

Salinas Union High School District  
And the  
California School Employees Association, Chapter 547

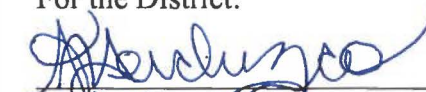




TENTATIVE AGREEMENT  
June 14, 2018

The Salinas Union High School District and the California School Employees Association, and its Chapter 547 have reached a tentative agreement as set forth below. This tentative agreement concludes negotiations for reopeners in 2017-18. Except as stated herein, the terms of the current collective bargaining agreement remain unchanged.

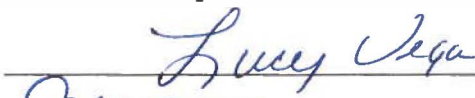






1. Article 8 Pay and Allowances shall be modified as shown in the June 14, 2018 Tentative Agreement that is attached. (Exhibit 1)
2. Article 13.7 Bereavement shall be modified as shown in the June 14, 2018 Tentative Agreement that is attached. (Exhibit 2)
3. Side Letter of Agreement: Summer School/Intersession Assignments shall be adopted as written in the June 14, 2018 document that is attached. (Exhibit 3)
4. CSEA and the District agree to reconvene during July 2018 to finalize negotiations over the Phase I reclassification study, range placement and job descriptions.

This agreement shall be binding upon ratification by CSEA Chapter 547 and adoption by the SUHSD Board of Trustees and is subject to the grievance and arbitration sections of the current collective bargaining agreement.

For the District:

  
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For CSEA Chapter 547:

  
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# EXHIBIT 1



# EXHIBIT 2

Proposal from Salinas Union High School District

To: CSEA, Chapter 547

June 14, 2018

3:53 p.m.

13.7 BEREAVEMENT LEAVE: Employees are entitled to ~~three~~five (35) days of absence without loss of pay for the death of any member of ~~his/her~~the employee's immediate family. Bereavement days shall be taken within 30 days. Members of the immediate family are any relative living in the immediate household, or the spouse, mother, ~~mother-in-law,~~ father, ~~father-in-law,~~ former legal guardian, grandmother, grandfather or grandchildren, ~~of the employee or the spouse/domestic partner of the employee, and the~~ son, son-in-law, daughter, daughter-in-law, brother or sister of the employee, the employee's spouse or domestic partner. ~~or any relative living in the immediate household, plus the brother-in-law or sister-in-law of the employee.~~ Bereavement leave for other relatives with whom the employee had a close familial relationship may be approved upon submission of a written request to Human Resources. A maximum of two (2) additional days shall be allowed if travel outside the state is necessary.

For CSEA:

*Lacey Segal*  
*Suzanne*  
*[Signature]*  
*Susan Mack*  
*Maria Elena Dittloff*  
*Nalanie Davis, HR*  
*Russell King, HR*

FOR DISTRICT

*[Signature]*  
*Jennifer Smith*  
*[Signature]*  
*[Signature]*  
*[Signature]*  
*[Signature]*

# EXHIBIT 3

**SALINAS UNION HIGH SCHOOL DISTRICT  
CSEA, CHAPTER 547  
SIDE LETTER REGARDING SUMMER/INTERSESSION ASSIGNMENTS  
June 14, 2018**

The District and CSEA agree to the following Side Letter to be effective beginning July 1, 2018. This side letter will sunset on June 30, 2020 and revert to the previous language of Section 6.15 unless otherwise negotiated. The Parties agree that this Side Letter supersedes the current Section 6.15 of the Agreement.

When it is necessary to assign employees not regularly so assigned to serve between the end of one (1) academic year and the beginning of the next academic year, such assignments shall be made in accordance with the following:

- I. Eligibility
  - a. Employees on performance improvement plans, or who have been subject to discipline in the 10 months prior to the summer/intercession, will not be eligible for summer/intercession positions.
  - b. All other bargaining unit members who meet the minimum qualifications will be interviewed, except as stated in Section II (when no interviews are required).
  
- II. Special Education Positions (Within Classification) (including Bus Attendants)
  - a. Initially there will be no interviews for these positions.
  - b. Eligible bargaining unit members will be selected if there are summer vacancies in their classification and in their current assigned classroom.
  - c. If there are more applicants than positions in the current assigned classroom, employees with training in Emergency Medical Administration and specialized healthcare services (i.e., catheterization, trach suctioning, etc) will be placed first in positions requiring such training.
  - d. Applicants not automatically selected per sections b. and c. will go through the interview process in Section III below to determine who gets placed in that classroom. If there are any remaining vacancies after employees are placed in their current assigned classrooms, those who are not placed in their classroom will be ranked and placed in vacancies in other classrooms in accordance with their stated site preferences.
  - e. If there are more vacancies than applicants within the classification, vacancies will be filled from outside the classification in accordance with Section III below.
  - f. Special Education employees applying for positions outside of their classification will use the process in Section III below.
  
- III. Interview Process for non-SPED positions (including Migrant Education and Food Services)
  - a. Interviews will be held based on qualifications, and rankings will be established.
  - b. "Qualifications" shall be based upon the following criteria:
    - i. The established minimum job requirements as stated in the job description
    - ii. Any applicable licensing or certification requirements
    - iii. Special job related experience and skills



- iv. Compliance with applicable law such as Title IX
  - v. Human Resources will provide the interview panel with relevant information from the employee's application and personnel file with regards to job related experience and skills, such as specialized training (e.g. EMA, SPHC)
  - c. Ties in ranking will be broken by seniority in the classification. If the tied candidates do not hold seniority in the classification, district-wide seniority shall be used to break the tie.
  - d. Once candidates are ranked, starting with the highest ranking, employees will be placed at their site of origin (until those positions are filled). Employees who cannot be placed at their site of origin will be placed after those ranked below them are placed at their site of origin.
  - e. Those who are not placed because their site of origin is full, will be placed in ranked order in accordance with their stated site preferences.
  - f. Any employees still not placed will be placed in accordance with the best interest of the program/District.
  - g. If a position is eliminated after the employees are placed, the District will withdraw the offer to the lowest ranked applicant. The person in the eliminated position will be placed in the assignment of the lowest ranked applicant.
- IV. The decision rendered as a result of the selection process shall not be subject to the arbitration alternative of the grievance procedure.
- V. School year and summer/intersession calendars describing the various beginning and ending dates as well as any non-school days, paid or unpaid, will be provided on a yearly basis to all classified employees no later than when summer/intersession positions are posted.
- VI. No employee, not regularly assigned during the above periods, shall be required to perform services during these periods.
- VII. By September 30, 2019, the EERC will meet to evaluate the 2019 summer hiring process under this Side Letter. The Parties may negotiate adjustments to this side letter based on those discussions.
- VIII. Section 6.15 shall be an automatic reopener for 2020-2021.

For CSEA:

*Bucay Vega*  
*Suz*  
*A. H.*  
*Susan Schaefer*  
*Maria Elena Cantalfo*  
*Nalare Davis, HR*  
*Rupe King Gilpas*

*Andrew*  
*Jennifer Smith*  
*JKatz*  
*Monty*  
*Shelby Jay Vega*