

**Tentative Agreement between
Red Bluff Union Elementary School District (“District”)
And The
California School Employees Association
and its Red Bluff Elementary Chapter # 629 (“CSEA”) for the 2020-21 school year.**

The District and CSEA agree to the following for the 2020-21 school year.

Article VI Compensation:

- Retroactive increase settlement from 2018-19 two-year agreement. Ongoing adjustment to salary schedule in 2020-21 retroactive to July 1, 2020.
 - Cost: .08%

Appendix “A” proposed salary schedule for the 2020-2021 school year, including the 0.08%.

- 1% one-time, off schedule payment retroactive to July 1, 2020 for the 2020-21 school year.
 - Cost: 1% one-time

Range Changes:

- Move Special Education Driver classification range from Range 14 to Range 16 retro to July 1, 2020.

The District and CSEA agree to the following beginning July 1, 2021 for the 2021-2022 school year.

Article VI Compensation:

- Longevity is now embedded into the salary schedule. The years and percentages remain the same as prior to the new schedule. Step 10 = 5%, Step 15 = 10%, Step 20 = 15% and Step 25+ = 20%.
 - What has been added are the increases in between those steps. Now, instead of waiting 5 years for an additional increase, the increase is given in smaller increments, more often.
 - Seniority will be maintained by start date within the district.
 - Ranges 8, 9, 10, 11 and 12 eliminated; Move all classifications in these ranges to Range 13 to account for future minimum wage increases. All

current employees placed at or above their current hourly rate in the new schedule.

- All changes to become effective starting on July 1, 2021.
- Ranges are all 2.5% between cells.
- Steps 1-6 (the original schedule A-F) are 5% between steps.
- Steps 7-25+ are the following:

STEP		
7	1.25%	of Step 6 (F)
8	2.50%	of Step 6 (F)
9	3.75%	of Step 6 (F)
10	5.00%	of Step 6 (F)
11-12	6.00%	of Step 6 (F)
13-14	8.00%	of Step 6 (F)
15	10.00%	of Step 6 (F)
16-17	11.00%	of Step 6 (F)
18-19	13.00%	of Step 6 (F)
20	15.00%	of Step 6 (F)
21-22	16.00%	of Step 6 (F)
23-24	18.00%	of Step 6 (F)
25+	20.00%	of Step 6 (F)

Appendix “B” updated / annotated salary schedule.

These percentages do not include any negotiated increases to the salary schedule.

- Cost: 3.34%

Contract Language Modifications beginning July 1, 2021:

- Delete instances of ‘Longevity’, and replace references with the term, ‘Seniority’. Articles are listed below with language changes.

ARTICLE VI
COMPENSATION

4. Longevity ~~Pay~~ Initial Salary Placement for the 2021-2022 school year.

~~4.1 Longevity is defined as years of service with the Red Bluff Union Elementary School District. Step raises and longevity increments shall be paid as earned per this agreement. All bargaining unit members shall be eligible for longevity increments that are based on years of service in the Red Bluff Union Elementary School District and shall not be prorated.~~

~~4.2~~ Units shall be paid additional salary as follows (based on Step F of the salary range): After completion of 10 years ~~5%~~; 15 years ~~15%~~; 25 years ~~20%~~.

~~4.3~~4.1 If an employee is hired between July 1st and December 31st of a given year, the following July 1st they will receive credit for a year of service on the salary schedule. If hired between January 1st and June 30th of a given year, an employee will not receive a year's credit until July 1st of the next year. **This contract language will sunset June 30, 2021. Commencing the 2021-2022 school year annual roll over dates will occur at the same time for all classified employees.**

ARTICLE XII LAYOFFS

Laid off employees who accept a position with a lower range salary shall be placed on the salary schedule in the range of the position they are taking, but will maintain their longevity, professional growth and step they acquired in the previous positions.

ARTICLE XIII LEAVES

1. Paid Sick Leave

1.4 Sick leave is granted when an employee is unable to work because of sickness or disability, including quarantine. Employees may use sick leave for medical or dental office calls during working hours. ~~Sick leave deductions for medical or dental visits during work hours shall be as follows:~~

~~1.4.1 Up to one fourth (1/4) of the employee's working day, no deduction. During any given school year (July 1 through June 30) employees may use this provision a maximum of eight (8) times.~~

~~1.4.2 Over one fourth (1/4) of the employee's working day, absence will be deducted hour for hour.~~

~~1.5 During any given school year (July 1 through June 30), employees may, on two occasions, be late or absent due to illness up to one (1) hour without said absence being charged to sick leave. All other instances of illness or absences due to illness shall be charged to sick leave.~~

ARTICLE XVI EDUCATIONAL INCENTIVE PROGRAM

3. Guidelines Governing Participation

3.1 Recognition of completion of the twelve (12) units work will be in the form of a salary increase. The increase will be three and one-quarter (3.25%) of the

base pay as determined by placement on the basic salary schedule and shall be permanent. ~~The three and one quarter (3.25%) shall not apply to longevity increments.~~ New employees hired after June 20, 2015, will be capped at the ability to earn additional pay at thirty two and one half percent (32.5%), over the duration of their entire employment with the District.

**ARTICLE XVIII
VACATIONS**

1. Vacation time shall be earned at the rate of one (1) day for each 21.66 days of service or major fraction thereof, to a maximum of twelve (12) working days, ~~not including longevity benefit.~~ Vacation may be taken by twelve (12) month employees while regular day school is in session as long as it does not conflict with their work load and is approved by the Superintendent. Or designee.
- Update all calendars in contract.

Should any other group receive higher total compensation it is agreed that the difference will be automatically matched for the classified bargaining unit.

This agreement shall not be effective until and unless it has been approved by the District's Board of Trustees and CSEA. The parties' bargaining team member acknowledge that by their signatures below, they are entering into a good faith commitment to secure approval of this agreement.



District Representative, Cliff Curry

District Representative

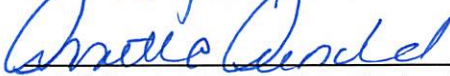
District Representative

District Representative

District Representative



CSEA Representative, Jeff Johnson




CSEA Representative, Annette Arnold




CSEA Representative, Veronica Sanchez



CSEA Representative Connie Zambrano



CSEA Representative LORIE BROOKS



CSEA Representative Tammy Villarreal