

**Tentative Agreement
between the
Irvine Unified School District
and the
California School Employees Association
and its Irvine Chapter 517**

This Tentative Agreement ("TA") is entered into by and between the California School Employees Association and its Irvine Chapter 517 and the Irvine Unified School District ("District").

RECITALS

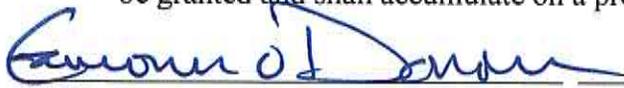
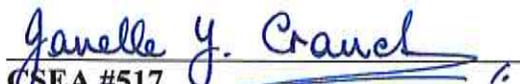
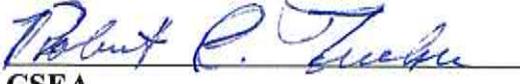
The parties desire to enter into this Agreement in order to conclude bargaining around compensation for the 2015-16 school year. Wherefore, the parties agree as set forth below.

Article 8 — Compensation and Related Benefits

8.1 Effective July 1, ~~2014~~, 2015 the salary schedule shall be increased by ~~4.8%~~ 4% **and paid on the first possible regular pay warrant for the 2015-16 school year.** In addition, there shall be a one-time ~~1.5%~~ 2% off-schedule payment, based on the ~~2014-15~~ 2015-16 salary schedule, to be paid in one (1) increment prospectively (not retroactively) **on the February 10th 2016 pay warrant.** This increment will be applied to the pay warrant of those employed by the District on January 1, ~~2015~~ 2016.

The parties continue to bargain the terms of an equivalent of a 0.5% enhancement to total compensation for 2016-17. This does not limit the parties to other discussions about total compensation for 2016-17.

8.4.2 Effective on the **first possible regular pay warrant for the 2015-16 school year**, classified employees will be granted \$39.03, **\$40.59** per month salary increases beginning after six (6) full years of service and continuing each year until reaching a cumulative maximum of ~~\$390.28~~ **\$405.90** per month. For part-time employees, longevity pay shall be granted and shall accumulate on a pro-rata basis.

	<u>9-21-15</u>
IUSD	Date
	<u>9-21-15</u>
CSEA #517	Date
	<u>9-21-15</u>
CSEA	Date