TENTATIVE AGREEMENT
Between the
SAN LEANDRO UNIFIED SCHOOL DISTRICT
And the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
CHAPTER #94

December 12, 2013 5:05 pm

The San Leandro Unified School District (District) and the California School Employees Association *and its* Chapter #94 (CSEA) agree to modify the current agreement as described below. Except as described herein, the agreement shall remain in full force and effect through June 30, 2015.

CSEA and the District have a common interest in increasing salaries and fringe benefits for CSEA employees. The following agreement is comprised of a combination of *savings in the CSEA unit*, through frozen and eliminated positions, and additional revenue provided by the District.

ARTICLE 5: SALARIES AND FRINGE BENEFITS

Changes to 5.1 as specified below. There are no changes to the remainder of the article.

5.1(3) For the 2013-2014 school year, a three (3) % salary increase shall be applied across the CSEA salary schedule retroactive to July 1, 2013. The retroactive pay shall be provided in a separate check no later than February 28, 2014. If any other recognized bargaining unit receives compensation above a 3% salary schedule increase for 2013-2014, the parties shall reopen 2013-2014 negotiations on additional compensation for CSEA.

ARTICLE 9: TRANSFERS AND PROMOTIONS

9.9 (Add New 9.9) The rest of the article remains the same.

Any unit member may apply for a temporary promotion for a vacant position due to an approved unpaid leave of absence for 90 days or more. If selected, the unit member will be paid at a rate appropriate for the position. If feasible in instances of longer leaves, the District at its discretion may divide the leave into segments and allow multiple qualified applicants to be temporarily promoted for a specific segment of the leave time. When the unit member on leave returns, the temporarily promoted unit member shall be returned to his/her original assignment/position at the appropriate pay rate. The exception shall be if his or her position no longer exists. In this case, s/he shall be afforded layoff rights as if the person had not taken the temporary promotion.

ARTICLE 19: LAYOFF

The language of this article will remain status quo.

ARTICLE 20: RECLASSIFICATION

(Replace Existing Article 20 with the Following)

All reclassification requests shall be reviewed by a panel composed of one (1) CSEA appointee, one (1) District appointee and a third appointee agreed upon by the other two members. The cost of the third appointee shall be shared by CSEA and the District. The panel's decisions shall be advisory to the Board of Education. The panel shall meet once a year prior to May 30 and implementation of any reclassification will take place July 1 the following fiscal year. Prior to the appointment of the first panel, the parties shall meet and mutually agree on guidelines for the panel as well as procedures for filing reclassification requests. Information about the reclassification process, applications and timelines can be found on the district's website.

Carol Alvarez 12/12/13
Carol Alvarez (Date)
CSEA President

John Thompson, Ed.D. (Date)
San Leandro Unified School District

Kathy Rollins, CSEA LRR

Song Chin-Bendib
Associate Superintendent

Karen Perez
Karen Perez, CSEA

Elizabeth Cardoso, CSEA

Marsha Martin
Marsha Martin, CSEA