

Tentative Agreement
October 18, 2019

1. Effective July 1, 2019, increase the classified salary schedule by 3.73%. Retroactive payments will be made by February 14, 2020 if CSEA ratifies this agreement by October 31, 2019.
 - a. Retroactive increases to supplemental time, overtime, and extra time will be payable by the April 2020 supplemental payroll, if CSEA ratifies this agreement by October 31, 2019.
 - b. The retroactive increases will only be payable to unit members on the District payroll as of January 1, 2020 and CalPERS retirees who retire during the 2019/20 school year.
 - c. The 2019-20 salary schedule with the 3.73% increase reflects 1% between Level B Step 1 and Level B Step 2; between Level B Step 2 and Level B Step 3; between Level C Step 1 and Level C Step 2; between Level B Step 1 and Level C Step 1; between Level C Step 1 and Level D Step 1; and between Level B Step 2 and Level C Step 2.
2. This and all other tentative agreements shall close negotiations for 2019-20.
3. The District and CSEA agree to commence reopener bargaining for 2020-21 in November 2019 to include bargaining for a 2020-21 salary schedule to be effective July 1, 2020.

For the District:

Nicole H. Glentzer 10/18/19
Nicole H. Glentzer

Penny Lauseng 10-18-19
Penny Lauseng

Steve Barekman 10.18.19
Steve Barekman

For CSEA:

Haley Luna 10/18/19
Haley Luna

Lisa Rantala 10/18/19
LISA RANTALA

UKIAH UNIFIED SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE
EFF. JULY 1, 2019 - JUNE 30, 2020
DRAFT With 3.73% Effective 07/01/2019

L E V E L	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	W/10yr	W/15yr	W/20yr	W/25yr	W/30yr
	1	2	3	4	5	6	7	8	9	longevity	longevity	longevity	longevity	longevity
B	\$13.48	\$13.61	\$13.75	\$14.44	\$15.16	\$15.92	\$16.72	\$17.56	\$18.44	\$ 20.28	\$ 21.30	\$ 22.36	\$ 23.48	\$ 24.66
C	\$13.61	\$13.75	\$14.44	\$15.16	\$15.92	\$16.72	\$17.56	\$18.44	\$19.36	\$ 21.30	\$ 22.36	\$ 23.48	\$ 24.65	\$ 25.89
D	\$13.75	\$14.44	\$15.16	\$15.92	\$16.72	\$17.56	\$18.44	\$19.36	\$20.33	\$ 22.36	\$ 23.48	\$ 24.66	\$ 25.89	\$ 27.18
E	\$14.44	\$15.16	\$15.92	\$16.72	\$17.56	\$18.44	\$19.36	\$20.33	\$21.35	\$ 23.49	\$ 24.66	\$ 25.89	\$ 27.19	\$ 28.55
F	\$15.16	\$15.92	\$16.72	\$17.56	\$18.44	\$19.36	\$20.33	\$21.35	\$22.42	\$ 24.66	\$ 25.90	\$ 27.19	\$ 28.55	\$ 29.98
G	\$15.92	\$16.72	\$17.56	\$18.44	\$19.36	\$20.33	\$21.35	\$22.42	\$23.54	\$ 25.89	\$ 27.19	\$ 28.55	\$ 29.98	\$ 31.47
H	\$16.72	\$17.56	\$18.44	\$19.36	\$20.33	\$21.35	\$22.42	\$23.54	\$24.72	\$ 27.19	\$ 28.55	\$ 29.98	\$ 31.48	\$ 33.05
I	\$17.56	\$18.44	\$19.36	\$20.33	\$21.35	\$22.42	\$23.54	\$24.72	\$25.96	\$ 28.56	\$ 29.98	\$ 31.48	\$ 33.06	\$ 34.71
J	\$18.44	\$19.36	\$20.33	\$21.35	\$22.42	\$23.54	\$24.72	\$25.96	\$27.26	\$ 29.99	\$ 31.49	\$ 33.06	\$ 34.71	\$ 36.45
K	\$19.36	\$20.33	\$21.35	\$22.42	\$23.54	\$24.72	\$25.96	\$27.26	\$28.62	\$ 31.48	\$ 33.06	\$ 34.71	\$ 36.44	\$ 38.27
L	\$20.33	\$21.35	\$22.42	\$23.54	\$24.72	\$25.96	\$27.26	\$28.62	\$30.05	\$ 33.06	\$ 34.71	\$ 36.44	\$ 38.27	\$ 40.18
M	\$21.35	\$22.42	\$23.54	\$24.72	\$25.96	\$27.26	\$28.62	\$30.05	\$31.55	\$ 34.71	\$ 36.44	\$ 38.26	\$ 40.18	\$ 42.18
N	\$22.42	\$23.54	\$24.72	\$25.96	\$27.26	\$28.62	\$30.05	\$31.55	\$33.13	\$ 36.44	\$ 38.27	\$ 40.18	\$ 42.19	\$ 44.30
<i>bilingual</i>	\$23.54	\$24.72	\$25.96	\$27.26	\$28.62	\$30.05	\$31.55	\$33.13	\$34.79	\$ 38.27	\$ 40.18	\$ 42.19	\$ 44.30	\$ 46.52

LONGEVITY ACHIEVEMENT: CSEA contract Article 9.5 Compensation and Salary Adjustments - Longevity
10% at the beginning of 10th year and 5% thereafter at the beginning of 15th, 20th, 25th and 30th year.

NOTE: CSEA contract Article 11 Professional Growth Program

A full award of \$525 for each 10 units earned will be granted employees.

The award increments are cumulative and will continue as long as the employee is actively employed in the District.
Increments may be awarded every two (2) school years, with a maximum of five (5) increments.