

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION and its
LAKE ELSINORE CHAPTER 598
Memorandum of Understanding
Changes to Article 10.5.9
December 17th 2025

Eligibility shall be determined using the employee's assigned work year calendar, hours, annual sick leave accrual, and unpaid leave. The provisions of this Article are to be applied within the time frame established as the fiscal year (July 1 – June 30).

10.5.9.1 A day for purposes of this Article 10.5.9 is defined as the number of hours of the bargaining unit member's regular workday assignment.

10.5.9.2 The incentive shall be calculated using an employee's position as of July 1 of each year. The per diem rate shall be defined as the employee's regular daily rate of pay as of July 1 of the fiscal year.

10.5.9.3 Nothing in this article shall be used for purposes of evaluation, transfer, or promotional opportunities of unit members.

This Space Intentionally Left Blank

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION and its
LAKE ELSINORE CHAPTER 598
Proposal to
LAKE ELSINORE UNIFIED SCHOOL DISTRICT**

December 17th 2025

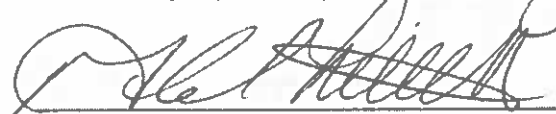
This MOU shall be subject to each parties' approval process and the grievance procedure in the Collective Bargaining Agreement.

Dated this 17th Day of December, 2025

Association:


Debra Vega, Negotiations Team Chairperson


Claudia Bojorquez, Negotiations Team Member


Glenda Littell, Negotiations Team Member


Alice Marion, Negotiations Team Member


Norma Rieffel, Negotiations Team Member

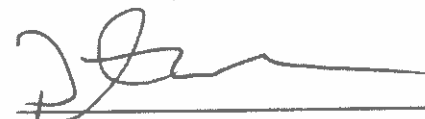

Orlando Cabalo, Labor Relations Representative


Pablo Casillas, Negotiations Team Member

District:


Tracy Sepulveda, Assistant Superintendent


Nick Powers, Director III


Patrick McGee, Director II


Myron Gray, Director II


Wendy Humes, Coordinator I


Whitney D'Amico, Director II


Julie Edmunds, Assistant Superintendent