

Tentative Agreement  
Between  
California School Employees Association (CSEA)  
Chapter #82  
and Fullerton Joint Union High School District  
For the Third Year Reopener  
Of the 2018/2021 CSEA Collective Bargaining Unit Agreement

February 17, 2021

Pursuant to negotiations between the California School Employees Association (CSEA) and its Fullerton High Chapter 82 and the Fullerton Joint Union High School District (District), the following 2020/21 reopener agreement concludes negotiations for 2020/21. The parties have agreed to amend the following articles of the collective bargaining agreement to read as follows:

**ARTICLE XVII: TRANSPORTATION**

C. Prior to the beginning of each school year, each regular bus driver will have an opportunity to review bus routes and schedules and to designate his/her preference of assignment. **Drivers will be provided with available routes, 48 hours in advance of the bus driver's first day of reporting back to work, for review if they so choose. Routes are subject to change due to student needs.**

**D. Bus drivers will provide the Transportation Supervisor a list of their preferred routes on the first duty day of each work year, by order of District seniority as a bus driver.** Bus assignments will be made by the Supervisor based on the following criteria: driver preference, driving competency, care of equipment, safety record, and past work performance. If all relevant criteria from the above list are equal, District seniority as a bus driver shall be the determining factor.

E. The Supervisor may reassign bus drivers, buses, or routes during the year to accommodate pupil loads, scheduling changes, time factors, or safety conditions. **In the event the Supervisor reassigns a bus driver's route, the reason(s) for the reassignment shall be provided.**

**4. Overtime**

A. Assignments which are likely to result in overtime hours will be assigned by the Director/Supervisor **based upon the overtime rotation list.** Overtime will be distributed by the Director/Supervisor on a rotating basis to eligible drivers. There will be two separate weekly trip rotation lists maintained by the Director/Supervisor. One list will be for Monday through Friday, while the second list will be for Saturday and Sunday. **If a trip that is scheduled between Monday through Friday is cancelled, the driver assigned to that trip will remain at the top of the weekly trip rotation list and have priority for the next available overtime trip.** If a Saturday or Sunday trip cancels, the driver's name will remain in place and eligible on the established weekly trip rotation list, unless the driver has been compensated for the trip cancellation. Holiday trips will be considered the same as Saturday and Sunday trips.

**ARTICLE XII: LEAVES**

**7. Catastrophic Sick Leave Bank**

**A maximum of 5 unused days donated to the CSLB by a CSEA unit member who subsequently transitions from the CSEA bargaining unit to a position in management, supervisory, or confidential within the District shall be returned to the employee.**

**8. Vacation Leave**

**A. Purpose**

Vacation leave shall be granted in proportion to the time worked each year and to the length of service within the District to permanent employees who have accrued vacation credit described herein. Vacation leave may, with advanced written (memorandum) approval by the employee's immediate supervisor prior to being absent, be taken at any time. **The employee's immediate supervisor or administrator shall respond on the District Employee Leave Request Authorization Form in as timely a manner as possible, but no later than three (3) work weeks from the date the form was received by the supervisor or administrator.** Vacation credit shall be computed on a fiscal year basis, beginning July 1 and ending June 30.

**Appendix A. Salary schedule**

**Add: \*\*4.65% increase effective July 1, 2020**

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This MOU is subject to ratification by the CSEA and its Fullerton High Chapter 82 membership. CSEA 610 requirements and approval by the Board of Trustees of the Fullerton Joint Union High School District.

  
CSEA Representative      Date  
Joe Sliker                      2/18/21

  
Assistant Superintendent Human Resources      Date  
Edward D. Atkinson, Ed.D.                      2-22-21

  
Danny McCarty      Date  
CSEA Labor Relations Representative              2/17/2021