

TENTATIVE AGREEMENT
BETWEEN
PASO ROBLES JOINT UNIFIED SCHOOL DISTRICT
AND
CSEA and its Chapter 254

This memorandum is agreed between Paso Robles Joint Unified School District (District) and the California School Employees Association and its Paso Robles Chapter 254 (together "CSEA"). This agreement was entered into on February 7, 2022.

The Parties agree to the following:

Article IV Employee Compensation

The District will increase the classified salary schedule by **4%**. Unit Members will receive this pay retroactively applied to July 1, 2021. Employees must be employed to receive the retroactive payment. The salary increase and retroactive pay will commence on March 31, 2022.

The District will provide a one-time off-schedule payment to all CSEA unit members of **\$1000.00** for every full-time equivalency for each CSEA unit member. This payment shall be on or before May 31, 2022 pay period. Said unit members must be: (1) currently employed; and (2) the payment will be prorated in proportion to days in active status and full-time equivalency.

Article V- Fringe Benefits

A. Fringe Benefit Programs. 1. Commencing on April 30, 2022, the District shall increase the District annual contribution to health care benefits by \$514.00, increasing the annual contribution amount of **\$11,183 to \$11,697**

3. Unless otherwise noted below, all terms of the current CBA shall remain unchanged and in full force and effect.

General Provisions

a. **Not Precedent-Setting.** The Parties agree that this agreement is not precedent-setting, does not constitute a past practice, and does not constitute a waiver of the District's right to refuse to negotiate matters that are not mandatory subjects of bargaining and likewise does not constitute a waiver of CSEA's right to negotiate mandatory subjects of bargaining.

b. **Compliance with Law.** The Parties will comply with existing and further state or federal legislation or applicable orders and directives as they affect the terms and conditions of employment of bargaining unit employees.

c. **Inconsistencies with the Law.** If during the life of the MOU there exists any applicable law, rule, regulation or order issued by governmental authority, other than the District, which shall render invalid or restrain compliance with or enforcement of any provision contained within this agreement, it shall not invalidate any unaffected remaining portion(s). The remaining portion(s) shall continue in full force and effect. Upon written notification by one of the Parties to the other, any portion of the agreement

that is invalidated in accordance with this Article shall be opened for negotiations within thirty (30) days of the invalidation.

d. **Complete Understanding.** This agreement represents a full and complete understanding between the Parties. The parties agree to meet and negotiate in good faith as soon as possible if any order is issued by a federal, state or local officer or agency that impacts or contradicts the terms of this agreement.

e. **Authorization to Execute Agreement.** The undersigned parties represent that they have read and understand the terms of this agreement. Copies of signatures shall have the same force and effect as original signatures. Facsimile and electronic signatures shall be deemed original signatures.

f. **Board Approval Required.** This agreement is contingent upon approval of the District Governing Board and CSEA 610 policy.

Pam Foster, CSEA President

Jennifer Gaviola, Deputy Superintendent

Samuel Ogren, CSEA Field Officer

Curt Dubost, Superintendent