COLLECTIVE BARGAINING AGREEMENT

BETWEEN

LAKESIDE UNION SCHOOL DISTRICT

AND

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS LAKESIDE/ OLD RIVER CHAPTER 730



JULY 1, 2025 – JUNE 30, 2028

(March 2026)

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Appendix A

2025-2026 CLASSIFIED SALARY SCHEDULE

ARTICLE I
AGREEMENT

A. This Agreement is entered into by and between the **LAKESIDE UNION SCHOOL DISTRICT** ("District") and the **CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS LAKESIDE/OLD RIVER CHAPTER 730** ("Association"), an employee organization.

B. The purpose of this Agreement is to promote the improvement of personnel management and employer/employee relations; provide an equitable and peaceful procedure for the resolution of differences; and establish rates of pay and other terms and conditions of employment.

C. This Agreement is entered into pursuant to provisions of Sections 3540-3549 of the California Government Code.

D. A "day" shall mean any day the District Office is open for business.

E. The District or the Association shall not interfere with, intimidate, restrain, coerce, or discriminate against employees because of the lawful exercise of their right to engage or not to engage in any Association activity(ies).

F. No employee in the bargaining unit shall, in any way, be favored or discriminated against in wages, hours, or other terms and conditions of employment because of his/her political opinions or affiliations, race, national origin, religion, or marital status. Further, to the extent prohibited by law, no employee shall be discriminated against because of his/her age, sex, or physical handicap. (Education Code Section 45134)

G. An "immediate supervisor" is the administrator having immediate jurisdiction over a bargaining unit member.

H. For purposes of this Agreement, immediate family shall be defined as: mother, father, grandmother, grandfather, or grandchild of the employee, or the spouse of the employee, and the son, son-in-law, daughter, daughter-in-law, brother, brother-in-law, sister, sister-in-law, stepson, stepdaughter, stepbrother, or stepsister of the employee, or any relative of the employee living in the immediate household of the employee. Pursuant to Family Code Sections 297 and 297.5(a)-(c), of successor statutes if applicable, the term "spouse" includes a registered domestic partner. An employee who claims any benefit pursuant to the terms of this Article must have proof of the registered domestic partnership on file with the District prior to initiating the claim.

I. "Seniority" is an employee's first date of paid service with the District.

ARTICLE II
RECOGNITION

A. The District hereby recognizes that the Association is the Exclusive Bargaining Representative for all classified employees, excluding confidential, management, and supervisory employees.

B. The articles and provisions contained herein and/or added through mutual agreement and reduced to writing constitute a binding agreement on all parties.

C. New classified positions shall be considered for inclusion in the bargaining unit as provided in paragraph A above. In the event that a dispute exists, the parties agree to utilize the Public Employment Relations Board (PERB) to resolve the issue.

ARTICLE III
ORGANIZATIONAL SECURITY

Membership

Bargaining unit members who so elect may request payroll deductions for the following: Charitable donations, annuities, union dues, and such other programs approved by the District.

1. CSEA will provide membership application forms to new employees during its orientation meeting. Deductions for union dues must be requested in writing on a form to be provided by the Association. CSEA will certify in writing to the District those employees who have authorized dues deductions and the amount of deductions.

2. An employee who voluntarily becomes a member of CSEA is obligated to the Association to continue his/her membership for one year. Employee requests for revocation of CSEA membership shall be directed to the Association. CSEA shall notify the District in writing of dues deduction revocations.

3. The Association agrees to indemnify and save the Board of Trustees, including each individual board member, harmless against any and all claims, demands, costs, suits, or other forms of liability, including back pay, attorney fees, and court or administrative fees/costs, which may arise out of or by reason of action taken by the Board for the purpose of complying with this article.

ARTICLE IV
EVALUATION PROCEDURES

A. Probationary unit members will be evaluated on an on-going basis and formally in writing at least once during the probationary period. Effective July 1, 2020, the probationary period will be six months, or 130 days, whichever is longer.

B. Permanent unit members will be evaluated on an on-going basis and formally in writing at least once during the work year prior to May 15.

C. The evaluation will be reviewed with the unit member and the evaluator will make specific suggestions for improvement, if appropriate.

D. The evaluator will be the immediate supervisor or the administration designee who is not a unit member and may make specific suggestions as appropriate.

1. The formal written evaluation shall be made and discussed with the employee by the immediate supervisor or the designee of the chief site administrator who is not a unit member.

2. Input to the evaluation shall be obtained from sources who have direct knowledge of, or contact with, the evaluatee. Any material in the formal written evaluation shall be signed by the person responsible for its inclusion.

3. Less than satisfactory notations on the evaluation form shall include specific recommendations for improvement.

4. Both the evaluator and the unit member will sign the evaluation form. The employee's signature indicates only that a copy of the evaluation was received.

E. Grievance Procedure. Employees shall have the right to utilize the grievance procedure provided in this Agreement for resolving procedural violations arising under this Article. Contents of the performance evaluation shall not be subject to the grievance procedure, but employees can grieve the procedures.

F. The unit member may attach his/her written comments to the written evaluation. The comments will be attached to his/her evaluation and placed in his/her personnel file. After the unit member has been evaluated, he/she may submit a rebuttal to the evaluation.

G. The trial period for employees who are promoted will be six (6) months of on-duty service excluding all leaves. During the trial period, either the District or the employee may initiate a return to the employee's prior position. The District will notify the employee, in writing, of its intent to return the employee to his/her prior position.

ARTICLE V
HOURS AND OVERTIME

Workweek

A. The normal workweek shall consist of five consecutive days, Monday through Friday, eight hours per day, 40 hours per week. This Article shall not restrict the extension of the regular workday or workweek on an overtime basis when such is necessary to carry on the business of the District.

1. The District retains the right to extend or modify the regular workday or workweek when it is justified to carry out District business. The length of the workday shall be designated by the District for each classified assignment in accordance with the provisions set forth in this Agreement. Each bargaining unit employee shall be assigned a fixed, regular number of hours.

2. By mutual agreement between the employee and supervisor, an employee's workday may be adjusted for up to five days. The workday adjustment will apply to a request by a bargaining unit member to vote in an Association Contract or MOU ratification vote. Schedule changes over five days will require a written agreement. If there is no agreement, the parties shall bargain changes to an employee's work schedule.

Lunch Period

B. A non-compensated lunch period of at least 30 minutes, but not more than two hours, shall be provided to unit members who render service of at least six hours in a workday, except when shortened as a result of unusual circumstances.

Overtime and Extended Hour Service

C. Overtime is approved time worked in excess of 40 hours in a workweek, or more than eight hours in a workday, whether such hours are prior to the regular assigned starting time or subsequent to the assigned quitting time. Overtime shall be distributed and rotated as equally as is practical among employees in the bargaining unit within each class with proper consideration given to the duties to be performed.

1. Overtime Rotation. Each school site will post the established site-based overtime rotation list by seniority for employees in the MOT Department to equalize opportunities for overtime hours at their assigned school or work site. Factors to be considered are classification, qualification, and assigned duties.

2. Overtime Pay. Except as otherwise provided herein, all overtime hours as defined in this section shall be compensated at the rate of pay equal to time and one-half of the regular rate of pay of the employee for all hours worked.

3. A unit member having an average workday of four hours or more during the workweek shall be compensated at the overtime rate of time and one-half of the regular rate of pay for any work required to be performed on the sixth and seventh day following commencement of the workweek.

Part-time Work in Excess of Assignment

D. Employees who work a minimum of 15 minutes per day in excess of the regular part-time assignment for a period of 20 consecutive days or more, shall have the basic assignment changed to reflect the longer hours, effective with the next pay period.

Break Periods

E. Employees whose assigned workday is six or more hours shall be entitled to a 30-minute break period each day, which shall be scheduled by mutual agreement. Employees whose workday is less than six hours shall be entitled to a break period of at least ten minutes each workday.

Minimum Call-Back Time

F. The MOT Director will be the primary person to receive security calls during non-working hours and will forward the call to the on-call bargaining unit member. Any unit member who is required to work on a day that is not a regularly scheduled workday, or who is called back to work after their completion of a regular workday, shall be entitled to a minimum of two hours of compensation at the appropriate rate. The call-back provision during regularly scheduled workdays does not apply to unit members who work overtime.

Combination Hours

G. All excess hours shall be compensated at the appropriate overtime rate when any combination of regular work hours and call-back hours exceeds eight hours.

Extra-Time

H. Regular part-time bargaining unit members whose workday is four or more hours per day will be offered extra hours to fill the position of an employee on any type of leave except Extended Sick Leave. The extra hours shall be offered to the most senior employee in the classification to be covered. The regular part-time employee shall accrue seniority, sick leave, vacation, holidays, and health insurance at the longer hours as guaranteed to them by the Education Code. If no regular part-time bargaining unit member is available, a substitute will be hired to cover the vacancy. Bargaining unit members whose assignment is less than 6 hours per day will be limited to 1,026 hours total per year, including both normal assignment and extra hours.

Shift Differential

I. Full-time employees whose work shift begins at 11:00 a.m. or later shall receive a 6% shift differential payment which shall apply to all hours worked.

Field Trip Rotation

J. The District will attempt to equalize rotation of field trips during regular school hours among all qualified bus drivers.

Split-Shift Stipend

K. Employees in split-shift status for more than two hours per day shall have a 5% stipend applied to their salary for all hours worked.

Fog Delays

L. The provisions of L apply to unit members whose reporting time is 8:30 AM or earlier. Classified employees will be allowed to report for duty on fog delays, called by the District, up to one hour later than their regular reporting time if fog conditions make it unsafe for them to travel to work. Employees are expected to report to duty as soon as conditions permit. Employees may utilize available personal necessity leave or vacation time to cover compensation for any time lost. Otherwise, the employee will be paid only for hours worked on the foggy day. It is understood and agreed by the parties to this Agreement that if the District finds it necessary to cancel operations due to weather or other elements beyond the control of the District, then the District may reschedule employment of classified employees who are part of the bargaining unit to meet the needs of the District in such situations.

1. Employees who are scheduled for 11 or 12 months and who have reported to work will remain on site.

2. The District will notify affected employees as soon as practicable of the need to remain on site and expected duration.

ARTICLE VI
HOLIDAYS

Scheduled Holidays

A. The District agrees to provide all employees in the bargaining unit with the following paid holidays:

New Year's Day
Martin Luther King Jr. Day
Lincoln's Day
Presidents' Day
Memorial Day
Juneteenth
Independence Day
Labor Day
Veterans' Day
Day before Thanksgiving
Thanksgiving Day
Day after Thanksgiving Day
Christmas Eve
Christmas Day
Admissions Day or Friday of Spring Recess

B. Every day declared by the President or Governor of this state as a public fast, mourning, thanksgiving or holiday, or any day declared a holiday by the Governing Board under applicable Education Code sections shall be a paid holiday for all employees in the bargaining unit.

Holidays on Saturday or Sunday

C. When a holiday falls on a Saturday, the preceding workday not a holiday shall be deemed to be that holiday. Except as otherwise provided in this Article, when a holiday falls on Sunday, the following workday shall be deemed to be that holiday.

D. The operation of this section shall not cause any employee to lose any of the holidays provided in this Article.

Teacher Training Days

E. Any day granted as a teacher training day, teacher institute, or parent-teacher conference day, by whatever name, for whatever purpose, is a regular workday for all bargaining unit members.

Holiday Eligibility

F. Except as otherwise provided in this Article, an employee must be in paid status on the workday immediately preceding or succeeding the holiday in order to be paid for the holiday.

Employees in the bargaining unit who are not normally assigned to duty during school recesses shall be paid for those holidays provided that they were in a paid status during any portion of the workday of their normal assignment immediately preceding or succeeding the holiday period.

Holiday Pay

G. If an employee is required to work on a holiday, he/she shall be compensated at the rate of time and one-half of his/her regular rate of pay received in addition to the regular pay received for the holiday. (Education Code Section 45205)

ARTICLE VII
VACATION

Eligibility

A. All twelve (12) month employees in the bargaining unit shall earn paid vacation time under this Article. Vacation benefits are earned on a fiscal year basis: July 1 – June 30.

Paid Vacation

B. Paid vacation shall be granted no later than the fiscal year immediately following the fiscal year in which it is earned.

Accumulation

C. Twelve month employees shall be eligible to earn and accumulate vacation time in accordance with the following schedule:

1.

Employment Duration	Vacation Days/Year
1 - 4 years	11
5 years or more	21

2. This schedule applies to full-time, 12-month employees. Employees working less than full time will earn vacation on a prorata basis. (Example: A five-hour employee earns vacation credit at five-eighths the rate of a full-time employee.)

Vacation Pay

D. Pay for vacation days for all bargaining unit employees shall be at the regular rate which they would have received had they been in a working status.

Vacation Pay Upon Termination

E. When an employee in the bargaining unit is terminated for any reason, he/she shall be entitled to all vacation pay earned and accumulated, up to and including the effective date of the termination.

Vacation Postponement

F. If a bargaining unit employee's vacation becomes due during a period when he/she is on leave due to illness or injury, he/she may request that his/her vacation date be changed and the Employer shall grant such request in accordance with vacation dates available at that time. The employee may elect to have his/her vacation rescheduled in

accordance with the vacation schedule available at the time, or may request to carry over up to a maximum of 40 hours of his/her vacation to the following year.

Vacation Carry Over

G. Paid vacation shall be taken during the fiscal year. Employees may elect to carry over a maximum of one (1) year's accrual of earned vacation. In the event the employee does not take all accrued vacation the employee shall be paid out for days in excess of the annual accrual (maximum carryover) at the end of the fiscal. An employee may request in November (to be paid out in December) for accrued vacation up to the number of days that exceeds the maximum carryover.

Holidays

H. When a holiday falls during the scheduled vacation of any bargaining unit employee, it shall be recognized as a holiday and vacation shall not be charged.

Vacation Scheduling

I. Vacation shall be scheduled when requested by bargaining unit members unless the work requirements of the District render it impossible (more employees want the same date than can be accommodated). Vacation requests not tendered between July 1 and August 31 shall be honored on a first come, first served basis.

Interruption of Vacation

J. An employee in the bargaining unit shall be permitted to interrupt or terminate vacation leave in order to begin another type of paid leave provided by this Agreement without a return to active service, provided the employee supplies notice and supporting information which is acceptable to the District.

ARTICLE VIII
LEAVES OF ABSENCE

A. No absence under any paid leave provision of this Article shall be considered a break in service for any employee who is in paid status, and all benefits accruing under the provisions of this Agreement shall continue to accrue during the absence.

Sick Leave

B. Each full-time regular employee shall be entitled to one day of sick leave for each month of employment. Unit members who work less than full time shall receive prorated sick leave. (Example: A five-hour employee earns five hours of sick leave each month.)

1. Sick leave may be used for accident, illness, or quarantine.

2. Unused sick leave shall accrue from school year to school year.

3. Employees shall provide call-in notification as soon as possible but no later than 90 minutes prior to their start time, except in extenuating circumstances.

4. Upon return from sick leave, unit members must complete the appropriate District form.

Personal Necessity Leave

C. In cases of personal necessity, employees may request to utilize up to seven days of accumulated sick leave allowed pursuant to this Article. Such leave shall be granted for the following reasons:

1. Death or serious illness of a member of the immediate family.

2. Accident involving the person or property of the employee or the person or property of a member of the immediate family.

3. Subpoenaed appearances before an administrative agency or in a court of law as a litigant or witness, except in litigation involving the relationship between two employees and the District, or the Association and the District.

4. Up to three of the seven days of personal necessity leave will be granted for that portion of a workday needed to attend to obligations that may be unavoidable or of a serious nature which the employee cannot be expected to disregard and which may not be conducted at a time other than regular duty hours. The employee shall not be required to reveal the confidential nature of the leave. Such leave shall not be used for vacation, recreation, personal gain or extension of a holiday or weekend.

5. Other special circumstances may be granted at the discretion of the Superintendent.

6. Employees shall request permission to take a personal necessity leave at least three workdays in advance of the day on which the personal necessity leave is intended to be taken, unless the necessity involved is of such a character as to make it impossible to make such request with three workdays' prior notice.

7. Request for personal necessity leave shall be on a form specified by the District, dated and signed by the employee, setting forth the nature of the personal necessity involved.

Bereavement Leave

D. Every employee shall be entitled to a leave of absence with full salary, not to exceed five (5) days of paid noncumulative leave of absence in the event of the death of any member of his/her immediate family.

1. The District shall require the use of bereavement leave before personal necessity leave days are used for purposes allowed in this paragraph.

2. This leave shall not be deducted from sick leave.

3. One day of bereavement leave shall be allowed for deaths of the following: nephew, niece, first cousin, aunt, or uncle.

4. Documentation: The employee, if requested by the District, within 30 days of the first day of the leave, shall provide documentation of the death of the family member. For bereavement leave "documentation" includes, but is not limited to, a death certificate, a published obituary, or written verification of death, burial, or memorial services from a mortuary, funeral home, burial society, crematorium, religious institution, or governmental agency. In the absence of available documentation, an employee may sign a written verification attesting to the death of an immediate family member and eligibility for bereavement leave.

Pregnancy Leave

E. Each female employee shall be entitled to a leave of absence for the period of time she is required to be absent by reason of physical incapacity due to pregnancy, childbirth, or conditions related thereto.

1. The employee shall be entitled to use accumulated sick leave on the same basis provided for any other illness or injury.

2. The period of leave, including the date upon which the leave shall begin and end, shall be determined by the employee and her physician. A statement from the employee's physician as to the beginning and ending dates of such leave shall be filed with the Superintendent.

3. The date of the employee's return to service shall be based upon her physician's analysis, a written statement of the employee's physical ability to render service, and upon the absence of any physical disability.

Industrial Accident and Illness Leave

F. In addition to any other benefits to which an employee may be entitled under the Workers' Compensation laws of this state, an employee shall be entitled to the following benefits:

1. An employee suffering an injury or illness arising out of and in the course and scope of his/her employment shall be entitled to a leave of up to 60 workdays in any one fiscal year for the same accident or illness. This leave shall not be accumulated from year to year. When any leave overlaps a fiscal year, the employee shall be entitled to only that amount remaining at the end of the fiscal year in which the injury or illness occurred.

2. Payment for wages lost on any day shall not, when added to an award granted to the employee under the Workers' Compensation laws of this state, exceed the normal wage for the day.

3. The industrial accident or illness leave is to be used in lieu of normal sick leave benefits. When entitlement to industrial accident or illness leave under this section has been exhausted, entitlement to other sick leave, vacation, or other paid leave may then be used. If, however, an employee is still receiving temporary disability payments under the Worker's Compensation laws of this state at the time of the exhaustion of benefits under this section, he/she shall be entitled to use only so much of his/her accumulated and available normal sick leave and vacation leave which, when added to the Worker's Compensation award, provides a day's pay at his/ her regular rate of pay.

Unpaid Leaves of Absence

G. The District may grant a leave of absence, without pay, to any unit member for any mutually agreeable reason for a period of up to one calendar year. Requests for such leave must be made at least 30-calendar days prior to the intended commencement of the leave, unless extenuating circumstances preclude such advance request.

Immediate Family Defined

H. For purposes of this Article, immediate family shall be defined as: mother, father, grandmother, grandfather, or grandchild of the employee, or the spouse of the employee, and the son, son-in-law, daughter, daughter-in-law, brother, brother-in-law, stepson, or stepsister of the employee, or any relative of the employee living in the immediate household of the employee.

Provisions for Fringe Benefits

I. Fringe benefits shall be paid for eligible employees on paid leaves of absence throughout the duration of the leave of absence at the same rate as provided immediately prior to the leave.

Unused Sick Leave

J. One additional day of vacation will be credited to each full-time employee who does not use sick leave between July 1 and June 30 of each fiscal year. The additional vacation leave day will be prorated to the employee's workday.

Family Medical Leave Act/California Family Rights Act

K. Permanent employees who have completed at least one full year of continuous service to the District will be eligible to use the benefits provided by the Family Medical Leave Act, 29 USC Sections 2601, et. Seq ("FMLA") and California Family Rights Act, California Government Code Section 12945.2 ("CFRA") if they meet the requirement for having worked 1,250 hours in the preceding 12 months prior to the request, or are otherwise eligible for FMLA/CFRA leave.

1. FMLA and CFRA leave is available for:

   a. Leave for reason of the birth of a child of the employee or the placement of a child with an employee in connection with the adoption or foster care of the child by the employee.

   b. Leave to care for a child, parent, grandparent, grandchild, sibling, spouse, domestic partner, or designated person who has a serious health condition.

   c. Leave because of an employee's own serious health condition that makes the employee unable to perform the functions of the position of that employee, except for leave taken for disability on account of pregnancy, childbirth, or related medical conditions.

   d. Leave because of a qualifying exigency related to the covered active duty or call to covered active duty of an employee's spouse, domestic

partner, child, or parent in the Armed Forces of the United States, as specified in Section 3302.2 of the Unemployment Insurance Code.

2. For purposes of CFRA, "Designated person" means any individual related by blood or whose association with the employee is the equivalent of a family relationship. The designated person may be identified by an employee at the time the employee requests the leave. An employee is limited to the designation of one designated person per 12-month period for family care and medical leave.

L. Parental Leave: Employees will be eligible for parental leave in accordance with Education Code Section 45196.1.

ARTICLE IX
GRIEVANCE PROCEDURE

A. A "grievance" shall mean an allegation by a bargaining unit member or the Association that there has been a violation, misinterpretation, or misapplication of an express provision of this Agreement.

B. A "grievant" shall mean a bargaining unit member who is covered by the terms of this Agreement or the Association.

C. A "day" shall mean a day when the District Office is normally open for business.

D. An "immediate supervisor" is the administrator having immediate jurisdiction over a bargaining unit member.

E. An employee may elect to be represented by the Exclusive Representative at all levels of the grievance procedure and must notify the Employer in advance of any scheduled meeting.

F. A bargaining unit member may present a grievance to the Employer and have such grievance adjusted without the intervention of the Exclusive Representative. Such adjustment shall be consistent with the Agreement and shall not occur until the Exclusive Representative has reviewed and been provided an opportunity to respond to the proposed adjustment.

G. The employee, a designated bargaining unit representative, and witnesses employed by the District, if any, participating in the processing of the grievance, shall suffer no loss in pay if meetings or appointments are mutually scheduled by the Employer and the Exclusive Representative.

H. At all levels of the grievance procedure, the District shall provide the Exclusive Representative with copies of correspondence relative to the grievance.

I. Time limits may be extended or shortened by written mutual agreement of the bargaining unit member and the Employer. Failure of the bargaining unit members or the Exclusive Representative to adhere to the time limits of this Article shall constitute a waiver of the grievance and acceptance of the Employer's action or decision at the appropriate level.

J. Once a grievance has been initiated, matters of dispute relating to the grievance which occur during its processing shall become a part of and be resolved in the grievance proceeding. Once a grievance has been resolved, or a final decision rendered, the bargaining unit member shall not be entitled to initiate a new grievance on any matter or occurrence which properly could have been included in the first grievance.

K. No reprisal will be taken by either party against any participant in the grievance procedure. All written materials pertinent to a grievance, except decisions which affect the bargaining unit member's employment status shall be filed separately from the personnel file of the bargaining unit member or any participant.

L. Until final disposition of the grievance takes place, the bargaining unit member shall conform to the original direction of the Employer.

M. Grievance Procedures

1. Informal Level One. Prior to filing a grievance, the bargaining unit member shall discuss the matter with the immediate supervisor within 15 days of the alleged violation. The immediate supervisor shall attempt to adjust the problem and shall respond verbally within five days of the meeting.

2. Formal Level Two

a. Within ten days of the informal meeting, the bargaining unit member shall file a grievance form with the immediate supervisor.

b. The grievance shall contain the following minimum information:

c. The bargaining unit member's name or Association.

d. The date of the filing.

e. The date of the alleged violation.

f. The specific article(s) and/or section(s) of the Agreement which are claimed to have been violated.

g. Brief description of the alleged violation.

h. Proposed remedy.

i. Brief synopsis of the Informal Level One conference.

j. Grievances not containing the minimum information shall be rejected as being improperly filed and shall not extend time limits, if so rejected.

k. Within five days of receipt of the grievance by the supervisor or within five days of a formal conference, if one is requested, a written decision should be issued to the bargaining unit member.

l. If a written decision is not issued within the time limit, the grievance is denied and the bargaining unit member may appeal to the next level.

3. Formal Level Three

a. In the event the grievance is denied at Level Two, a Level Three grievance form shall be filed with the Superintendent within ten days of the issuance of the Level Two denial or the deadline for the Level Two decision.

b. The filing shall contain all materials utilized in the prior levels, including decisions rendered, if any, and a specific and concise statement of the reason for the Level Three filing.

c. The Superintendent shall meet with the bargaining unit member or the Association within five days of receipt of the grievance.

d. Within five days of the meeting specified in paragraph 2 above, the Superintendent shall transmit a written decision to the bargaining unit member or the Association.

4. Formal Level Four. The parties shall request the services of a mutually acceptable mediator from the California State Conciliation Service within five school days following written notice from the Union that it is not satisfied with the decision at Level Three. The parties shall attempt to mediate a settlement to the grievance. In no instance will the form or matter of the discussion and/or proposals during the mediation process be revealed. Only the terms of a settlement, if any, may be revealed.

5. Formal Level Five

a. In the event the Association is not satisfied with the result at Level Four, it may, within five days of completion of the Level Four proceedings, submit the grievance to binding arbitration through the American Arbitration Association. If the grievant is satisfied with the result at Level Four, or any prior level, the Exclusive Representative is barred from instituting the binding arbitration procedure.

b. The arbitration shall be limited solely to the interpretation and application of this Agreement to the precise issue(s) submitted for arbitration. The arbitration shall not determine any other issue(s).

c. The arbitrator shall have no power or authority to hear cases challenging any of the following:

1) The termination of services or failure to re-employ a probationary employee.

2) The placement of an employee on probationary status.

3) The termination of services or failure to re-employ any employee in a position for which extra compensation is received.

4) The content of the employee's evaluation. However, the procedures specified in the Evaluation Procedures article are subject to the grievance procedure.

5) The District's promulgation of rules, policies, or procedures for the implementation of this Agreement.

6) A decision, action, or inaction of the District if such is appealable to a state or federal regulatory body or court.

d. After a hearing on the merits of the grievance, the arbitrator shall render a written award which sets forth findings of fact, reasoning, and conclusions on the precise issue(s) submitted.

e. Where the District has made a judgment involving the exercise of discretion, the arbitrator shall review such decision solely to determine whether the decision has violated the Agreement and shall not substitute the arbitrator's judgment for that of the District.

f. The arbitrator shall not add to, subtract from, amend, modify, or alter any provisions or procedure contained in this Agreement.

g. The arbitrator shall not issue statements of opinion or conclusions not essential to the determination of the issue(s) submitted.

h. The arbitrator's award may include restitution, financial reimbursement, or other proper remedy.

i. The award of the arbitrator will be submitted to the Board of Trustees for implementation.

j. The costs of the arbitration proceeding, including filing fees and fees and the per diem charges of the arbitrator shall be borne equally by the parties.

k. Each party shall be responsible for the costs of presenting its case.

ARTICLE X
REPLACEMENT CLAUSE

In the event that any portion of this Agreement is held invalid by a court of final appellate jurisdiction, such decision shall not invalidate any other provisions of this Agreement and all remaining provisions shall remain in full force and effect. The parties shall meet at the request of either party to renegotiate the affected provisions within 30 days.

ARTICLE XI
PAY AND ALLOWANCES

Regular Rate of Pay

A. The regular rate of pay for each position in the bargaining unit shall be in accordance with the rates established for each class as provided for in Appendix A which shall be in effect from July 1, 2025 – June 30, 2026. [Appendix A reflects on-schedule increase Appendix A will be retroactive to July 1, 2025, and will apply to base salary only. Appendix A reflects a two percent (2%) increase over the 2024-2025 Classified Salary Schedule. For the 2025-2026 school year, bargaining unit employees will receive a one percent (1.0%) off-schedule salary payment. The off-schedule payment will be based on the July 1, 2025 – June 30, 2026 salary schedule.

Frequency - Once Monthly

B. All employees in the bargaining unit shall be paid once per month, payable on or before the last workday of the month.

Compensation for an Employee Working Out of Classification

C. An employee shall not be required to perform duties not a part of his/her classification for any period of time which exceeds five workdays within a 15-calendar-day period, except as provided herein.

An employee assigned duties not a part of his/her classification for a period of more than five workdays shall have his/her salary adjusted upward for the entire period he/she is required to work out of classification. (Education Code Section 45110)

Uniforms

D. Food Service and MOT bargaining unit members shall be provided a Uniform Order Form by June 1 of each year for District approved uniforms. Effective July 1, 2024, the District will provide up to five (5) uniform shirts annually. Uniform jackets will be provided to Food Service and MOT bargaining unit employees upon completion of the probationary period and every three (3) years thereafter. Food Service and MOT bargaining unit members shall submit their Uniform Order Form by June 15 to be supplied with their uniform by August 15 of each year. Uniform delivery is dependent on the vendor and uniform availability. Uniforms must be worn unless excused by the MOT Director (or designee) due to the nature of the work.

Safety Equipment

E. Should the employment duties of a bargaining unit member reasonably require use of any equipment to ensure their safety or others, the District agrees to furnish such equipment to the bargaining unit member. Additionally, the District will provide annually

one (1) pair of approved safety boots/shoes (for bargaining unit members required to wear safety boots/shoes) through a District vendor which must be worn during duty hours.

Physical Examinations

F. The District agrees to provide the full cost of any medical examination required as a condition of employment or continued employment. (Education Code Section 45122)

Reassigned Position

G. A regular classified employee who is reassigned to a position with a higher salary range shall be placed on the step of the higher salary range which represents an increase over his/her previous range and step.

Alternate Work

H. The District may provide alternate work, when the same is available, to an employee who has become medically unable to satisfactorily perform his/her regular job class duties. The alternate work may constitute promotion, demotion, or lateral transfer to a related class, but shall be constituted only by mutual agreement with CSEA and concurrence of the employee.

Longevity Stipend

I. Longevity stipends will be provided in accordance with the provisions of the Salary Schedule, effective at the beginning of the specified year. The longevity stipends will be included in the employee's monthly salary following the completion of the required years of service:

15 years – two (2) percent of current salary

20 years –four (4) percent of current salary [for a total of six percent (6%)]

25 years –six (6) percent of current salary [for a total of twelve percent (12%)]

Mileage

J. Employees will use a District vehicle when travel is required for work. If a District vehicle is not available, the District will reimburse employees for mileage at the IRS authorized rate when they are authorized by the District to use their personal vehicles.

K. Effective upon ratification of the Tentative Agreement, bargaining unit members who have obtained a Bilingual certification from a District approved entity and are required to perform verbal translation/interpretation services for students, parents and/or employees will receive a monthly Bilingual Stipend of twenty-five dollars ($25). Bargaining unit members with a Bilingual certification who perform verbal and written translation/interpretation services will receive a monthly stipend of fifty dollars ($50).

Each school site may designate up to three (3) bargaining unit members to perform these services.

ARTICLE XII
HEALTH AND WELFARE BENEFITS

A. The District "cap" on health and welfare premiums for the 2025-2026 benefit plan year is $22,548.36. Employees are responsible for additional health and welfare premiums above the District's cap.

B. Medical benefits shall be provided through Blue Cross (SISC) for eligible employees and dependents which includes prescription coverage. The following medical plan is currently available to eligible employees: Blue Cross 100-D $20; Rx 9-35.

C. Dental benefits shall be provided through Delta Dental (SISC) for eligible employees and dependents. The Delta Dental (DD 1000) is fully covered by the District. The following dental plans are available to eligible employees as buy-up options:

- Delta Dental (PPO 2000; A 100/3000)
- Anthem Dental (DHN 4000; Ortho 2000)

D. Vision benefits shall be provided through Vision Service Plan (Signature C $10) for eligible employees and dependents.

E. Term life insurance at $65,000 shall be provided to eligible employees through Self-Insured Schools of California.

F. Bargaining unit members employed less than four hours are not entitled to any benefits under the provisions of this Article. Employees may subscribe at their own expense through payroll deduction provided the insurer allows this provision. No in-lieu payments shall be made to any employee.

G. New employees must be hired in an eight-hour assignment in order to qualify for the health and welfare benefit package.

H. In the event that the District determines to change carrier(s), the Association shall be notified in advance of said change and shall be provided an opportunity for consultation. Any change in carrier(s) shall provide the same or better benefits.

I. The District agrees to provide medical/hospitalization insurance (SISC-Blue Cross) for any unit member who retires from the District under the provisions of the Public Employees' Retirement System, provided the unit member has attained age 55, but is not older than 65, and has completed 15 years of full-time service (10 or more months of service per school year) to the District. The District agrees to continue the benefits until the retiree attains age 65. The program shall terminate, should the retiree return to regular school employment. The plan shall be the same as that provided for current active employees. Employees who are hired on or after March 1, 2009, are not eligible for this benefit.

J. With the consent of the carrier(s), bargaining unit employees with at least five years of service to the District who retire from the District under the provisions of the Public Employees' Retirement System or who have become medically disabled, may elect to purchase insurance benefits for themselves and eligible dependents at their own expense to age 65.

K. The District makes available an IRC 125 plan through SISC or American Fidelity. CSEA will notify the District of its selection.

ARTICLE XIII
SAFETY

A. The District and its employees shall conform to and comply with all health, safety, and sanitation requirements imposed by state and/or federal law or regulations adopted under state and/or federal law.

B. The District and its employees shall take active steps to correct and/or prevent any unsafe or unhealthy condition. The District shall conform to and comply with all health, safety, and sanitation requirements imposed by state and/or federal law or regulations adopted under state and/or federal law. No employee shall be required to work in adverse work conditions which may affect his/her health, safety, or physical well being. However, an employee shall be required to fulfill the requirements of his/her job description.

C. No reprisal of any kind shall be taken against any employee who reports or refuses to subject himself/herself to unsafe or unhealthy conditions.

D. The District will maintain a list of Voluntary Drivers who agree to allow to access DMV records to verify the validity of their driver's license. New employees may be required to authorize that their DMV records to verify the validity of their driver's license.

ARTICLE XIV
EMPLOYEE RIGHTS

Personnel Files

A. The personnel file of each employee shall be maintained at the District's central administrative office.

B. An employee shall be provided with copies of any derogatory written material ten workdays before it is placed in his/her personnel file. An employee shall be given an opportunity during normal work hours, without loss of pay, to initial and date the material and to prepare a written response to the material. The written response shall be attached to the material.

C. An employee shall have the right, at any reasonable time, without loss of pay, to examine and/or obtain copies of any material from his/her personnel file, with the exception of material that includes ratings, reports, or records which were obtained prior to the employment of the employee involved.

D. All personnel files shall be kept in confidence and shall be available for inspection only to another employee of the District, when actually necessary, in the proper administration of the District's affairs or the supervision of an employee. The District shall keep a log indicating the persons who have examined a personnel file, as well as the date the examinations were made. The log and employee's personnel files shall be available for examination by the employee or his/her CSEA representative, if authorized by the employee. The log shall be maintained in the employee's personnel file.

E. Any person who places written material or drafts written material for placement in an employee's file shall sign the material and the date on which the material was drafted. Any written material placed in a personnel file shall indicate the date of the placement.

ARTICLE XV
ORGANIZATIONAL RIGHTS

A. CSEA Rights. CSEA shall have the following rights in addition to the rights contained in any other portion of this Agreement.

1. The right of access at reasonable times to areas in which employees work, for the purpose of representing bargaining unit members in grievances and related matters.

2. The right to use, without charge, institutional bulletin boards, mailboxes, school mail system, and other District means of communication for the posting or transmission of information or notices concerning CSEA matters.

3. The right to use, without charge, institutional equipment, facilities, and buildings at reasonable times. CSEA shall provide its own materials and reimburse the District for additional custodial services or make arrangements with the District.

4. The right to review an employee's personnel files and any other records dealing with the employee, when accompanied by the employee, or upon presentation of a written authorization signed by the employee.

5. The right to be supplied with a complete seniority roster of all bargaining unit employees. The roster shall indicate each employee's present classification and primary job site.

6. The right to receive upon request copies of any and all materials related to wages, hours, and other terms and conditions of employment which are relevant for CSEA to fulfill its duties and obligations as the Exclusive Representative of bargaining unit employees covered by this Agreement.

7. The Association President shall be provided with a copy of all school board agendas and minutes at the time the documents are posted.

B. Distribution of Contract. Within 30 days after the execution of this contract, the District shall print or duplicate and provide, without charge, a copy of this contract to every employee in the bargaining unit. Any employee who becomes a member of the bargaining unit after the execution of this Agreement shall be provided by the District, without charge, with a copy of any written changes agreed to by the parties to this Agreement during the life of this Agreement.

C. The District shall provide release time for one CSEA chapter delegate to attend the CSEA annual conference.

D. The CSEA President, or designee, shall receive an accumulated maximum of 15 days per year, or the hourly equivalent for release time, to perform CSEA business.

ARTICLE XVI
VACANCIES

A. A vacancy is any vacated or newly created position which the Board determines to fill.

1. Notices shall be posted at the District Office, the individual sites, and EdJoin (the District's website shall have a link to EdJoin) for at least five days following the Board's determination to fill the vacancy. A copy of the job posting shall be provided to the Chapter President at the time of posting.

2. The notice shall include the position description, location, special skills, training, testing requirements, and/or aptitudes required for the position.

B. Applications to fill a vacancy shall be considered and any decision thereon based on the following criteria:

1. Specific requirements of the position.
2. The needs of the instructional program.
3. Certifications held by the unit member.
4. Degrees held by the unit member.
5. Recency of Training/Experience
6. Special skills/aptitudes.
7. Length of service with the District.

These factors shall be considered and used in a binary fashion and given equal weight in the decision.

C. If an applicant for a vacancy is not awarded the position, the unit member shall, upon request, be counseled as to the reasons for the denial and receive the reasons for the denial in writing. The unit member must make his/her request within 10 days of the denial and the District shall respond within 10 days of the request.

D. Qualified unit member applicants shall be given preference in the filling of vacancies.

E. Upon the filling of a vacancy, the District shall submit the name of the person filling the vacancy to the President of the Association.

F. During the time a position is posted, the District may fill the position with a provisional appointee, not to exceed 30 workdays. The District shall determine whether to assign another employee out of classification temporarily or to hire someone from outside the District on a temporary basis. The person filling a vacant position on a temporary basis shall not receive preferential treatment or consideration if the person applies to fill the vacant position on a permanent basis.

G. For purposes of this Agreement, a "provisional appointee" shall mean the person filling a position during the time required to complete posting, advertising, testing, and interviewing for the vacant position.

H. For the purposes of this Agreement, a "substitute" is a person hired to perform the duties of a position in the temporary absence of the employee who is regularly assigned to that position.

I. An employee may be temporarily transferred to another job site for a maximum period of 30 workdays.

ARTICLE XVII
ASSIGNMENTS AND REASSIGNMENT

A. Reassignment means a change of assignment within a school. An employee may be reassigned within a school provided the reassigned position falls within the scope of the employee's certification(s) and voluntary reassignment requests are honored before making involuntary reassignments.

1. Voluntary reassignments shall be those initiated by an employee.

2. Involuntary reassignments shall be those initiated by the District.

B. The following criteria will be used by the District in voluntary and involuntary reassignments:

1. Specific requirements of the position;
2. The needs of the instructional program;
3. Certificate(s) held by the unit member;
4. Degree(s) held by the unit member;
5. Recency of training/experience;
6. Special skills/aptitudes;
7. Length of service to the District.

These factors shall be considered and utilized in a binary fashion and given equal weight in the decision.

C. A unit member may request a reassignment to take effect either during the school year or at the beginning of the next school year. The request shall be made in writing and tendered to a site administrator.

D. Reassignment shall not be made or denied for punitive, arbitrary, or capricious reasons.

ARTICLE XVIII
TRANSFERS

A. A transfer is defined as an action taken by the District to move a unit member from one school to another school. The following criteria will be used by the District in voluntary and involuntary transfers:

1. Specific requirements of the position;
2. The needs of the instructional program;
3. Certification(s) held by the unit member;
4. Degree(s) held by the unit member;
5. Recency of training/experience;
6. Special skills/aptitudes;
7 Length of service to the District.

These factors shall be considered and utilized in a binary fashion and given equal weight in the decision.

B. A unit member may be involuntarily transferred only for the following reasons:

1. A decrease or increase in the number of students which requires a decrease or increase in the number of unit members.

2. Elimination of program(s) and/or funding.

3. Placement of personnel returning from leaves.

4. School closure.

C. Performance Renewal: An employee may be transferred no more than once every two years in order to provide a reasonable opportunity for improvement of performance. Transfer for this reason shall be preceded by evaluation, conferences, and assistance in compliance with appropriate provisions of the article on Evaluation Procedures.

D. Except where it conflicts with the documented educational needs of students or exceptions of certification adjustment, performance renewal, and school closure, the District shall seek volunteers prior to making the transfer. If no volunteers can be found, then transfers shall be based on seniority, with the least senior employee who is qualified being transferred.

ARTICLE XIX
PROFESSIONAL GROWTH

A. The District will compensate employees for professional growth activities in accordance with the following criteria:

1. Employees must get written District approval prior to enrolling in any course which will be used for professional growth credit.

2. Courses must be completed with a grade of "C" or better or a "Pass" when letter grades are unavailable.

3. Each course must be directly related to the employee's assignment.

4. Courses must be completed prior to August 31 for credit during the school year.

5. A maximum of 12 semester units may be credited each school year.

B. The annual stipend which is effective July 1, 1986, shall be $100.00 for each three semester units completed in accordance with the provisions of paragraph A of this Article. The stipend shall be provided on an ongoing annual basis.

ARTICLE XX
CONTRACTING AND BARGAINING UNIT WORK

The District agrees that, during the life of the Agreement, it will not contract out work that has been customarily performed by employees in the bargaining unit, unless:

1. There is no available bargaining unit employee to perform the work during regular hours; and

2. The identified work is not ongoing and/or continuous; ongoing and/or continuous means there is a defined start and end date and it is a "one time" occurrence.

3. The District shall provide advance notice to CSEA if the requirements of above are met and what work will be subcontracted.

4. If the requirements are not met, the District shall negotiate the decision and effects of any proposal to contract out work customarily performed by the classified bargaining unit with CSEA.

5. The District does not intend to supplant the duties of any unit member.

ARTICLE XXI
PROGRESSIVE DISCIPLINE

The Association and District agree that progressive discipline can be effective to give a permanent employee the opportunity to improve and correct any negative behavior, unacceptable work habits or any violation of District rules and regulations. The District reserves the right to determine the level of progressive discipline to be imposed. This article is not subject to the grievance procedure.

Progressive discipline may include, but is not limited to:

1. Verbal counseling
2. Written warning
3. Written reprimand
4. Suspension without pay
5. Demotion
6. Dismissal

Causes for discipline and disciplinary procedures are set forth in Board Policy (AR 4218) which is updated periodically.

ARTICLE XXII
DISTRICT RIGHTS

A. It is agreed and understood that the District retains the rights, powers, prerogatives, privileges, duties, and authority vested in it by state and federal laws and regulations and District policies to manage, control, and direct the operations and affairs of the District.

B. For purposes of illustration only and not for purposes of limitation, these rights include, without limiting the generality of the foregoing, the right to:

1. Determine the executive management organization and administrative structure of the District;

2. Direct the work of its employees; and,

3. Hire all employees, determine their qualifications and the conditions for their continued employment, discipline, dismiss, demote, promote, assign, and transfer all such employees.

C. Any rights, powers, prerogatives, or the exercise of discretion and judgment not specifically delineated by this Agreement are retained and reserved solely by the District.

D. To establish educational policies, goals and objectives, to insure the rights and educational opportunities of students; to determine staffing patterns, to determine the number and kinds of personnel required in order to maintain the efficiency of District operations, and,

E. To build, move or modify facilities, establish budget procedures and determine budgetary allocation, determine the methods of raising revenue, and take action on any matter in the event of an emergency.

F. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the District, the adoption of policies, rules, regulations and practices in furtherance thereof,and the use of judgment and discretion in connection therewith shall be limited only bythe specific and express terms of this Agreement and then only to the extent such specific and express terms thereof are in conformance with the Constitution and laws of the state of California and the Constitution and laws of the United States.

ARTICLE XXIII
CONCLUSION

This successor Agreement shall become effective July 1, 2025, and shall continue in effect to and including June 30, 2028 at which time it shall expire.

Completion of Negotiations

A. This Agreement represents complete collective bargaining and full agreement by the District and the Exclusive Representative with respect to wages, hours of employment, and all other terms and conditions of employment which shall apply during its term. There shall be no modification of this Agreement except by mutual agreement which shall be committed to writing and attached hereto. The District will promulgate rules, policies, or procedures for implementation of this Agreement.

1. This Agreement expresses the entire understanding between the parties and supersedes the terms of the parties' 2019-2022 Collective Bargaining Agreement.

2. Any matter or subject not set forth in this Agreement has been satisfactorily adjusted, compromised, or waived by the parties for the life of this Agreement.

Past Practice

B. The specific provisions of this Agreement shall prevail over any past practice or procedure. Where a board policy, published administrative directive, rule, or procedure covers the same subject area as a term or terms of this Agreement, the specific provisions of this Agreement shall supersede the board policy, directive, rule, or procedure and the policy, directive, rule, or procedure shall not be applicable to unit members. When references are made to statutes (e.g., Education Code, Government Code, Civic Center Act, etc.), such reference is informational only and does not subject the provisions of the particular statute to the grievance processes of this Agreement. In addition, the reference includes the successor to the cited provision or provisions.

Severability and Savings

C. In the event that any provision or provisions of this Agreement are found to be contrary to law by a court of competent jurisdiction, the affected provision or provisions shall be severed from this Agreement. All other provisions of this Agreement shall continue in full force and effect. Upon request, the severed provision may be reopened for negotiations consistent with the court's decision.

Withholding of Services

D. During the term of this Agreement, the Exclusive Representative agrees that neither it nor its members shall encourage, condone, participate in, or otherwise support any strike, work stoppage, "sick-in," slow down, picketing in furtherance of a strike, or any other concerted failure and/or refusal to faithfully and fully perform assigned job responsibilities and duties. The Exclusive Representative recognizes its duty and obligation under law to comply with the provisions of this Agreement and will guarantee the full and faithful performance of this Agreement on its part and on the part of bargaining unit members.

Reopeners

E. For the 2026-2027 and 2027-2028 fiscal years, the parties agree to reopen for negotiations Article XI, Pay and Allowances, Article XII, Health and Welfare Benefits, and up to two (2) unspecified articles in this Agreement.

Miscellaneous

1. Instructional Aide: increase to $17.25.

2. Instructional Aide II: increase to $18.25.

3. Paraprofessional Instruction Aide: to be paid at $18.25

RATIFIED AND ACCEPTED

LAKESIDE UNION SCHOOL DISTRICT

By: _____
TY BRYSON
District Superintendent

By: _____
MARIO BUONI
President, Board of Trustees

By: _____
ALAN BANDUCCI
Clerk, Board of Trustees

Dated: 10/13/2026

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, AND ITS LAKESIDE/ OLD RIVER CHAPTER 730

By: _____
CESAR LUNA
President

By: _____
ANDIE STEIBER
CSEA LRR

Dated: 9-24-2026

Classified Salary Schedule
07/01/2025-06/30/2026
CBA: Appendix A

Board Approved TBD

Job Group	Job Title	Step In Years											
		1	2	3	4	5	6	7	8	9	10	11	12
		HRLY	HRLY	HRLY	HRLY	HRLY	HRLY	HRLY	HRLY	HRLY	HRLY	HRLY	HRLY
1	School Secretary	20.73	21.35	21.99	22.65	23.33	24.03	24.75	25.50	26.26	27.05	27.86	28.70
	Student Supp. Ser. Secretary	19.69	20.28	20.89	21.52	22.16	22.83	23.51	24.22	24.94	25.69	26.46	27.26
	School Clerk	18.68	19.09	19.51	19.94	20.38	20.83	21.29	21.75	22.23	22.72	23.22	23.73
2	Food Service Manager	17.54	18.07	18.61	19.17	19.74	20.33	20.94	21.57	22.22	22.89	23.57	24.28
	Food Service Worker	17.23	17.61	18.00	18.39	18.80	19.21	19.63	20.07	20.51	20.96	21.42	21.89
	Food Service Coord./Utility	17.44	17.82	18.22	18.62	19.03	19.44	19.87	20.31	20.76	21.21	21.68	22.16
3	Health Technician	18.18	18.58	18.99	19.41	19.83	20.27	20.72	21.17	21.64	22.11	22.60	23.10
	SASI II	23.68	24.20	24.73	25.28	25.83	26.40	26.98	27.58	28.18	28.80	29.44	30.08
	SASI I	21.53	22.00	22.49	22.98	23.49	24.00	24.53	25.07	25.62	26.19	26.76	27.35
	Paraprofessional I.A.	18.25	18.65	19.06	19.48	19.91	20.35	20.80	21.25	21.72	22.20	22.69	23.19
	Instructional Aide II	18.25	18.65	19.06	19.48	19.91	20.35	20.80	21.25	21.72	22.20	22.69	23.19
	Instructional Aide	17.25	17.63	18.02	18.41	18.82	19.23	19.66	20.09	20.53	20.98	21.44	21.92
	Library Clerk	17.23	17.61	18.00	18.39	18.80	19.21	19.63	20.07	20.51	20.96	21.42	21.89
	Supervision Aide	17.23	17.61	18.00	18.39	18.80	19.21	19.63	20.07	20.51	20.96	21.42	21.89
4	Technology Support	24.89	25.44	26.00	26.57	27.15	27.75	28.36	28.99	29.62	30.27	30.94	31.62
	M & O Coordinator	23.68	24.39	25.12	25.88	26.65	27.45	28.28	29.12	30.00	30.90	31.82	32.78
	Grounds Worker	20.51	20.96	21.42	21.89	22.38	22.87	23.37	23.88	24.41	24.95	25.50	26.06
	Maintenance II	21.96	22.44	22.94	23.44	23.96	24.48	25.02	25.57	26.14	26.71	27.30	27.90
	Maintenance I	19.86	20.30	20.74	21.20	21.67	22.14	22.63	23.13	23.64	24.16	24.69	25.23
	Lead Custodian	18.13	18.67	19.23	19.81	20.41	21.02	21.65	22.30	22.97	23.66	24.37	25.10
	Utility Worker/Custodian	17.23	17.61	18.00	18.39	18.80	19.21	19.63	20.07	20.51	20.96	21.42	21.89
5	Bus Mechanic	25.15	25.70	26.27	26.85	27.44	28.04	28.66	29.29	29.93	30.59	31.26	31.95
	Transportation Coordinator	24.70	25.44	26.20	26.99	27.80	28.63	29.49	30.38	31.29	32.23	33.19	34.19
	Bus Driver/Lead Utility	22.24	22.91	23.59	24.30	25.03	25.78	26.56	27.35	28.17	29.02	29.89	30.79
	Bus Driver/Utility	21.96	22.44	22.94	23.44	23.96	24.48	25.02	25.57	26.14	26.71	27.30	27.90
	Bus Driver	21.96	22.44	22.94	23.44	23.96	24.48	25.02	25.57	26.14	26.71	27.30	27.90

Step Increase

Lead positions: 1.03

All others: 1.022

Salary schedule placement is based on experience and determined by the District Superintendent.

Class	Title
1	Clerical
2	Food Service
3	Instructional Assistants/Aides
4	Maintenance & Operations
5	Transportation

Split shift: 5%

Shift differential: 6%

Longevity

15 years 2%

20 years 4% Total of 6%

25 years 6% Total of 12%

2% increase Retro to 7/1/2025 on Base Pay