TENTATIVE AGREEMENT
between the
SAN LEANDRO UNIFIED SCHOOL DISTRICT
and the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
CHAPTER #94

July 18, 2012

Tentative Agreement

The San Leandro Unified School District (District) and the California School Employees Association Chapter #94 (CSEA) mutually agree to extend the current contract through June 30, 2015, which shall remain in full force and effect, except as amended herein:

1. **Article 5: Salaries and Fringe Benefits**
   If the base revenue remains at or above the 2011-12 figure, then effective February 2013 $855 will be added to the fringe benefits amount described in section 5.2. If this occurs, the language shall be amended as follows:

   From:
   "The fringe benefits amount for those selecting medical coverage shall be up to $3,500 for a full time twelve (12) month employee effective July 1, 1996. For those not selecting medical coverage, the fringe benefit amount shall be $2,070 for a full time twelve (12) month employee. Such amounts are to be prorated for unit members who work less than full time (12 months) in the same ratio as the regular work hours per day, days per week, weeks per month or months per year."

   To:
   "The fringe benefits amount for those selecting medical coverage shall be up to $4,355 for a full time twelve (12) month employee. For those not selecting medical coverage, the fringe benefit amount shall be $2,925 for a full time twelve (12) month employee. Such amounts are to be prorated for unit members who work less than full time (12 months) in the same ratio as the regular work hours per day, days per week, weeks per month or months per year. "

2. **Article 8: Leaves of Absence**
   Subsection 8.4 article which pertains to bereavement leave shall be amended as follows:

   From:
   "Not more than (3) days of absence or five (5) days if travel over 200 miles is necessary shall be allowed under this section."

   To:
   "Not more than three (3) days of absence, or five (5) days, if travel over 200 miles is necessary, shall be allowed under this section (200 miles one way, 400 miles roundtrip)."

   Subsection 8.7 of this article which pertains to personal necessity leave shall be amended as follows:

   From:
   "Use of sick leave under this article is limited to seven (7) days in any school year. Unit members may use up to two (2) of the above seven days of personal necessity leave without disclosing the purpose of the leave."

To:
"Use of sick leave under this article is limited to ten (10) days in any school year. Unit members may use up to two (2) of the above ten days of personal necessity leave without disclosing the purpose of the leave."

3. Article 21: Term
   Language in this article shall be replaced with the following:

   "CSEA and the San Leandro Unified School District agree to a 3-year term of agreement effective July 1, 2012 through June 30, 2015, or until another agreement has been reached by the parties. For the 2012-13, 2013-14, and 2014-15 school years, either party may reopen the salary and fringe benefits article plus two additional articles."

For purposes of this tentative agreement, base revenue limit and any applicable calculations are described in the attachment to this document (referred to prospectively as the Attachment).

This agreement (two pages plus the Attachment) shall be in full force and effect on July 1, 2012, and up to and including June 30, 2015.

Carol Alvarez 7/18/12
Carol Alvarez (Date)
CSEA

7/18/12
John Thompson (Date)
San Leandro Unified School District

LR R Donna I Vinita 7/18/12
Donna Vinita (Date)
CSEA Labor Relations Representative

Attachment to the July 18, 2012, Tentative Agreement and Memorandum of Understanding between CSEA and the San Leandro Unified School District:

Base Revenue Limit per Unit of ADA:
Base revenue limit, as described in the aforementioned tentative agreement and memorandum of understanding, refers to the District's actual unrestricted ongoing funded Base Revenue Limit per unit of average daily student attendance, after all deficit factors have been applied, including but not limited to, deficit reduction, equalization, and any other ongoing unrestricted changes to school funding.

The parties agree that the Base Revenue Limit figure for the 2011-12 school year, as described in the District's second interim budget, is $5,177.45. This number shall be used when calculating a potential increase to the District's benefits contribution on the CSEA salary schedule or potential furlough days.

As soon as possible after the November election but not later than December 7, 2012, the parties shall meet to review any change in funded BRL as described above and as measured on the 2011/2012 second interim budget compared to the funded BRL for 2012/2013. During this initial meeting the parties shall make this required comparison, and shall consider the impact on the fiscal condition of the District as it relates to this agreement, to the possibility of additional restoration/enhancement options, and/or to the possible need for additional reductions.

When the parties meet, they shall discuss the impact of the following on the base revenue limit when calculating funded BRL/ADA:

1. Any supplanting of other revenue sources (e.g. "sweeping" categorical funds, weighted student formula, or some other change in funding.), or creation of new revenue made by increased funding or the opening up of categorical funds for sweeping.
2. Any state imposed funding cuts or shifts in expenses to the District that do not now exist.

The parties to this agreement recognize that this language anticipates that the State school finance system remains as prescribed in current law. If there is a change in the State school finance system either party may reopen this agreement.

MEMORANDUM OF UNDERSTANDING
between the
SAN LEANDRO UNIFIED SCHOOL DISTRICT
and the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
CHAPTER #94

July 18, 2012

Memorandum of Understanding

The parties agree to enter into the following Memorandum of Understanding for the 2012-13 school year (July 1, 2012 through June 30, 2013), which unless otherwise specified below shall sunset on June 30, 2013.

1. Furlough Days (MOU):

CSEA unit members shall take up to two (2) unpaid furlough days during the 2012-13 school year as follows:

- The District shall absorb up to a $44 dollar reduction to the base revenue limit (BRL).
- If the BRL is reduced by an amount of $44.01 to and including $149.99 there shall be one (1) unpaid furlough day for 2012-13.
- If the BRL is reduced by an amount of $150 or more, there shall be two (2) unpaid furlough days for 2012-13.

For purposes of this memorandum of understanding, base revenue limit and any applicable calculations are described in the attachment to this document (referred to prospectively as the Attachment).

This agreement (one page plus the Attachment) shall be in full force and effect on July 1, 2012, and up to and including June 30, 2013.

Carol Alvarez (Date) 7/18/12
CSEA

John Thompson (Date) 7/18/12
San Leandro Unified School District

Donna Vinita (Date) 7/18/12
CSEA Labor Relations Representative

Attachment to the July 18, 2012, Tentative Agreement and Memorandum of Understanding between CSEA and the San Leandro Unified School District:

Base Revenue Limit per Unit of ADA:
Base revenue limit, as described in the aforementioned tentative agreement and memorandum of understanding, refers to the District's actual unrestricted ongoing funded Base Revenue Limit per unit of average daily student attendance, after all deficit factors have been applied, including but not limited to, deficit reduction, equalization, and any other ongoing unrestricted changes to school funding.

The parties agree that the Base Revenue Limit figure for the 2011-12 school year, as described in the District's second interim budget, is $5,177.45. This number shall be used when calculating a potential increase to the District's benefits contribution on the CSEA salary schedule or potential furlough days.

As soon as possible after the November election but not later than December 7, 2012, the parties shall meet to review any change in funded BRL as described above and as measured on the 2011/2012 second interim budget compared to the funded BRL for 2012/2013. During this initial meeting the parties shall make this required comparison, and shall consider the impact on the fiscal condition of the District as it relates to this agreement, to the possibility of additional restoration/enhancement options, and/or to the possible need for additional reductions.

When the parties meet, they shall discuss the impact of the following on the base revenue limit when calculating funded BRL/ADA:

1. Any supplanting of other revenue sources (e.g. "sweeping" categorical funds, weighted student formula, or some other change in funding.), or creation of new revenue made by increased funding or the opening up of categorical funds for sweeping.
2. Any state imposed funding cuts or shifts in expenses to the District that do not now exist.

The parties to this agreement recognize that this language anticipates that the State school finance system remains as prescribed in current law. If there is a change in the State school finance system either party may reopen this agreement.