

TENTATIVE AGREEMENT

San Rafael City Schools and

CSEA

March 6, 2015 (Revised 3/24/15)

The San Rafael City Schools ("District") and CSEA agree to the following tentative agreement for 2014-15.

1. The District will increase the salary schedules:

The Elementary District salary schedule will be increased 5% Est. Annual cost \$250,000

The High School District salary schedule will be increased by 2.15% Est. Annual cost \$89,200

These salary increases will be retroactive to July 1, 2014 and will include a monthly and an hourly salary schedule for both Districts.

2. Medical Benefit CAPS Shall be changed effective January 1, 2015 as follows:

ESD: Estimated Cost \$13,000

HSD: Estimated Cost \$10,200

Employee only \$ 571.36

\$ 571.36

Employee +1 \$1,147.72

\$1,147.72

Family \$1,485.58

\$1,485.58

3. The District and CSEA agree to examine and evaluate options for administering a bilingual assessment, including but not limited to CODESP, to determine eligibility for a bilingual stipend. No later than April 30, 2015, the District and CSEA will create a joint subcommittee that will evaluate instruments and collect information regarding various options for a bilingual stipend. The District and CSEA agree that bilingual stipend will be an automatic reopener for negotiations for 2015-2016.

4. Article XI – Safety:

The District will provide one pair annually of appropriate work boots for maintenance and operations employees. Employees will be able to select from a preapproved collection of work boots.

The District will also select and provide the maintenance and operations staff with eight (8) workshirts and one sweatshirt or outerwear with District name and logo displayed to be worn while at work. The employees will be able to choose four (4) long sleeves and four (4) short sleeves shirts or any combination thereof for their selection of eight (8) shirts

Maintenance and operations employees will be responsible for laundering their own shirts.

5. Article XI: The District agrees to implement the following pilot program for the custodial employees in the District for 2015-16.

- a) The District will provide 1 pair annually of appropriate work shoes necessary for custodial duties.
- b) The District will also select and provide the custodial employees with eight (8) light blue work shirts with the District name and logo displayed to be worn while at work. The employees will be able to choose four (4) long sleeves and four (4) short sleeve shirts, or any combination thereof for their selection of eight shirts and will launder themselves.
- c) In addition, the District will provide outerwear with District name and logo displayed as part of the pilot program.
- d) This pilot program shall sunset on June 30, 2016

6. The District and CSEA agree to make the "Roving Custodian," a permanent position in the District, pursuant to the Memorandum of Understanding between the Parties dates May 12, 2014. The Parties agree that the position will be placed as .5 FTE on the Elementary District salary schedule and .5 FTE on the High School District salary schedule, irrespective of schedule of duties. The District will create a job description and present to CSEA for their input and all negotiable obligations. Further, the District will post the Roving Custodian position no later than March 15, 2015. The posting will occur irrespective of whether the job description for this position is finalized by the parties.

7. Article VI Benefits

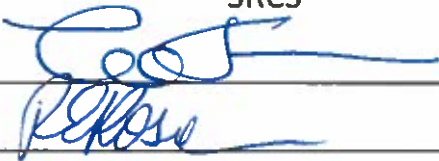
6.1.2 Effective January 1, 2015, probationary employees will become eligible for Health & Welfare benefits on the 1st day of the month following their date of hire in accordance with CalPERS guidelines and procedures.

8. The District will reconfigure the staffing at TLHS to include the following:

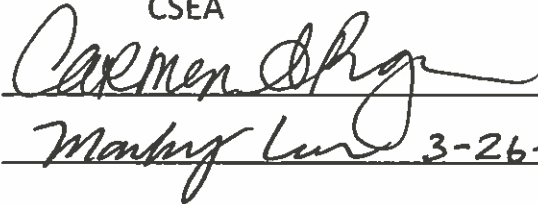
- a. Secretary 1/Registrar 8 hours (1.0 FTE)
- b. Secretary 1 6 hours (.75 FTE)
- c. Bilingual Community Liaison 6 hours (.75 FTE)

9. The District and CSEA agree to jointly sunshine their proposal for the three-year successor contract no later than June 15, 2015.

SRCS



CSEA



Monique L... 3-26-15