Tentative Agreement
Sequoia Union High School District
and
AFSCME, Local 829
October 11, 2024
2023-2024 and 2024-2025

Sequoia Union High School District ("District") and the American Federation of State, County and Municipal Employees, Local 829 ("AFSCME"), collectively referred to as "the Parties," have considered their mutual interests and have agreed to enter into this Tentative Agreement ("Agreement") to completely resolve negotiations for the 2023-2024 and 2024-2025 school years consistent with the terms of this Tentative Agreement.

All the terms included in this Agreement are contingent upon ratification by both Parties. Unless another effective date is otherwise stated in this Agreement, the terms of this Agreement shall take effect upon ratification of this Agreement by both Parties.

Terms and Conditions

1. Wages

2024-2025 SCHOOL YEAR ONGOING

Effective retroactive July 1, 2024, the District shall increase all AFSCME salary schedules by five and one half percent (5.5%) for the 2024-2025 school year. This retroactive July 1, 2024, five and one half percent (5.5%) salary schedule increase completely resolves negotiations for the 2024-2025 school year.

2. Duration

ARTICLE 20: TERM OF AGREEMENT

Effective upon ratification by both Parties, the Parties agree to a one year agreement term that completely resolves negotiations on all negotiable items for the 2024-2025 school year, including salary and benefits.

Accordingly, except as otherwise provided in the Parties' May 29, 2024, Tentative Agreement and in this Agreement, all other terms and conditions of the Parties' collective bargaining agreement shall remain in full force and effect for the 2024-2025 school year.

The Parties agree to revise Article 20 regarding Term of Agreement consistent with this Tentative Agreement.

3. Reopeners

ARTICLE 20: REOPENERS

The Parties agree that this Tentative Agreement resolves negotiations for the 2024-2025 school year with no reopeners. The Parties agree that for the 2025-2026 school year, the Parties shall negotiate a successor contract.

The Parties agree to revise Article 20 regarding Term of Agreement consistent with this Tentative Agreement.

4. Contract Clean Up

Effective upon ratification by both Parties, the Parties agree to form a joint District-AFSCME committee to review the 2024-2025 Collective Bargaining Agreement and identify potential changes to avoid needlessly gendered language. The contract clean-up committee shall consist of four (4) members, composed of two representatives of the AFSCME Negotiating Team and two representatives of the District Negotiating Team. The Parties shall have sole discretion in selecting their appointees to the contract clean-up committee.

AFSCME, Local 829

Dated: 10·11·24

Sequoia Union High School District

Karen Reyendes

Dated: 10/11/2024