

**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**

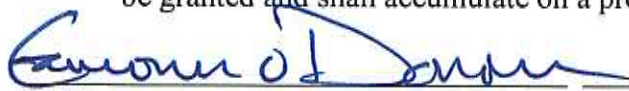
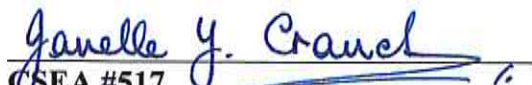

The parties desire to enter into this Agreement in order to conclude bargaining around compensation for the 2015-16 school year. Wherefore, the parties agree as set forth below.

**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 10<sup>th</sup> 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