



**Memorandum of Understanding Between
California School Employees Association Jurupa Chapter 392**



And

Jurupa Unified School District

This Memorandum of Understanding (MOU) is entered into this 16th day of October, 2024, by and between the California School Employees Association and its Jurupa Chapter 392 ("Association") and the Jurupa Unified School District ("District") (collectively "Parties") to settle negotiations for the 2024-2025 school year.

The Parties agree to the following:

- The Parties agree to an ongoing **1%** increase to the Classified Salary Schedule for 2024-2025 school year effective January 1, 2025.
- All unit members in paid status as of October 16, 2024, shall receive a one-time **1%** off-schedule payment based on the current 2024-2025 salary schedule, which would include longevity and shift differential, if applicable, paid no later than November 29, 2024 (5M).
- The Parties agree to an ongoing increase to the Health and Welfare cap from **\$13,268** to **\$13,500**, effective July 1, 2024.
- The Parties agree that monies will be distributed from the Classified Health and Welfare Pool reserves to help offset rising medical costs for eligible unit members in the 2024-2025 fiscal year.
 - Current Health and Welfare eligible employees who have been employed prior to July 1, 2024, and are employed on **November 29, 2024**, will receive a one-time distribution of **\$3,300** per full-time employee on **November 29, 2024 (5M)**.
 - The 2024-2025 Health and Welfare benefit distribution will be pro-rated to eligible unit members whose employment is regularly less than eight (8) hours per day.
 - All terms and conditions will apply in accordance with the Collective Bargaining Agreement.
 - In order to accommodate the **\$3,300** per full-time employee, the Parties agree that the Classified Health and Welfare Pool will be charged for this one-time increase in the Health and Welfare benefit distribution (approximately \$3,028,656 including fixed charges).
- The current "**Me too**" agreements for Salary and Health and Welfare remain in effect.

PH 10/16
[Signature]

Table of Contents

- The Parties agree to update the page numbers in the Table of Contents.

Article 1 – Agreement

- The Parties agree to update the agreement dates. (See Attachment A)

Article 2 – Recognition

- The Parties agree to update job classifications in Article 2. (See Attachment B)

Article 9 – Evaluation

- The Parties agree to remove language from Article 9, Section 3.A. that extends the probationary period to align with current law. (See Attachment C)

Article 10 – Transfer

- The Parties agree to add language to Article 10, Section 2 that clarifies that the District may accept unit member transfer requests when less than three qualified unit members are applying for a transfer to a different work site or hours.
- The Parties agree to add language to Article 10 that allows voluntary transfer requests to be valid for one (1) fiscal year. (See Attachment D)

Article 11 – Absences and Leaves

- The Parties agree to update language in Article 11 Section 1.F. to Human Resources.
- The Parties agree to change language in Article 11, Section 2 as follows: A leave of absence without loss of pay, to commence within ~~fifteen (15)~~ thirty (30) days, is authorized for five (5) days following the death in the immediate family of a unit member or a relative for whom a unit member is the close surviving relative.
- The Parties agree to add language to Article 11 Section 3 to include unit members' responsibilities regarding notification as it relates to bereavement. (See Attachment E)

Article 13 – Classified Salary Schedule, Applications, and Ranges

- The Parties agree to an ongoing 1% increase to the Classified Salary Schedule for the 2024-2025 school year effective January 1, 2025.
- All unit members in paid status as of October 16, 2024, shall receive a one-time 1% off-schedule payment based on the current 2024-2025 salary schedule, which would include longevity and shift differential, if applicable, paid no later than November 29, 2024 (5M).
- The Parties agree to update the Classified Salary Schedules and Ranges. (See Attachment F)

Article 15 – Health and Welfare Benefits

- The Parties agree to update Section 1A – Health and Welfare Allowances – Maximum Allowance, to update the current allowance to **\$13,500**, effective July 1, 2024. (See Attachment G)

PH 10/16/24


Article 16 – Hours, Overtime, Extra Work, and Allowances

- The Parties agree to change language in Article 16, Section 5.K as follows: Where the duties assigned and performed by an Instructional Aide, ~~or~~ Student Attendant Aide, or other classified employee include personally helping a student(s) with exceptional needs to use the toilet and/or feeding a student(s) with exceptional needs, such ~~Instructional Aide or Student Attendant Aide~~ employee shall receive a stipend equaling 10% of his/her daily base rate of pay for each day he/she is scheduled by the Principal or his/her designee to perform such duties. Payment shall apply to the Instructional Aide's, ~~or~~ Student Attendant Aide's, or other classified employee's entire regular shift, unless the ~~Instructional Aide or Student Attendant Aide~~ employee is absent. (See Attachment H)

Article 21 - Duration

- The Parties agree to update dates within the Duration Article. (See Attachment I)

The Agreement is subject to ratification by the CSEA 392 membership and approval by the Jurupa Unified School District Board of Education.



For CSEA



For the District

10 / 14 / 24

Date

10-16-24

Date

ARTICLE 1

AGREEMENT

This is an Agreement made and entered into this ~~15th~~ 16th day of ~~July~~ October, 202~~1~~24, between the Jurupa Unified School District (hereinafter referred to as "District") and the California School Employees Association and its local chapter, Jurupa Unified School District Chapter #392 (hereinafter referred to as the "Association").

//

//

ARTICLE 2

RECOGNITION

SECTION 1 - Association. The Jurupa Unified School District hereby confirms its recognition of the Association as the exclusive collective bargaining representative for the employees in the unit described below.

All classified employees employed by the District in the following job classifications:

Account Clerk

Accountant

Activity Facilitator

Activity Supervisor

Administrative Secretary

Agriculture Assistant

ASB Bookkeeper Secretary

Assessment Materials Specialist

Athletic Fields and Facilities Attendant

Automotive Service Coordinator

Automotive Servicer

Behavioral Health Associate

Behavioral Health Peer Specialist

Behavioral Health Peer Specialist II

Behavioral Health Support Provider

Benefits Technician

Bilingual Language Tutor

Bus Driver

Bus Driver / Delegated Behind-The-Wheel Trainer

Bus Driver - Special Students

Bus Driver Trainer

Bus Transportation Assistant

- 1 Business Services Technician
- 2 Buyer
- 3 Cafeteria Assistant I
- 4 Cafeteria Assistant II
- 5 Cafeteria Assistant III
- 6 Cafeteria Assistant Manager - Elementary (Multiple Site Service)
- 7 Cafeteria Assistant Manager - Secondary (Multiple Site Service)
- 8 Cafeteria Manager - Elementary (Multiple Site Service)
- 9 Cafeteria Manager - Elementary (Single Site Service)
- 10 Cafeteria Manager - High School
- 11 Cafeteria Manager - Middle School/K-8
- 12 Campus Supervisor
- 13 Career Center Clerk
- 14 Carpenter
- 15 Caterer
- 16 Certified Sign Language Interpreter
- 17 Child Welfare and Attendance Technician
- 18 Clerk-Typist
- 19 Communications & Public Relations Assistant
- 20 Communications & Public Relations Specialist
- 21 Computer Network Technician - Nutrition Services
- 22 Computer Support Assistant
- 23 Computer Support Technician
- 24 Crossing Guard
- 25 Custodian
- 26 Custodian (Floor Crew)
- 27 Custodian Specialist
- 28 Database Analyst

- 1 Dispatcher/Bus Driver Trainer
- 2 Electric/Electronic Technician
- 3 Electrician
- 4 Elementary Media Center Clerk and NVHS
- 5 Facilities Analyst
- 6 Fire Service Technician/Maintenance Worker
- 7 Food Services Clerk
- 8 General Maintenance Journeyman
- 9 Graphic Designer
- 10 Grounds Equipment Operator
- 11 Grounds Equipment Specialist
- 12 Grounds Worker
- 13 Head Custodian - Elementary and NVHS
- 14 Head Custodian - Multiple Site/K-8
- 15 Health Care Aide
- 16 Heating and Air Conditioning Mechanic
- 17 Heavy Duty Mechanic/Brake Inspector
- 18 Heavy Duty Mechanic/Service Coordinator
- 19 Independent Study Aide
- 20 Instructional Aide
- 21 Instructional Aide - Head Start/Preschool
- 22 Instructional Materials Technician
- 23 Instructional Media Assistant
- 24 Language Proficiency Evaluator
- 25 Lead Night Custodian
- 26 Lead Payroll Specialist
- 27 Liaison/Outreach Specialist
- 28 Library Technician

- 1 Light Duty Mechanic/Brake Inspector
- 2 Locksmith
- 3 Maintenance Worker
- 4 Network Specialist
- 5 Night Attendance Caller
- 6 Nutrition Services Coordinator
- 7 Office Machines/Audio Visual Repair Specialist
- 8 On Campus Detention Supervisor
- 9 Opportunity School Assistant
- 10 Outreach Worker
- 11 Painter
- 12 Payroll Specialist
- 13 Planning and Development Technician
- 14 Plumber
- 15 Pool Manager
- 16 Preschool Teacher (with B.A.)
- 17 Preschool Teacher
- 18 Print Clerk
- 19 Print Technician
- 20 Programmer Analyst
- 21 Purchasing Clerk
- 22 Records Clerk
- 23 Refuse/Ground Equipment Operator
- 24 Registrar
- 25 Registration Specialist
- 26 School Occupational Therapist
- 27 Secretary
- 28

- 1 Secretary - Elementary and NVHS Principal
- 2 Secretary - High School Assistant Principal
- 3 Secretary - High School Principal
- 4 Secretary - Middle School/K-8 Principal
- 5 Secretary/Account Clerk
- 6 Senior Buyer
- 7 Senior Fiscal Clerk
- 8 Senior Print Technician
- 9 Sign Language Interpreter
- 10 Special Programs Assistant
- 11 Speech and Language Pathology Assistant
- 12 Sprinkler Technician
- 13 Stock Clerk/Delivery Driver
- 14 Stores Technician
- 15 Student Attendant Aide
- 16 Student Attendant Aide Specialist
- 17 Technology Facilitator
- 18 Telephone Network Technician
- 19 Translator/Clerk-Typist
- 20 Transportation Dispatcher
- 21 Transportation Specialist
- 22 Transportation Technician
- 23 User Support Specialist
- 24 Visual and Performing Arts (VAPA) Assistant
- 25 and excluding management, supervisory and confidential employees, substitute employees, short-term
- 26 employees, temporary employees, consultants, professional experts, independent contractors, and all
- 27 other employees in positions or classifications not designated above, which include, but are not limited to:
- 28 Assistant Director of Maintenance and Operations

- 1 Assistant Superintendent's Secretary
- 2 Board Records Clerk
- 3 Board Records Secretary
- 4 Business Assistant
- 5 Director - Nutrition Services
- 6 Director - Transportation
- 7 Director of Centralized Support Services
- 8 Director of Database Administration
- 9 Director of Facility Planning and Development
- 10 Director of Fiscal Services
- 11 Director of Funding and Program Accountability
- 12 Director of Human Resources
- 13 Director of Maintenance and Operations
- 14 Director, Classified Human Resources
- 15 Early Childhood Specialist
- 16 Energy Education Manager
- 17 Executive Assistant
- 18 Head Custodian - High School
- 19 Head Custodian - Middle School
- 20 Human Resources Assistant
- 21 Human Resources Clerk
- 22 Human Resources Coordinator
- 23 Human Resources Secretary
- 24 Human Resources Specialist
- 25 Human Resources Technician
- 26 Network Manager
- 27 Risk Manager
- 28

- 1 School Mental Health Therapist
- 2 Senior Building Inspector
- 3 Senior Executive Assistant
- 4 Supervisor - Maintenance and Operations
- 5 Supervisor of Accounting
- 6 Supervisor of Custodial Services
- 7 Supervisor of Grounds
- 8 Supervisor of Nutrition Services
- 9 Supervisor of Transportation
- 10 Warehouse Manager

11 SECTION 2 - Board of Education. The Association recognizes the Board of Education as duly elected
12 trustees of the Jurupa Unified School District and agrees to negotiate exclusively with the representative
13 selected by the Board of Education.

14 //

15 //

16

17

18

19

20

21

22

23

24

25

26

27

28

ARTICLE 9EVALUATION PROCEDURESSection 1 - Evaluator.

Each school year by October 31 unit members will be informed of the name and title of the person designated as their evaluator.

Section 2 - Evaluation.

Each evaluation must be made on the District evaluation form. Marks, comments, suggestions, and dates must be made either in ink or by typewriter. Signatures of the evaluator and the evaluatee must be in ink. If changes are made, the original mark or comment may be crossed out and the correction initialed by the unit member. No erasures are permitted.

Section 3 - Frequency of Evaluation.A. Probationary Unit Members

Probationary unit members shall be evaluated at least twice during the one hundred thirty (130) work day probationary period. One (1) evaluation is to be completed on or before the unit member has served sixty (60) regularly assigned consecutive working days and another on or before the end of the probationary period. ~~The District, with approval of the Association, may extend a unit member's probationary period for up to sixty (60) work days if it deems such an extension to be appropriate.~~

B. Probationary Period upon Promotion

The probationary period shall be waived for a unit member who is promoted to a classification in which he/she has previously served and passed the required probationary period, provided such satisfactory service was completed within three (3) years of the promotion.

C. If Promoted Unit Member Fails Probation in Higher Classification

If a unit member does not satisfactorily complete the required probationary period for a promotion, and if no disciplinary action is involved, the unit member shall be returned to the position (or a mutually agreed to equivalent) which he/she occupied prior to promotion. He/she may displace the person who holds the position from which the returning unit member was promoted.

ARTICLE 10

TRANSFER

Section 1 - Definition.

"Transfer" means a change in work location between schools or other facilities without a change in the unit member's classification or salary range. For purposes of interpreting this Article, a "day" will be considered any day during which the District Office is open for business.

Section 2 - Voluntary Transfer.

A. A unit member may request in writing a voluntary transfer ~~at any time~~ whether or not there is an existing vacancy.

1. A unit member currently in any probationary period is not eligible for a voluntary transfer.

2. ~~Such~~ A voluntary transfer request will be filed with the Human Resources Office and shall remain active for a two (2) year period the remainder of the fiscal year in which the request was submitted. At the end of ~~two (2) years~~ each fiscal year, the request shall become invalid.

B. The definition of a voluntary transfer includes equal consideration of a voluntary transfer request from a current or former unit member who promoted out of the bargaining unit and for whom the transfer would result in a voluntary demotion. No such voluntary demotion shall cause the displacement of any bargaining unit member.

C. When three (3) or more fully qualified unit members have applied for a voluntary transfer to a position at a different work site in the same classification which the District has declared vacant, the District shall select one (1) of these unit members to be transferred to the new location. Such a transfer shall not alter the seniority rights of any unit member. A successor vacancy created by such transfer shall not be subject to this provision except in the case of appropriate applications already on file when the successor vacancy occurs.

D. When the District declares a vacancy and there are less than three (3) fully qualified unit members who have applied for a voluntary transfer to a position at a different worksite, in the same classification, the District may grant the voluntary transfer and place the unit member without further consent ~~If a unit member has a request to transfer on file in the Human Resources Office when a vacancy occurs, the District shall~~ or the District shall grant the unit member an interview

1 for the position.

- 2 1. If a unit member declines the offered voluntary transfer interview, the unit member will not
3 be eligible for a voluntary transfer for the remainder of the fiscal year.

4 Section 3 - Involuntary Transfer.

5 A unit member may be transferred from one (1) position to another in the same classification at
6 the discretion of the District provided that such action shall be taken neither for punitive nor preferential
7 reasons nor be otherwise inconsistent with applicable law. Unit members will be notified of an impending
8 involuntary transfer by use of the Classified Involuntary Transfer Notification Form (See Appendix).

9 If requested in writing prior to an involuntary transfer, a unit member shall be given written
10 reasons for the impending transfer. Transfers shall not be used as a device to alter the sequence of
11 impending layoff. Transfers shall not change the unit member's anniversary date, accumulated vacation
12 credit, or in any other manner reflect adversely upon his/her rights.

13 Unit members shall receive a minimum of five (5) days notice prior to the effective date of their
14 involuntary transfer unless there is mutual consent between the District and Association for an immediate
15 transfer. Upon written request of the unit member, a conference will be held with the unit member, his/her
16 chosen representative, and the appropriate supervisor to discuss the transfer.

17 Section 4 - Vacancy Announcements.

18 A. When the District determines that it is going to fill a vacant position, open a new position and/or
19 create an eligibility list for a classification, a vacancy notice will be posted for at least seven (7)
20 days at each school or work site before the application deadline. At least one additional method
21 will be used to communicate such vacancies, opening of new positions, or establishment of
22 eligibility lists. Whenever the District establishes an eligibility list for a position, the District will
23 provide the Association with the effective dates of the list and the number of candidates placed on
24 the list. If requested, the District will provide the Association with the current status of the list.

- 25 1. Prior to posting and filling a vacant Activity Supervisor position, the supervising site
26 administrator shall offer the position to regular Activity Supervisors who work fewer hours
27 at the site in order of seniority. A seniority tie shall be broken by lot. Only after the position
28 has been offered to each current Activity Supervisor at the site shall the resulting vacant

member to furnish a doctor's certificate, affidavit or other document, on forms prescribed by the District, as verification of illness or other reason for authorized leave. Verification may be required for leaves when the District has good and sufficient reason to question the validity of any request for approved leave. All such verification requests will be made by ~~the Assistant Superintendent of Human Resources or Director of Human Resources~~. Reimbursement for any reasonable and necessary expense incurred by the unit member for the purpose of such verification shall be made by the District.

G. Required Examinations. If the District requires a unit member to take an examination and requires it to be taken during that unit member's regular work hours, there will be no deduction from salary or sick leave. Also, if the District requires an examination and the examiner requires it to be conducted during a unit member's work hours, there will be no deduction from salary or sick leave. Examples of examinations that the District may require are: medical, physical, tuberculosis, certificate/license renewal and promotional exams.

If a unit member tests positive on a tuberculosis skin test and is consequently required to obtain a negative chest x-ray before returning to work, the unit member shall receive a maximum of five (5) days of Special Leave with pay to cover the absence pending the results of the x-ray. Additional days of absence, if any, shall be charged as sick leave. If the unit member's test result is positive for tuberculosis, the unit member shall also be charged sick leave retroactively in place of the Special Leave.

Section 2 - Sick Leave.

A. Accumulation of Sick Leave.

1. Unit members shall be entitled to eight (8) hours of sick leave for illness or injury for every one hundred and seventy-four (174) hours of paid employment with the maximum allocation being ninety-six (96) hours per fiscal year for twelve (12) month employees.
2. Unit members who work less than a full day, less than a five-day week or less than a twelve (12) month year shall accumulate sick leave in the ratio that their service bears to full-time service. The pro rata accrual of sick leave referenced herein shall be in conformance with the provisions of Education Code Section 45136.

1 result in retention of a substitute and the charge of an additional day of absence without
2 pay or paid leave.

- 3 4. Verification. At the conclusion of an extended absence exceeding five (5) consecutive
4 workdays, and before resuming work, the unit member shall submit to his/her supervisor
5 or the Human Resources Office a written statement from a medical doctor, dentist,
6 chiropractor, recognized religious practitioner, optometrist, or State Licensed mental
7 health professional which includes confirmation of illness or injury and its duration and
8 which also indicates that the unit member is able to assume full responsibilities and duties
9 of his/her assigned position.

10 E. Extended Leave Provisions.

11 After the yearly allocation of sick leave as set forth above is exhausted, additional non-
12 accumulative leave shall be available for a period not to exceed five (5) months. The amounts
13 deducted for leave purposes from the unit member's salary shall be the amount actually paid a
14 substitute employee to fill the position. The five (5) month period shall begin on the day after the
15 expiration of the unit member's yearly accrued sick leave. Nothing in this Section shall be
16 construed to deny to unit members the use of all accumulated sick leave.

17 F. Placement on 39-month Reemployment List.

18 At the conclusion of the five (5) month period the District shall place the unit member on a thirty-
19 nine (39) month reemployment list as required by law. At the time the District notifies a unit
20 member that he/she has been placed on thirty-nine (39) month reemployment status, the District
21 shall also notify the unit member of potential eligibility for disability retirement benefits through
22 PERS and advise him/her to contact the Association leadership for additional information. A copy
23 of this notification shall also be provided to the Association.

24 Section 3 - Bereavement Leave.

25 A leave of absence without loss of pay, to commence within ~~fifteen (15)~~ thirty (30) days, is
26 authorized for five (5) days following the death in the immediate family of a unit member or a relative for
27 whom a unit member is the closest surviving relative. If out of state travel or travel of two hundred fifty
28 (250) one-way miles from Riverside is required, an additional two (2) days leave will be granted.

Members of the unit member's immediate family are defined as mother, mother-in-law, step-mother, father, father-in-law, step-father, husband, wife, son, step-son, son-in-law, daughter, step-daughter, daughter-in-law, brother, sister, brother-in-law, sister-in-law, grandmother, grandfather, grandchild, grandmother of a unit member's spouse, grandfather of a unit member's spouse, great-grandmother, great-grandfather, and great-grandchild, aunt or uncle of the unit member, niece or nephew of the unit member, or any person living in the immediate household of the unit member. The miscarriage of one's child shall also qualify a unit member for this leave.

The unit member shall be responsible for notifying the Human Resources Office or his/her supervisor preceding Bereavement Leave whenever possible. The unit member shall be responsible for providing the District notification of the specific qualifying relationship to the deceased when requesting Bereavement Leave.

After Bereavement Leave has been used, days of Personal Necessity Leave may also be used for purposes of Bereavement.

Section 4 - Personal Necessity Leave.

A. A unit member shall be entitled to use ten (10) days of accrued sick leave during each fiscal year in cases of personal necessity. Under no circumstances shall such leave be available primarily for purposes of personal convenience, the extension of a holiday or a vacation period, matters which reasonably can be taken care of outside work hours, or recreational activities. Use of Personal Necessity Leave is subject to the procedures listed below:

1. A unit member shall not be required to secure advanced permission, but will be responsible for advising his/her immediate supervisor or the Human Resources Office at the earliest possible time for absences caused by any of the following:

a. The death of a member of the unit member's immediate family when the number of days of absence exceeds the limit provided under Bereavement Leave.

b. An illness of a member of the unit member's immediate family, including pregnancy of unit member's spouse, serious in nature, which under the circumstances the unit member cannot disregard, and which requires the attention of the unit member during his/her assigned work hours.

CLASSIFIED SALARY SCHEDULES AND RANGES

2	Range	Job Classification	Work Year
4	<u>Maintenance</u>		
5	52 <u>53</u>	Database Analyst	A
6	52 <u>53</u>	Programmer Analyst	A
7	49 <u>50</u>	Network Specialist	A
8	43 <u>44</u>	Telephone Network Technician	A
9	43 <u>44</u>	Computer Support Technician	A
10	42 <u>43</u>	Technology Facilitator	A
11	42 <u>43</u>	Electric/Electronic Technician	A
12	42 <u>43</u>	Electrician	A
13	42 <u>43</u>	Heating and Air Conditioning Mechanic	A
14	40 <u>41</u>	User Support Specialist	A
15	38 <u>39</u>	Carpenter	A
16	38 <u>39</u>	Plumber	A
17	36 <u>37</u>	Locksmith	A
18	36 <u>37</u>	Painter	A
19	36 <u>37</u>	General Maintenance Journeyman	A
20	36 <u>37</u>	Office Machines/Audio Visual Repair Specialist	A
21	36 <u>37</u>	Fire Service Technician/Maintenance Worker	A
22	32 <u>33</u>	Computer Support Assistant	A
23	30 <u>31</u>	Maintenance Worker	A
24			
25	<u>Building Operations</u>		
26	28 <u>29</u>	Head Custodian - Multiple Site/K-8	A
27	27 <u>28</u>	Head Custodian - Elementary and NVHS	A
28	27 <u>28</u>	Custodian Specialist	A

1			
2	<u>Range</u>	<u>Job Classification</u>	<u>Work Year</u>
3	<u>Building Operations (Cont.)</u>		
4	26 <u>27</u>	Lead Night Custodian	A
5	24 <u>25</u>	Custodian (Floor Crew)	A
6	23 <u>24</u>	Custodian	A
7			
8	<u>Grounds Operations</u>		
9	31 <u>32</u>	Grounds Equipment Specialist	A
10	30 <u>31</u>	Sprinkler Technician	A
11	30 <u>31</u>	Refuse/Grounds Equipment Operator	A
12	28 <u>29</u>	Grounds Equipment Operator	A
13	24 <u>25</u>	Grounds Worker	A
14			
15	<u>Transportation</u>		
16	40 <u>41</u>	Heavy Duty Mechanic/Service Coordinator	A
17	38 <u>39</u>	Heavy Duty Mechanic/Brake Inspector	A
18	37 <u>38</u>	Transportation Specialist	A
19	36 <u>37</u>	Dispatcher/Bus Driver Trainer	A
20	35 <u>36</u>	Transportation Dispatcher	A
21	34 <u>35</u>	Bus Driver Trainer	A
22	33 <u>34</u>	Light Duty Mechanic/Brake Inspector	A
23	32 <u>33</u>	Automotive Service Coordinator	A
24	29 <u>30</u>	Transportation Technician	A
25	29 <u>30</u>	<u>Bus Driver / Delegated Behind-The-Wheel Trainer</u>	<u>C</u>
26	27 <u>28</u>	Automotive Servicer	A
27	27 <u>28</u>	Bus Driver	F
28	27 <u>28</u>	Bus Driver - Special Students	F

1			
2	<u>Range</u>	<u>Job Classification</u>	<u>Work Year</u>
3	<u>Transportation</u> (Cont.)		
4	14 <u>15</u>	Bus Transportation Assistant	F1
5	<u>Nutrition Services</u>		
6	36 <u>37</u>	Nutrition Services Coordinator	A
7	34 <u>32</u>	Computer Network Technician - Nutrition Services	A or B
8	27 <u>28</u>	<u>Caterer</u>	<u>E1</u>
9	27 <u>28</u>	Cafeteria Manager - High School	E1
10	24 <u>25</u>	Cafeteria Manager - Middle School/K-8	E1
11	24 <u>25</u>	Cafeteria Manager - Elementary (Multiple Site Service)	E1
12	23 <u>24</u>	Cafeteria Assistant Manager - Secondary (Multiple Site Service)	E1
13	24 <u>25</u>	Cafeteria Assistant Manager - Elementary (Multiple Site Service)	E1
14	24 <u>22</u>	Cafeteria Manager - Elementary (Single Site Service)	E1
15	49 <u>20</u>	Food Services Clerk	E1
16	49 <u>20</u>	Cafeteria Assistant III	E1
17	46 <u>17</u>	Cafeteria Assistant II	F
18	43 <u>14</u>	Cafeteria Assistant I	F
19			
20	<u>Student Supervision</u>		
21	26 <u>27</u>	Pool Manager	E1
22	26 <u>27</u>	Campus Supervisor	E1
23	24 <u>22</u>	On Campus Detention Supervisor	E1
24	20 <u>21</u>	Agriculture Assistant	E1
25	44 <u>15</u>	Crossing Guard	F1
26	44 <u>15</u>	Night Attendance Caller	E1
27	43 <u>14</u>	Activity Supervisor	F1
28	48 <u>19</u>	Activity Facilitator	F1

1			
2	<u>Range</u>	<u>Job Classification</u>	<u>Work Year</u>
3	<u>Instructional</u>		
4	61 <u>62</u>	School Occupational Therapist	E1
5	43 <u>44</u>	Preschool Teacher (w/BA Range 45)	E2 or G
6	42 <u>43</u>	Certified Sign Language Interpreter	E1
7	38 <u>39</u>	Speech and Language Pathology Assistant	E1
8	34 <u>35</u>	Liaison/Outreach Specialist	A
9	34 <u>35</u>	Behavioral Health Associate	A
10	31 <u>32</u>	Behavioral Health Support Provider	A
11	27 <u>28</u>	Behavioral Health Peer Specialist II	A, B, or E1
12	25 <u>26</u>	Behavioral Health Peer Specialist	A, B, or E1
13	25 <u>26</u>	Outreach Worker	A or E1
14	24 <u>25</u>	Library Technician	A
15	23 <u>24</u>	Instructional Media Assistant	B
16	23 <u>24</u>	Career Center Clerk	C
17	23 <u>24</u>	Athletic Fields and Facilities Attendant	A
18	23 <u>24</u>	Sign Language Interpreter	E1
19	23 <u>24</u>	Language Proficiency Evaluator	A
20	23 <u>24</u>	Elementary Media Center Clerk and NVHS	E1
21	22 <u>23</u>	Health Care Aide	E1
22	21 <u>22</u>	<u>Visual and Performing Arts (VAPA) Assistant</u>	<u>E1</u>
23	20 <u>21</u>	Instructional Aide - Head Start/Preschool	E1, E2, or G
24	19 <u>20</u>	Student Attendant Aide Specialist	E1
25	18 <u>19</u>	Bilingual Language Tutor	E1
26	18 <u>19</u>	Opportunity School Assistant	E1
27	18 <u>19</u>	Student Attendant Aide	E1
28	18 <u>19</u>	Instructional Aide	E1, E2, or G

1	<hr/>		
2	<u>Range</u>	<u>Job Classification</u>	<u>Work Year</u>
3	<u>Instructional (Cont.)</u>		
4	18 <u>19</u>	Independent Study Aide	F
5	17 <u>18</u>	Special Programs Assistant	F1
6	<hr/>		
7	<u>Clerical-Secretarial</u>		
8	33 <u>34</u>	<u>Child Welfare and Attendance Technician</u>	<u>A or B</u>
9	32 <u>33</u>	Administrative Secretary	A or B
10	32 <u>33</u>	<u>Secretary - High School Principal</u>	<u>A or B</u>
11	30 <u>31</u>	Secretary - Middle School/K-8 Principal	A or B
12	29 <u>30</u>	Secretary - Elementary and NVHS Principal	C
13	29 <u>30</u>	Secretary/Account Clerk	A, B, or D
14	29 <u>30</u>	Instructional Materials Technician	A
15	27 <u>28</u>	Registrar	A or C
16	27 <u>28</u>	<u>Registration Specialist</u>	<u>A</u>
17	27 <u>28</u>	Secretary - High School Assistant Principal	A or B
18	26 <u>27</u>	Secretary	A, B, or D
19	24 <u>25</u>	Translator/Clerk-Typist	A or E1
20	22 <u>23</u>	Assessment Materials Specialist	A
21	22 <u>23</u>	Clerk-Typist	E1
22	<hr/>		
23	<u>Clerical-Fiscal</u>		
24	46 <u>47</u>	Facilities Analyst	A
25	41 <u>42</u>	Accountant	A
26	38 <u>39</u>	Senior Buyer	A
27	36 <u>37</u>	<u>Lead Payroll Specialist</u>	<u>A</u>
28	34 <u>35</u>	Business Services Technician	A

1			
2	<u>Range</u>	<u>Job Classification</u>	<u>Work Year</u>
3	<u>Clerical-Fiscal (Cont.)</u>		
4	34 <u>35</u>	Planning and Development Technician	A
5	34 <u>35</u>	Benefits Technician	A
6	34 <u>35</u>	Payroll Specialist	A
7	32 <u>33</u>	Buyer	A
8	30 <u>31</u>	Stores Technician	A
9	27 <u>28</u>	ASB Bookkeeper Secretary	A
10	27 <u>28</u>	Account Clerk	A
11	26 <u>27</u>	Records Clerk	A
12	26 <u>27</u>	Purchasing Clerk	A
13	22 <u>23</u>	Senior Fiscal Clerk	A, D, or E1
14			
15	<u>Warehouse</u>		
16	26 <u>27</u>	Stock Clerk/Delivery Driver	A
17			
18	<u>Publications</u>		
19	39	<u>Communications & Public Relations Specialist</u>	<u>A</u>
20	37 <u>38</u>	Senior Print Technician	A
21	37 <u>38</u>	<u>Graphic Designer</u>	<u>A</u>
22	36 <u>37</u>	Communications & Public Relations Assistant	A
23	28 <u>29</u>	Print Technician	A
24	19 <u>20</u>	Print Clerk	A
25	//		
26	//		
27			
28			

ARTICLE 15

HEALTH AND WELFARE BENEFITSSection I - Health and Welfare Benefit Allowance.A. Maximum Allowance.

1. The District will pay annually a maximum allowance of ~~eleven thousand seven hundred (\$11,700)~~ thirteen thousand five hundred (\$13,500) per qualified unit member for specified health and welfare benefits. This does not limit the Parties from negotiating a higher unit member allowance.
2. Effective July 1, 2018, active unit members who are married to other active unit members or active members of the Management/Confidential groups can combine their individual allowances to purchase specified Health and Welfare benefits that include either two-party or family medical coverage. Unit members who exercise this option will not be afforded the cash option under Article 15, Section 7.
3. All costs for benefits exceeding the maximum allowance shall be paid by the unit member. A "qualified" unit member is a member of the bargaining unit whose employment was regularly four (4) or more hours per day on or before July 1, 1977 or, if approved by the District for employment after that date, whose employment is regularly eight (8) hours per day.
4. If the maximum allowance for any confidential, management, administrative, or certificated employee group is increased for the 2001-2002 fiscal year so that it exceeds the unit member allowance in this Agreement, the classified unit member allowance shall be raised to an equal amount.

B. Pro-rated Allowance.

Unit members whose employment is regularly less than eight (8) hours per day will receive annually a maximum allowance in the same proportion of the current maximum District dollar contribution amount that their regular daily hours of employment bear to eight (8) hours, with the following exceptions:

1. Unit members whose employment was regularly four (4) or more hours per day on or

employment or the continuation of employment, the District shall assume the full cost of any such examination. If impossible to schedule during non-work time, unit members shall be provided with reasonable released time for such a physical exam.

K. Instructional Aide~~s~~, Student Attendant Aide, or other Classified Employee Service to Students Requiring Toileting and Feeding.

Where the duties assigned and performed by an Instructional Aide, ~~or~~ Student Attendant Aide, or other classified employee include personally helping a student(s) with exceptional needs to use the toilet and/or feeding a student(s) with exceptional needs, such ~~Instructional Aide or Student Attendant Aide~~ employee shall receive a stipend equaling 10% of his/her daily base rate of pay for each day he/she is scheduled by the Principal or his/her designee to perform such duties. Payment shall apply to the Instructional Aide's, ~~or~~ Student Attendant Aide's, or other classified employee's entire regular shift, unless the ~~Instructional Aide or Student Attendant Aide~~ employee is absent.

L. Specialized Training.

Unit members who are assigned to provide specialized physical health care service to a student(s) with exceptional needs shall be provided with the specialized training necessary. Such training shall be provided by a school nurse or other qualified professional. If training is conducted during non-duty hours, the unit member shall be compensated at the appropriate rate of pay.

M. Specialized Physical Health Care.

Specialized Physical Health Care procedures are specific health care services identified in a medical protocol that may be performed on a daily basis to ensure the health and well being of a student with exceptional needs.

1. Only unit members who are qualified or trained in accordance with Education Code and Title V provisions may assist students who require specialized physical health care services.
2. The District shall comply with all Education Code and Title V provisions, so unit members may work and provide specialized physical health care in a safe, appropriate environment.

ARTICLE 21DURATIONSection 1 - Duration.

This Agreement shall remain in full force and effect up to and including June 30, 2020~~27~~, and thereafter shall continue in effect until superseded by a subsequent Agreement. If either party wishes to modify, amend or add to this Agreement, that party must notify the other party of such intent by March 15, 2018~~25~~.

Section 2 - Reopeners.

The parties agree to reopen negotiations for the 2018~~25~~-2019~~26~~ and 2019~~26~~-2020~~27~~ fiscal years on Article 13-Classified Salary Schedule, Applications and Ranges.

The parties further agree that for the duration of this Agreement, to reopen negotiations on Article 15-Health and Welfare Benefits upon the written request of the Association.

Additionally, during the 2018~~25~~-2019~~26~~ and 2019~~26~~-2020~~27~~ fiscal years either party may select two (2) additional Articles to reopen.

//

//