

TENTATIVE AGREEMENT BETWEEN
SALINAS CITY ELEMENTARY SCHOOL DISTRICT

AND

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION,
AND ITS CHAPTER 149

August 26, 2025

The Salinas City Elementary School District and the California School Employees Association and its Chapter 149, hereby agree to complete negotiations for a one (1) year Collective Bargaining Agreement ("CBA") for the term of 2024-2025. The Parties agree to change Articles VIII and XXV in the existing 2021-2024 agreement to create the 2024-2025 CBA, as follows:

Article VIII Pay and Allowance:

Effective July 1, 2024, the salary schedule will be increased by 1.5%. Retroactive payments will be paid to currently employed unit members and unit members who retired during the 2024-2025 year to present. Retroactive pay will adjust base pay and all hours worked, i.e., extra hours and overtime rate of pay.

The District will make every effort to process retroactive payments within two (2) pay periods following the Governing Board's approval of this Tentative Agreement.

Article XXV Duration

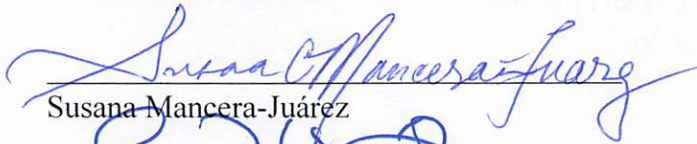
The Parties agree that it is in the best interest of the District and CSEA to have stability during the period in which the parties negotiate the successor agreement. To this end, the parties agree as follows:

1. The California School Employees Association, Chapter 149, and the Salinas District agree to a collective bargaining agreement between CSEA and the District with a term of one (1) year, from July 1, 2024, to June 30, 2025.
2. Pursuant to the provisions of this Agreement, the parties agree to negotiate a successor agreement for the 2025-2028 term.
3. Nothing in this agreement shall be construed as limiting any rights the parties retain under the provisions of the Educational Employment Relations Act.
4. The Parties agree to close negotiations on all remaining issues for the 2024-2025 school year.

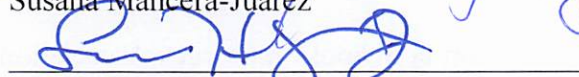
This Tentative Agreement is entered into on Tuesday, August 26, 2025, and is subject to ratification by the California School Employees Association and its Chapter 149 members and approval by the Governing Board of the Salinas City Elementary School District.

By their signatures below, the representatives of the Parties represent their support for consideration, ratification, and approval of this Tentative Agreement.

For Salinas City Elementary School District:

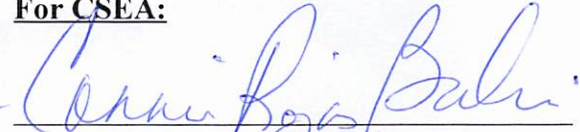


Susana Mancera-Juárez

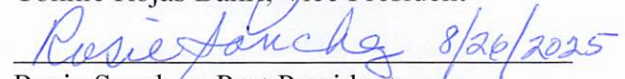


Salvador Holguin, Jr.

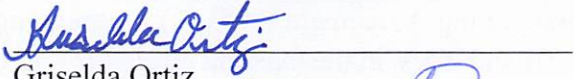
For CSEA:



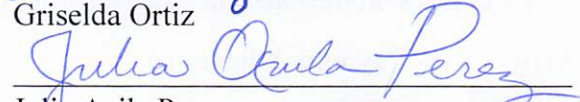
Connie Rojas Bahri, Vice President



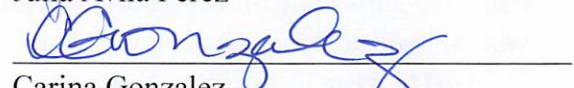
Rosie Sanchez, Past President



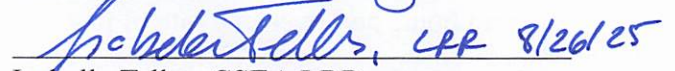
Griselda Ortiz



Julia Avila Perez



Carina Gonzalez



Isabella Telles, CSEA LRR