Lake Elsinore Unified School District (LEUSD)
California School Employees Association
and its Lake Elsinore Chapter #598

2017-2018 Reopener
TENTATIVE AGREEMENT
June 27, 2018

Terms and Conditions of Agreement: The Lake Elsinore Unified School District (hereinafter, "District") and the California School Employees Association, and its Lake Elsinore Chapter #598 Chapter #220 (hereinafter, "Association") agree to modifications to the collective bargaining agreement.

The parties reached tentative agreement on the following 2017- 2018 reopener contract articles which are attached to this document.

a. Article 7.13 Reclassification
b. Article 17. Professional Development

It is also agreed and understood that this proposed tentative agreement is subject to all approvals required under CSEA policy 610, as well as the Lake Elsinore governing board approval.

Dated this 27TH day of June

For CSEA:

Bob DeShazer, Negotiations Team Chair

Adam McQueen, President, Chapter 598
Negotiations Team Member, Chapter 598

Claudia Bojorquez
Negotiations Team Member, Chapter 598

Peggy Sager
Negotiations Team Member, Chapter 598

Tracy Thoulion
Negotiations Team Member, Chapter 598

Lisa Towery
Labor Relations Representative

For the District:

Tracy Sepulveda
Assistant Superintendent, Personnel Support Services

6-27-2018
Sam Wensel
Executive Director, Personnel Support Services

Arleen Sanchez
Chief Business Official, Administrative & Fiscal Support Services

Donna Wolter
Director, Special Education Department

Lake Elsinore Unified School District And
California School Employees Association and its
Lake Elsinore Chapter 598
Tentative Agreement
Article 17: Professional Development
February 14, 2018

Article 17 – PROFESSIONAL DEVELOPMENT

17.1 No change

17.2 Hourly Professional Development

17.2.1 .67% of total classified salaries will be utilized each school year to provide ~~in additional~~ LCAP professional development (outside the workday) to close the achievement gap. Bargaining unit members will be compensated ~~paid~~ on an hourly basis in accordance with the collective bargaining agreement regarding overtime and extra duty pay, whichever applies. If professional development is scheduled during work hours, bargaining unit members will be compensated overtime and/or extra duty whichever applies, to complete their work ~~if deemed sensitive by the site/department supervisor~~ in accordance with Article 8. Hours & Overtime. This will be scheduled within two weeks of the professional development.

~~17.1.1 March 8, 2016 through June 30, 2016~~
~~All classified staff members may participate in Local Control Accountability Plan (LCAP) Professional Development (dates to be determined) and be compensated at their hourly rate for a maximum of one and a half (1.5) hours each (one 90 minute session) – paid following timesheet submission. (Spring 2016)~~

~~17.2.1~~ 17.3 Training

17.3.1 Local Control Accountability Plan (LCAP) Training ~~In subsequent school years (beyond 2015/16)~~
All classified ~~staff~~ bargaining unit members may participate in Local Control Accountability Plan (LCAP) Professional Development ~~(dates to be determined)~~ and be compensated at their hourly rate for a maximum of two

(2) hours each (sixty (60) minute sessions) – paid following timesheet submission (Spring & Fall).

17.3.2 ~~17.2~~.2 All Classified Training: All classified bargaining unit ~~staff~~ members may participate in two (2) hours of professional development ~~to enhance LCAP services to students to close the achievement gap~~ to support LCAP services. ~~as it relates to their classification.~~

17.3.3 Para-educator Training: All para-educators shall participate in five (5) hours (may be in two-and-a-half (2.5) hour sessions) of professional development to support LCAP services. ~~to enhance LCAP services to students to close the achievement gap.~~

17.4 Professional Development Curriculum Planning ~~Team~~ **Committee**

17.4.1 In an effort to provide relevant training opportunities for bargaining unit members, the District and three (3) CSEA appointed designees will work together on a professional development plan for each school year.

17.4.1.2 The Professional Development Curriculum Planning ~~Team~~ **Committee** shall conduct an annual survey, electronically, to bargaining unit members to receive input on potential training suggestions for the planning committee to consider.

~~15.4~~ 17.5 Annual Review

17.5.1 The District and CSEA will conduct an annual review of bargaining unit participation, expenditures and evaluation of the trainings offered each school year.

~~The parties will meet by no later than February 1, 2017 to review participation and expenditures in an effort to ensure the classified LCAP Professional Development plan is effective and utilized by bargaining unit members.~~

Lake Elsinore Unified School District And
California School Employees Association and its
Lake Elsinore Chapter 598
Tentative Agreement
Article 17: Professional Development
February 14, 2018

It is agreed and understood this agreement is subject to all approvals required under the CSEA Policy 610, as well as the Lake Elsinore Unified School District Governing Board approvals.

Dated this 14th day of February 2018

For the ASSOCIATION:

Claudia Bojorquez
Bargaining Team Member

Peggy Sager
Bargaining Team Member

Bob DeShazer
Bargaining Team Member

Karen Walsten
Bargaining Team Member

Adam McQueen
Bargaining Team Member

Lisa Towery
Labor Relations Representative

For the LAKE ELSINORE UNIFIED SCHOOL DISTRICT:

Tracy Sepulveda 2.14.18
Tracy Sepulveda
Asst. Superintendent, Pers. Support Svs

2-14-2018
Sam Wensel
Executive Director, Pers. Support Svs

2.14.18
Arleen Sanchez
Chief Business Official, Fiscal Support Svs

Gene Durham
Director, Transportation & Facilities Dept.

Donna Wolter
Director, Special Education Department

Lake Elsinore Unified School District AND
California School Employees Association (CSEA) and its
Lake Elsinore Chapter 598
Tentative Agreement
Article 7. Pay and Allowances
June 27, 2018

Article 7. Pay and Allowances

All articles not listed remain status quo

7.13.3.1 Requests for Reclassification – "Request for Reclassification Forms" may be obtained from the District Website (see Employee Resources) or from the Personnel Office during normal business hours. All reclassification requests must be hand-delivered and date-stamped in the Personnel Office and shall be forwarded to the appropriate supervisor and a copy shall be provided to the unit member. Requests for reclassification may be initiated by the unit member, the unit member's supervisor, or the division head. The Personnel Office shall be responsible for collecting information regarding each request and shall provide the requests and copies of reclassification requests to all members of the Reclassification Committee ~~at least ten (10) days prior to the Committee's meeting.~~ no later than February 5th. **(TA 3-7-18)** .

By no later than September 1st of every school year the District and CSEA will schedule Reclassification Committee weekly meetings after the February 1 deadline submission date ~~to prevent delay of review of unit members request~~. The Committee shall review the requests and documentation to determine their merits. The Committee may interview unit members, management supervisors, mutually agreed upon **subject matter experts** and/or division heads affected by the outcome of the request for reclassification. The Reclassification Committee shall determine one of the following: **(TA 3-7-18)**

a. NO CHANGES

b. NO CHANGES

c. NO CHANGES

The Committee shall forward any recommendations for the reclassification to the Superintendent/Designee for the approval by the Governing Board at the next regular board meeting.

7.13.3.2 Deliberation and investigation shall only occur in the Committee setting unless the Committee provides consent.

7.13.10 The unit member may file an appeal of the Committee's decision and the District Personnel office, in writing, within thirty working (30) days f decision. An interview with the appropriate unit member shall be scheduled w Committee and a neutral party mutually agreed upon. The Committee will review all appeals and respond, in writing, within forty-five (45) working days following receipt of the appeal. The Committee's response to the appeal shall be final. A negative outcome in no way shall affect the unit member's eligibility to apply for a reclassification in the following year.

7.13.11 If the procedure set forth in 7.13.10 above, does not resolve the appeal within the 45 working days of the receipt of the appeal, the Reclassification Committee shall forward the reclassification to the classified negotiation team. The District and CSEA shall convene the negotiation process within fifteen (15) work days.

It is agreed and understood this agreement is subject to all approvals required under the CSEA Policy 610, as well as the Lake Elsinore Unified School District Governing Board approvals.

Dated this 27TH day of June

For CSEA:

Bob DeShazer, Negotiations Team Chair

Adam McQueen, President, Chapter 598
Negotiations Team Member, Chapter 598

Claudia Bojorquez
Negotiations Team Member, Chapter 598

Peggy Sager
Negotiations Team Member, Chapter 598

For the District:

Tracy Sepulveda, Assistant Supt., Personnel Support Services

6-27-2018
Sam Wensel
Executive Director, Personnel Support Services

Arleen Sanchez
Chief Business Official, Administrative & Fiscal Support Services

Donna Wolter
Director, Special Education Department

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June 27, 2018

Tracy Thoulion
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Charles Cornett
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Lisa Towery
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