

Tentative Agreement  
Between SRCS and CSEA  
March 7, 2017

Article 5, COMPENSATION

Effective July 1, 2016, the district proposes the following salary increases:

ESD 4.5%

HSD 2.0%

In the event that SRFT receives a compensation increase of more than 2% for the 16-17 school year, the district will extend that increase to CSEA.

5.1.5 and 5.1.6 are already included on the salary schedules. The district agrees to add language that longevity increases are effective July 1 to the salary schedule.

5.2.2 Employees will be paid once per month payable on or before the last working day of the month. Returning ten-month employees will be paid on the last day of August for the actual number of hours worked per the agreed upon work calendar. New employees will be paid for August no later than September 10<sup>th</sup>.

5.10 Translation/Interpretation Stipend

Beginning in the 2017-2018 school year, the district will offer a stipend of 2% of their current salary to employees who certify that they are bi-literate in Spanish and English. Annually, administration will identify a number of stipends available at each site and an assessment process for determining English and Spanish proficiency

Article 6, BENEFITS

Will comply with 6.2.1 to consider alternative options and vision coverage. The district will investigate switching from Eye Med to VSP with no change in contract language.

Article 8, LEAVES-COMPENSATED

8.1.5 An employee in the Clerical and Technical Family, Maintenance and Operations Family (excluding custodians), and Paraprofessional Family, who is unable to work is required to notify the Automated Sub-finder Absence Reporting System as soon as it is known that absence will occur.

8.6.2 Baby bonding (to comply with AB 2393)

11.2.1

## Custodians

The district will provide all custodians with a rain jacket and rain pants annually, if needed.

12.1 All employees hired on or after July 1, 2017 will serve a nine month probationary period. Probationary members will be evaluated at the end of their third and fifth months of employment during the probationary ~~six months~~ period. The evaluation completed at the end of the five (5) months of service must indicate ~~the~~ at least "satisfactory" performance for the member to continue in employment.

## 21      Reclassification

The district and CSEA will form a joint committee to revise the reclassification and job description review process. The committee will convene in the Spring semester of 2017 and complete the review no later than June 30, 2017. The parties will then negotiate the committee's recommendation prior to the reclassification process for the 2017-2018 school year.

On behalf of SRCS:

3/7/17

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On behalf of CSEA:

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