

SRCS and CSEA # 341
Tentative Agreement
2/1/19

Article V: Compensation

The parties agree to the following:

A 4% raise in the ESD and a 2% raise in the HSD retroactive to July 1, 2018 on base salary only and is applicable only to employees in paid status on the date of Board approval of tentative agreement.

5.1.5 Me too Clause

5.1.5.1 If either SRFT or SRTA receive a salary increase greater than the one granted to CSEA, CSEA members will receive the same salary increase based on the salary schedule from which they are paid.

5.1.6 Hold Harmless Clause

Pursuant to Board Policy 4154, "the district shall insure all employees for indemnity and job-related liability".

5.1.7 Administration of Emergency Medication and Devices

The following procedures shall be followed regarding the administration of emergency medication and devices for those students requiring them.

Not later than September 10 of each school year, the District shall survey Administrative Assistants and Instructional Assistants assigned to a Special Day Class or Learning Center at each school site to volunteer to be trained to administer emergency medication or devices for students requiring them. In addition, other interested classified personnel shall be considered depending upon the needs of the site. If there are multiple volunteers, the site administrator shall make the final determination.

Each K-5 site and Madrone shall be allocated two (2) positions. Venetia Valley, Davidson Middle School, Terra Linda High School, and San Rafael High School shall be allocated three (3) positions.

Classified employees who volunteer shall be required to receive training in all medications and devices for all identified students at the school site. Potential volunteers will be informed of what site needs are prior to submitting their letter of interest. All volunteers will be trained to administer all medications and devices.

Classified employees who successfully complete the training shall receive a stipend of \$30.00 per month for 10 months while students are present.

Classified employees who volunteer to receive training may opt out of the program at any time and shall relinquish the stipend effective the last day of the month in which they opted out of the program. Eligible employees shall receive their stipend monthly.

[Handwritten initials and marks]
LP AB (M)

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5.10 Existing employees do not need to resubmit letter of interest. Eligible employees shall receive their stipend monthly.

Article VI: Benefits

6.1 MEDICAL BENEFIT CAP

6.1.1 The district will increase its contribution to the three-tiered cap effective January 1, 2019 as identified below. The employees will be responsible for the remaining cost of medical benefits.

The District benefit cap for fulltime employees shall be increased annually as follows:

Employee only 100% (currently pay \$631, new Kaiser rate \$768.25)

Employee +1 83%

Family 83%

	1/2019
Employee	\$ 644
Employee +1	\$ 1292
Employee +2	\$ 1676

If the district moves from CALPERS the plan year will change. All changes will be subject to negotiations and shall be effective the month following CSEA and Board ratification of a tentative agreement relative to those changes.

The district agrees to increase the Dental Delta caps by COLA in the month following ratification:

	Current	Proposed
Employee	\$ 64.90	66.66
Employee +1	\$ 116.12	124.36
Employee +2	\$ 167.29	177.96

Article VII: Hours

Article VII Hours

~~15.2.8~~ 7.2.3 All employees in the Food Service family shall have two (2) additional workdays added to their calendar.

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7.12.1 Overtime may be paid in form of compensatory time or a cash payment at the election of the employee. The method of payment is to be determined by the employee and the supervisor at the time overtime is assigned and is to be communicated to the Human Resources and Payroll Departments. All comp time shall be preapproved by supervisor, recorded monthly on time sheets and submitted to payroll at the end of each month.

7.12.2 Compensatory time must be used within 365 days from the date on which it was earned.

7.12.3 Accumulated compensatory time earned and not taken after 365 days will be paid to the employee on the mid-month payroll in either January or July.

The district agrees to gather data on overtime distribution for the Maintenance and Operations and Facilities Use Departments during the remainder of the 2018-2019 school year. The study will include processes for surveying members to determine interest in overtime, expectations, and the process through which overtime is offered. CSEA and the District will review the data and work collaboratively to develop a pilot program for the 2019-2020 school year.

Article VIII: Leaves

8.9.7 Vacation-Status Quo

Article X: Transfer/Promotion

10.1.1 A Classified employee may submit a request for a transfer to another position or department within the scope of the employee's qualifications. This request shall be given consideration prior to that of new applicants. If an employee requesting a transfer meets all other considerations with respect to ability and qualifications for the position they shall be awarded the transfer.

11.2 Uniforms

The district will provide uniforms and/or footwear as described below:

Group	Logo Shirt	Logo Outerwear	Footwear	Reflective Rain Gear	Rain Boots
Custodian	8	1	1	1	1
Maintenance	8	1	1	1	1
Grounds	8	1	1	1	1
Food Service	5				
Food Service Driver	5	1	1	1	
Campus Security/Campus Supervisor II	5	1		1	1



 [Signature] KP

 AB [Signature]

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11.2.1 Food Service Employees

Clothing and footwear will be replaced annually if needed. In order ^{to} have items replaced, employees must turn in damaged or unusable items.

All designated employees will be responsible for laundering their own shirts. Any shirts and or/garments with the District name/logo that is are no longer in use, must be turned in to their supervisor ~~Director of Maintenance or their designee~~ to be disposed of in an appropriate manner.

Upon separation from the district, all issued garments, footwear and identification shall be returned to the supervisor.

11.2.1.1 ~~All District maintenance, grounds, custodial, and food service employees shall wear the District issued shirts to work.~~ All employees who are provided with district issued clothing shall be required to wear the uniforms during the performance of their duties.

11.2.1.2 Status Quo

Article XV: Professional Development Program-Status Quo

Article XVIII: Term

18.1 This document shall remain in full force and effect from July 1, ~~2015-2018~~ 2018-2021 to June 30, ~~2018-2021~~. In the 2019-2020 and 2020-2021 school years, ~~During the term of this agreement, negotiations may be re-opened once annually.~~ each party is permitted to introduce two re-openers plus salary and fringe benefits. Negotiations on these proposals will begin no later than 45 days following the public presentation of the first proposal. The parties will strive to mutually sunshine their reopeners at the same public presentation.

Article XXIV: Discipline and Due Process

24.1 It is the intent of the Union and District to set forth the process and reasons for taking disciplinary action against an employee by the District as prescribed in Board policy 4218, "Discipline for Permanent Classified Employees".

24.2 Status Quo

Handwritten initials: JSM, AB, KP, (M)

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On Behalf of the District:

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[Handwritten signature]
[Handwritten signature]
[Handwritten signature]
Nancy Dunlap
[Handwritten signature]
[Handwritten signature]

On Behalf of CSEA:

[Handwritten signature]
Mary Lee 2-1-2019

