

Tentative Agreement by and between Red Bluff Union Elementary School District and the California School Employees Association and its Red Bluff Elementary Chapter 629 for the 23-24 school year

1. Article 6 - Compensation and Range changes:
 - a. One-time retention bonus of 4% for the 2023-2024 school year.
 - i. For employees that are employed in paid status as of the date of the signed agreement.
 - b. Stipend equal to three times the daily rate (.75%) for the 2023-2024 school year:
 - i. For employees that are employed in paid status as of the date of the signed agreement.
 - c. Food Service Cook position moving from Range 15 to Range 17. This change will be effective July 1, 2024.
2. Move the Payroll Specialist position to Confidential.
3. Article 10 – Holidays
Move the Juneteenth holiday from Wednesday, June 19, 2024, to Friday, June 21, 2024, to coincide with the calendar approved at Tehama County Department of Education. We have staff tied to the Summer SERRF program and it is necessary to observe the same day for the holiday.
4. Article 18 – Vacations
Currently vacation accrual increases at 5-year, 10-year, 15-year and 20-year anniversary dates throughout the year.
 - a. Employees will get the anniversary increase on July 1 of any given year as follows:
 - i. For employees hired from July - February – increase will take place on July 1st of that year.
 - ii. For employees hired from March – June - increase July 1st of the next year.
5. Article 18 – Vacations
Frontload annual vacation grant to July 1 for the year. Currently vacation is granted monthly.
6. Article 21 – Hours of Employment and Overtime
Currently, we have employees in multiple positions. The District is proposing to collapse positions into one accumulating the total hours into one position. The total FTE for the District remains the same, however we will have a smaller number of positions.

This includes collapsing of paraeducator, supervision assistant and crosswalk positions and paying employees at the higher rate (paraeducator). Please see attached Appendix for list of positions.

This process will accomplish the following, for a nominal cost to the District (also included in the attached spreadsheet):

- a. Streamline position control.
- b. Streamline scheduling.
- c. Simplify process in Absence Management
- d. Employees will be paid at the higher level
- e. Allow for more flexibility at the site level for deployment of employees as needs arise.

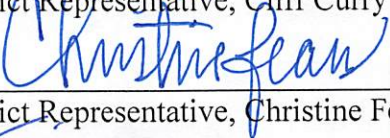
Tentative Agreement by and between Red Bluff Union Elementary School District and the California School Employees Association and its Red Bluff Elementary Chapter 629 for the 23-24 school year

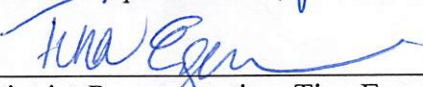
f. Offer more competitive hours and salary for job seekers

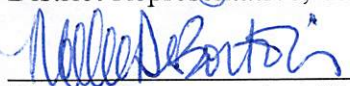
7. This agreement will close negotiations for the 2023-2024 school year.

Agreed upon this day, 4/16/2024

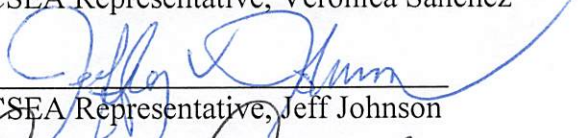

District Representative, Cliff Curry

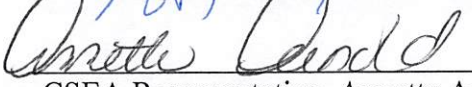

District Representative, Christine Fears

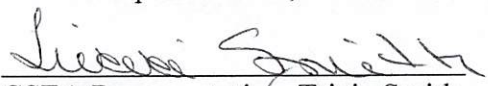

District Representative, Tina Egan

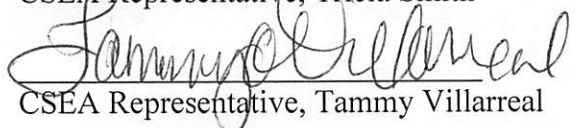

District Representative, Noelle DeBortoli

Veronica J Sanchez
CSEA Representative, Veronica Sanchez


CSEA Representative, Jeff Johnson


CSEA Representative, Annette Arnold


CSEA Representative, Tricia Smith


CSEA Representative, Tammy Villarreal

Signature: 

Email: vsanchez@csea.com







04162024 TA RBUESD& CSEA 23.24

Final Audit Report

2024-05-10

Created:	2024-05-10
By:	Ariana Serrano (aserrano@rbuesd.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAA8DFYel8lpVmq-tBcNskEBP-BI52O5om2

"04162024 TA RBUESD& CSEA 23.24" History

-  Document created by Ariana Serrano (aserrano@rbuesd.org)
2024-05-10 - 6:20:17 PM GMT
-  Document emailed to vsanchez@csea.com for signature
2024-05-10 - 6:21:44 PM GMT
-  Email viewed by vsanchez@csea.com
2024-05-10 - 8:44:11 PM GMT
-  Signer vsanchez@csea.com entered name at signing as Veronica J Sanchez
2024-05-10 - 8:47:08 PM GMT
-  Document e-signed by Veronica J Sanchez (vsanchez@csea.com)
Signature Date: 2024-05-10 - 8:47:10 PM GMT - Time Source: server
-  Agreement completed.
2024-05-10 - 8:47:10 PM GMT