. COMPENSATION

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- 6.1 ~~Effective July 1, 2022, the salary schedule shall be increased by eighty percent (80%) of the funded cost of living adjustment.~~ V. H.

~~Effective July 1, 2023, the salary schedule shall be increased by eighty percent (80%) of the funded cost of living adjustment.~~

~~Effective July 1, 2024, the salary schedule shall be increased by eighty percent (80%) of the funded cost of living adjustment.~~

Effective July 1, 2025, the salary schedule shall be increased by 1.075%.

The parties agree that should the District reach an agreement with another bargaining unit that provides a higher percentage increase for the salary schedule or an additional one-time payment, the Association bargaining unit shall receive the same. The parties agree that it is important to comprehensively review the salary schedule, classifications, and job descriptions. Any reviews shall include participation of the bargaining unit as mutually agreed upon.

- 6.2 Advancement on Salary Schedule: Anniversary increments shall be effective July 1 of the calendar year in which the unit member was/is hired only for the purposes of calculating anniversary increments. Unit members hired on or after January 1 of any fiscal year shall not advance on the salary schedule until July 1 of the second succeeding fiscal year. Unit member July 1 standardized hire dates as described in this Section will not be utilized to determine seniority or any other benefit or provision of this Agreement that refers to length of service.

- 6.3 Longevity: Longevity shall be earned as set forth in the annual salary schedule in Appendix C and shall become effective on July 1 of the fiscal year in which the unit member becomes eligible for longevity pay. For the purpose of this rule longevity shall be the number of years paid service was rendered. All unit members shall be placed on the former SPESD Longevity Schedule effective October 1, 2013.

- 6.4 Differential Compensation:

- 6.4.1 Split Shift Differential — Any unit member whose regular assignment has an unpaid lunch period in excess of one (1) hour shall have a split shift differential of five percent (5%). The split shift differential shall not apply where the unit member holds two (2) separate positions that are separated by more than one (1) hour. It shall only apply where the District assigns an employee working in a single assignment an unpaid lunch period of more than one (1) hour.

6.4.2 Shift Differential — Any unit member, fifty percent (50%) of whose regularly assigned shift extends after 4:00 p.m., shall receive a night shift differential of five percent (5%).

6.4.3 Bilingual Stipend — Positions designated bilingual by the Board are to receive a stipend of two and one-half percent (2.5%). Positions that are designated in the job description as bilingual will not be entitled to this stipend.

6.4.4 Bilingual/Biliterate Stipend — Positions designated bilingual/biliterate by the Board shall receive a stipend of five percent (5%). Positions that are designated in the job description as bilingual will not be entitled to this stipend.

6.4.5 Specialized Health Care Stipend — Students who need ongoing special health care beyond that which would be considered first aid, e.g., dispensing oral medication or inhalers, shall be identified through the IEP process, the 504-modification plan or a physician's order. Such specialized health procedures shall be performed in the following ways:

6.4.5.1 By the Health Specialist and the Specialized Health Care Technician at the school site;

6.4.5.2 By another classified employee provided that the employee agrees to perform the service and the classified employee is compensated with a two and one-half percent (2.5%) stipend from the beginning of training to the end of the needed service;

6.4.5.3 In all cases, the employee providing the service shall be provided training and will be held harmless from liability by the District as provided by law. The Executive Director of Special Education and Student Support Services shall coordinate this procedure.

6.5 Degree Stipends: Bargaining unit members who possess an earned Associates degree shall be paid a yearly stipend of two hundred fifty dollars (\$250.00). Those who possess an earned Bachelor's degree shall be paid a yearly stipend of five hundred dollars (\$500.00). Those who possess an earned Master's degree shall be paid a yearly stipend of seven hundred fifty dollars (\$750.00). The stipend shall be paid monthly each year of employment. The stipend will be prorated for employees who work less than a forty-hour workweek, or less than a school year. For purposes of calculating the degree stipend, a school year shall be defined as the period from the start of school to the last date of school.

6.5.1 Bargaining unit members that are earning a stipend for their progress gained through Article XVII as outlined in the collective bargaining agreement from July 1, 2019 through June 30, 2022, will continue to receive the stipend and are still eligible for the additional Degree Stipends in Article VI, Section 5. They are also eligible to earn additional compensation as outlined through the current Article XVII.

6.6 Salary Schedule Placement Following Movement between Classifications:

6.6.1 Promotion to Higher Classification — A unit member who receives a promotion to a classification allocated to a higher salary range shall be placed on the step of the salary range that is a minimum of five percent (5%) above the rate the employee received in the previous classification. Advancement after initial placement in the new position will be as set forth in Section 6.2 above.

6.6.2 Appointment to Classification with Equal or Lower Salary Range — For the purpose of this rule, appointment of a unit member to a classification with a salary range equal to or below his or her current range shall not warrant a salary increase; in such cases, placement will be made on the same rate formerly earned by the unit member, not to exceed the maximum of the range of the classification to which he or she is appointed.

6.7 Mileage Reimbursement: Unit members whose positions and scope of duties require the occasional use of their personal automobiles and who have been specifically authorized in advance by District management to use their automobiles shall be reimbursed at the rate established by the Board. The unit member shall be required to file for such reimbursement on the District mileage claim form which must be submitted with each monthly time sheet.

6.8 Working Out of Classification: While it is the intent of this Section to permit the District to fill an unexpected temporary need, no employee will be required to work out of classification more than three (3) working days within a thirty (30) day calendar period without additional compensation that reflect the duties required to be performed outside their normal assigned duties. Any assignment anticipated to last more than two (2) consecutive working days shall be outlined via District email between the supervisor and the unit member.

6.9 For purposes of initial salary schedule placement, a maximum of five (5) years' credit shall be granted for military service.

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VII. FRINGE BENEFITS

- 7.1 Fringe Benefits: Effective July 1, 2022, the maximum employer portion for health and welfare benefit contributions shall not exceed \$15,000. Health and welfare benefits include medical, dental, vision, orthodontia, and life insurance. ~~Employees who provide proof of health insurance through an outside source will receive \$3,000 cash annually in lieu of premium support. Married employees will receive double the cap towards one plan. The District will provide to the employee's Health Savings Account (HSA) up to the IRS maximum not to exceed the difference between the plan cost and the cap for the CDHP plans under the cap. The district will provide up to \$1500 over the cap not to exceed the cost of the plan for CDHP plans over the cap.~~

7.1.1. The District will pay the full premium for the basic vision coverage for all bargaining unit members regardless of the number of hours worked.

7.1.2 Employees who provide proof of health insurance through an outside source will receive three thousand dollars \$3,000 cash annually in lieu of premium support.

7.1.3 ~~Married employees will receive double the cap towards one plan.~~

If two employees of the District are legally married to each other or are registered domestic partners, they shall combine their individual caps and apply the total toward a single health and welfare benefits plan.

7.1.4 The District will maintain at least one (1) Health Savings Account (HSA) Eligible Medical Plan offering with single, two-party, and family coverage

7.1.4.1 The District shall contribute up to two thousand dollars (\$2000) towards supplementing the employee's portion of premium costs above the cap for any employee who elects to enroll in the identified HSA Eligible Medical plan at any level of coverage and contribute one thousand dollars (\$1,000) towards the employee's HSA account; or, the District shall contribute toward the employee's HSA the difference between the cap and the costs of the tiered rate for health benefits, a minimum of one thousand dollars (\$1,000) up to the maximum allowable IRS contribution for singles.

7.1.4.1 The HSA amount shall be earned monthly, but paid out in two payments. The first payment will be six tenths (6/10ths) of the total HSA contribution and shall be deposited into the employee's HSA account in January. The second payment shall be the remaining four tenths (4/10ths) of the HSA contribution and shall be deposited into the employee's HSA account in September. New employees shall receive four tenths (4/10ths) of the HSA contribution deposited into the employee's HSA account in September or prorated thereafter, should they enroll in an HSA eligible account.

7.2 Eligibility, Full Coverage: All unit members regularly assigned to work six (6) or more hours per day shall be considered full-time for purposes of this Article only and shall be provided full family coverage, subject to the District contribution limit specified above. Coverage will start on the first full month of employment.

7.3 Part-Time Unit Members: Unit members who work at least four (4) hours per day and twenty (20) hours per week but less than six (6) hours per day and thirty (30) hours per week on a regular assigned basis shall not receive any fringe benefit coverage paid for by the District with the exception of Term Life Insurance and basic vision coverage as described in 7.1.1 above, which is paid for by the District upon receipt of the proper enrollment form. Such unit members may, within the first thirty (30) days of their employment or during the annual "open enrollment period," elect to purchase fringe benefit coverage to be paid by means of salary deduction upon execution of a written authorization. Coverage will start on the first full month of employment.

7.3.1 Former SPESD employees: The following shall apply only to unit members who were employed by the Santa Paula Elementary School District prior to March 1, 1989. The District will continue to pay the cost of coverage for unit members employed prior to March 1, 1989, who work at least four (4) hours per day but less than six (6) hours per day and who continue to work a minimum of four (4) but less than six (6) hours per day. Paid coverage will be for the same selections as were in effect on March 1, 1989. Unit members may not elect to change coverage paid for by the District.

7.4 Unpaid Absence: While on approved leave in excess of thirty (30) days, a member shall have the option to remain an active participant in the District fringe benefit programs by contributing in advance the necessary premiums each

month. The District will comply with the requirements of the Consolidated Omnibus Budget Reconciliation Act (COBRA).

7.5 Retiree Benefits: Eligible unit members shall be entitled to retiree fringe benefits (medical, dental and vision insurance) as follows.

7.5.1 The unit member must retire under the California Public Employees Retirement System (CalPERS).

7.5.2 The unit member must be at least age fifty-five (55) but younger than age sixty-five (65). Eligibility ends at age sixty-five (65) or at Medicare eligibility to comply with law.

7.5.3 The District **will provide the retiree with the health benefits outlined in section 7.1 and applicable 7.1 subsections of the collective bargaining agreement at the time of their retirement.** ~~'s contribution toward retiree fringe benefits shall be the negotiated cap in place on the date of the employee's retirement.~~ The retiree shall pay the difference between the District's contribution and any increased premium which may occur during the retiree's eligibility. Eligible retirees shall be entitled to coverage for spouse and dependents as existed at the time of retirement. Retirees may not add or replace a spouse or dependent after retirement.

7.5.4 The number of years of retiree benefits shall be as follows:

7.5.4.1 If the unit member is aged fifty-five (55) to sixty-four (64) with at least ten (10) but less than fifteen (15) years of service with the District, the unit member shall be entitled to a maximum of five (5) years of retiree benefits.

7.5.4.2 If the unit member is aged fifty-five (55) to sixty-four (64) with at least fifteen (15) but less than twenty (20) years of service with the District, the unit member shall be entitled to a maximum of seven (7) years of retiree benefits.

7.5.4.3 If the unit member is aged fifty-five (55) to sixty-four (64) with twenty (20) or more years of service with the District, the unit member shall be entitled to a maximum of ten (10) years of retiree benefits.

7.5.6 Former Employees of the SPUHSD: Eligible unit members who were hired by the Santa Paula Union High School District on or before June 30, 2005, shall be entitled to benefits for themselves and their legal spouses under the following terms and conditions. Unit members commencing their fifty-fifth (55) birthday with a minimum of ten (10) years of service with the

District upon retirement will be provided medical, dental and vision insurance through the District-approved plans, up to age sixty-five (65), Medicare eligibility, or a maximum of ten (10) years, whichever occurs earlier. The District's contribution shall be the lesser of the cost of the medical, dental, and vision insurance combined or **the health benefit as outlined in 7.1 7.1 and applicable 7.1 subsections of the collective bargaining agreement at the time of their retirement** ~~negotiated cap-~~
~~the year they retired.~~

- 7.6 Fringe Benefit Continuation: The District shall notify all bargaining unit members and families covered by the District's health and welfare benefit plans, of the right to continuation of benefits, subject to the restrictions of the Consolidated Omnibus Budget Reconciliation Act (COBRA; Public Law PL 99- 272, Title X), by paying the applicable premiums to the District.
- 7.7 Termination of Employment: Upon termination of employment with the District, in the event dental and vision premiums have already been paid for the summer months, said benefits will cease September 30.
- 7.8 Orthodontics/Dental Implant Benefit Augmentation Plan Pool:
- 7.8.1 The Orthodontic/Dental Implants Benefit Augmentation Plan Pool is \$20,000 each fiscal year. The fiscal year of the school district is from July 1st through June 30th of each year.
- 7.8.2 The unit member and his or her dependents, as listed by the District's dental carrier, are eligible participants in the pool.
- 7.8.3 Orthodontics and Dental Implants are defined as those procedures defined by the District's dental carrier.
- 7.8.4 The Pool cap is \$2,000 per eligible participant, or the actual cost of the orthodontic/dental implant treatment less the co-payment from the dental carrier, whichever is less. The unit member is responsible for the additional amount above \$2,000. This is a one-time benefit per eligible participant.
- 7.8.5 To be eligible for payment from the Pool, a copy of the actual invoice from the Orthodontist/Dental Implants provider AND a copy of the co- payment from the dental carrier must be submitted to the Business Services Office. If the unit member has already made the co-payment from the dental carrier on a previous orthodontic/dental implants treatment, a statement from the dental carrier stating the current procedure would otherwise be covered under the Orthodontic/Dental Implants plan must be submitted.

Unit members and family members who are over the age of 26 years, shall be reimbursed the full co- payment in accordance with all the provisions of Section 7.8.

- 7.8.6 Under no circumstances will the co-payment from the dental carrier and payment made from the Pool exceed the orthodontic/dental implant treatment.
- 7.8.7 Payments from the Pool will be made on July 31st, following the close of the prior fiscal year. Before payment, the unit member must specify if the payment is to be made to the unit member or the Orthodontist/Dental Implants provider shown on the invoice.
- 7.8.8 An annual reconciliation showing all payments and carryover (if any) will be performed by Business Services and sent to the CSEA President on July 31st following the close of the prior fiscal year.

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XXIII. TERM

23.1 Length of Agreement: This Agreement shall be in full force and effect from July 1, ~~2025~~ 2022 through June 30, ~~2026~~ 2025.

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~~23.2 Reopener: During the term of this Agreement, Article 6, Compensation, and Article 7 Fringe Benefits, may be opened by mutual agreement if any of the following conditions is met:~~

- ~~• The funded cost of living adjustment is at or below two percent (2%)~~
- ~~• The average medical plan rate increases more than ten percent (10%) in a single plan year.~~
- ~~• The District certifies a Qualified budget with the County Office of Education.~~