Tentative Agreement between
The Sylvan Union School District
To
The California School Employees Association and its
Sylvan Chapter 73

ARTICLE XIII: Vacation

13.1. Unit members shall earn annual vacation according to the following schedule: (Duration of vacation days is the same as days worked by the employee.)

0-5 years of service:
12 month employees who work eight hours a day shall be entitled to ten (10) days of vacation per year. Employees who work less than 12 months/8 hours per day - vacation days will be prorated. 10 month employees (on Calendars 7, 8 and 14) vacation accruement shall be included in contract pay.
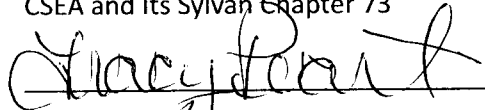
6-10 years or service:
12 month employees who work eight hours a day shall be entitled to fifteen (15) days of vacation per year. Employees who work less than 12 months/8 hours per day - vacation days will be prorated. 10 month employees (on Calendars 7, 8 and 14) vacation accruement shall be included in contract pay.

11 + years of service:
12 month employees who work eight hours a day shall be entitled to a maximum of twenty (20) days of vacation per year. Employees who work less than 12 months/8 hours per day - vacation days will be prorated. 10 month employees (on Calendars 7, 8 and 14) vacation accruement shall be included in contract pay.
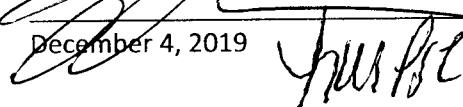

CSEA and Its Sylvan Chapter 73

Sylvan Union School District

December 4, 2019

ARTICLE XXI: DISCIPLINE

21.2.3. In accordance to the concept of progressive discipline, counseling and an opportunity for improvement shall typically precede disciplinary action. In particular, this concept shall not apply in cases involving gross misconduct.

21.2.3.1 Inappropriate conduct, actions or performance will result in the employee being, first, counseled verbally unless the employee's conduct or actions warrant a more formalized level of discipline. Continued inappropriate conduct, actions or performance will result in the employee receiving written warning. If inappropriate conduct, actions or performance continue, further disciplinary action will occur.

21.2.3.2 The employee may submit a response or rebuttal to the written reprimand or warning which will be retained in the record along with the reprimand or warning.
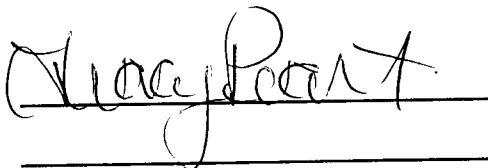
21.2.3.3 The classified employee may request the presence of a CSEA Union Steward Representative, at any meeting scheduled by a supervisor where discipline is, or could reasonably be, the reason for the meeting. Whenever possible, notice of such meeting shall be in writing (e.g. electronic mail) to the classified bargaining unit member.

21.2.3.4 Notwithstanding the provisions of this Article, the Superintendent or his/her designee, may, without prior counseling and/or written warning, initiate severe disciplinary action when the employee's misconduct is of such a serious nature as to necessitate the imposition of suspension, demotion or termination, without the benefit of prior written or verbal counseling or warning.
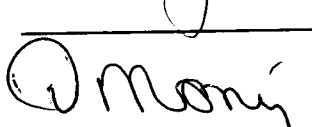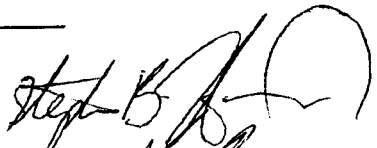
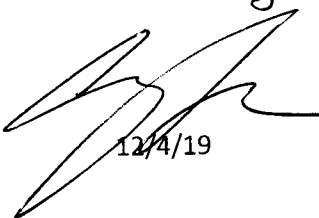Agreed to by the parties on December 4, 2019.

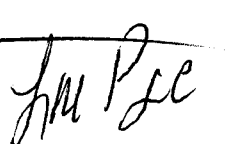For CSEA and Its Sylvan Chapter #73
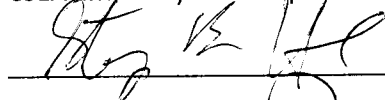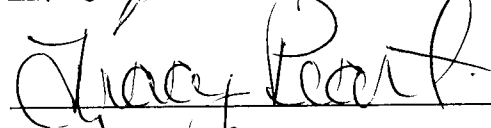
For Sylvan Union School District

12/4/19

Tentative Agreement between
The Sylvan Union School District
To
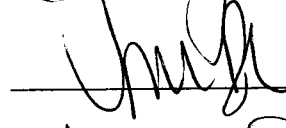**The California School Employees Association and its**
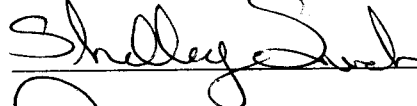**Sylvan Chapter 73**

ARTICLE XIV: Wages

The 2019-2020 classified unit salary schedule will be improved by 3.26% over the 2018-2019 schedule. Wage increases will be granted retroactively to July 1, 2019.
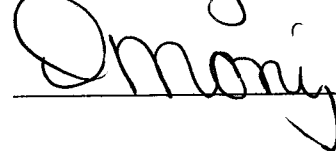

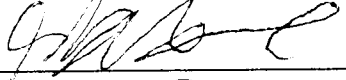CSEA and Its Sylvan Chapter 73   Sylvan Union School District

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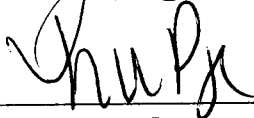**Sylvan Chapter 73**

ARTICLE XV: Health and Welfare Benefits

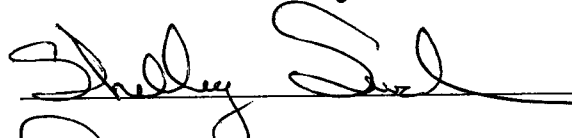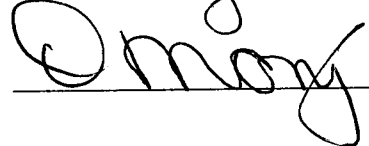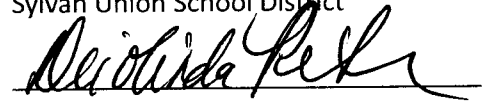The parties agree to maintain status quo.

CSEA and Its Sylvan Chapter 73   Sylvan Union School District

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December 4, 2019