

# TENTATIVE AGREEMENT

February 9, 2021

Between  
California School Employees Association and its local Chapter 103 and,  
Los Altos School District

## 2020/2021 Re-opener Negotiations

The California School Employees Association (CSEA) and its local Chapter 103 and the Los Altos School District (District) have negotiated and reach a Tentative Agreement that resolves the 2020/2021 contract year.

The parties have agreed to the following provisions:

### Article XL (Leaves)

In accordance with Section 1.4.1, the parties are expanding the definition of "family illness" to allow for the usage of COVID related purposes.

Bargaining unit members shall be entitled to no more than three (3) additional "family illness" days between ratification and January 1, 2022.

Bargaining unit members shall not be required to provide documentation to take a COVID related day off in accordance with the above unless they utilize more than three (3) COVID related days. If so, the District will require that bargaining unit members submit reasonable documentation within three (3) business days.

The above COVID related provisions shall sunset on January 1, 2022 and section 1.4.1 shall revert to status quo.

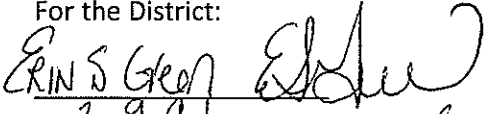
### Article XVIII (Compensation)

Effective July 1, 2020, the parties have agreed to an on-going salary schedule increase by two (2) percent.

### Article XXL (Insurance)

Status quo.

For the District:

  
2021  
Director of Student and Staff Services

For CSEA:

  
J. C. L. R. R.