TENTATIVE AGREEMENT
between
The California School Employees Association and its Chapter No. 94
and
The San Leandro Unified School District
for the 2016-17 contract reopeners.

ARTICLE 5: SALARY and FRINGE BENEFITS

5.9 Bilingual Stipend

A bilingual stipend equivalent to 5% of the unit members' step and column placement shall be paid to District-approved bargaining unit members directed by their supervisor to regularly facilitate or communicate in a second language. The bilingual stipend shall only be approved for those unit members who regularly facilitate or communicate in a second language and who have passed the District-administered bilingual examination. The list of designees for bilingual duties shall be adopted by the District annually.

5.10 Sequestered Paychecks for Non-working Months.

Bargaining unit members who work less than 12 months shall have the ability to differ a portion of their pay to cover non-working months. The District's payroll department shall adopt a procedure to sequester employee compensation to cover the non-working months. The differed payroll program will be in place for the 2017-2018 school year. Any requests for differed payroll must be submitted to the Business Office no later than June 30th in order to begin withholdings for the next school year. Newly hired employees shall be given the option for withholding in their new-hire paperwork.

5.11 Salary Increase

Effective July 1, 2016 the salary schedule shall be increased by 2.5% on an ongoing basis. Retroactive payments shall be issued no later than the December 2016 payroll.

(Status quo for the remainder of this article.)

ARTICLE 9: TRANSFERS and PROMOTIONS

9.2.2 District Initiated Transfers

Bargaining unit members may be transferred by the Superintendent of Schools when it is determined to be in the best interest of the District.

In cases of District initiated transfers solely due to lack of work needed at a particular site and/or greater need at another site, the District will first seek volunteers. If no volunteers are available, the transfer will be accomplished on the basis of reverse seniority.~~, calculated hire date with the District.~~

9.6 Advance Step Placement for Transfers and Promotions

Upon receiving a promotion or transfer, bargaining unit members shall receive, year for year, advance step placement for training and/or work experience which is relevant to the new position.

The purpose of this subdivision is to reward bargaining unit members for experience and/or training from a previous placement, within or outside of the District, which is directly applicable to the new classification. Such experience and/or training may have been earned while the bargaining unit member served in a previous classification within the District by performing out of class duties, cross-training, substituting, etc. Any college coursework, vocational training, or other outside training will also be credited if relevant to the new classification placement.

(Status quo for the remainder of this article.)

ARTICLE 12: EVALUATION

CSEA and the District agree to meet and negotiate a new employee evaluation form to be put into place during the 2016-2017 evaluation period.

(Status quo for the remainder of this article.)

For the California School Employees Association:

Ch. 94 President
Date: 10/16/16

Labor Relations Representative
Date: 10/12/16

Date: 10/12/16

Date: 10/12/16

Date: 10/12/16

Date: 10/12/16

Date: 10/12/16

Date: 10/12/16

Date: 10/12/16

For the San Leandro Unified School District

Assistant Superintendent of Human Resources
Date: 10/12/16