

**TENTATIVE AGREEMENT
BETWEEN
MARK WEST UNION SCHOOL DISTRICT
AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS MARK WEST CHAPTER 570**

Agreement

Article XVII – Holidays

1. The following paid holidays will be provided by the District:
 - a. New Year's Day
 - b. Martin Luther King Day – Third Monday in January
 - c. Lincoln Day – As established by school calendar
 - d. Presidents Day – Third Monday in February
 - e. Memorial Day – The last Monday in May
 - f. Juneteenth – June 19**
 - ~~f.g.~~ Independence Day – July 4
 - ~~g.h.~~ Labor Day – The first Monday in September
 - ~~h.i.~~ Veterans Day – November 11
 - ~~i.j.~~ Thanksgiving Day
 - ~~j.k.~~ Day following Thanksgiving (in lieu of Admissions Day)
 - ~~k.l.~~ Christmas Day – December 25
2. Status Quo
3. ~~Holiday Eves: Twelve (12) month employees who are presently scheduled to work on the afternoons or evenings before Christmas and New Years shall be given one half (1/2) day off these two (2) times if these holiday eves fall on a Tuesday through Friday. **Christmas Eve and New Year's Eve shall be a half day for classified employees if they fall on a Monday through Thursday.**~~
4. Status Quo

Article XVIII – Health Insurance

- ~~1. Effective July 1, 2021, the District's base contribution for medical, dental, and vision benefits shall not exceed \$1,079/month for each full-time bargaining unit member who has Kaiser or Blue Shield as his/her base medical plan. Effective July 1, 2022, the District's base contribution for medical, dental, and vision benefits shall not exceed \$1,129/month for each full-time bargaining unit member who has Kaiser or Blue Shield~~

as his/her base medical plan. Part-time unit members (less than 6 hours/day) shall have pro-rata District contributions as follows:

	July 1, 2021	July 1, 2022
6 hours & over per day	\$1,079/month	\$1,129/month
Over 5 hours to 6 hours per day	\$809/month	\$847/month
Over 4 hours to 5 hours per day	\$701/month	\$734/month
4 hours per day (20 hours per week)	\$540/month	\$565/month
Less than 20 hours per week subject to carrier approval	\$0/month	\$0/month

1. Effective July 1, 2023, the District's base contribution for medical, dental, and vision benefits shall not exceed \$1,379/month for each full-time bargaining unit member who has Kaiser or Blue Shield as his/her base medical plan. Effective July 1, 2024, the District's base contribution for medical, dental, and vision benefits shall not exceed \$1,504/month for each full-time bargaining unit member who has Kaiser or Blue Shield as his/her base medical plan. Part-time unit members (less than 6 hours/day) shall have pro-rata District contributions as follows:

	July 1, 2023	July 1, 2024
<u>6 hours & over per day</u>	<u>\$1,379/month</u>	<u>\$1,504/month</u>
<u>Over 5 hours to 6 hours per day</u>	<u>\$1,034/month</u>	<u>\$1,128/month</u>
<u>Over 4 hours to 5 hours per day</u>	<u>\$896/month</u>	<u>\$978/month</u>
<u>4 hours per day (20 hours per week)</u>	<u>\$690/month</u>	<u>\$752/month</u>
<u>Less than 20 hours per week subject to carrier approval</u>	<u>\$0/month</u>	<u>\$0/month</u>

Article XIX – Hours of Employment

1-10. Status Quo

11. Work Calendars: The District will provide all employees with work calendars detailing the number of the employee's required work days.

12. Payroll Errors: Unit members shall report any payroll errors to the Business/Payroll Technician immediately. Any confirmed payroll error resulting in insufficient payment for a unit member shall be corrected, and a supplemental check issued no later than five (5) working days following determination of the error.

Article XXI – Wages

Effective July 1, 2023, the District shall implement the revised salary schedule as presented by the District on August 17, 2023 at approximately 4:30pm. This salary schedule represents a reconfiguration of the existing salary schedule to (1) adopt a ranged salary

schedule with Ranges 1 through 24 and Steps 1 through 6, (2) apply a 2.5% increase between each Range, (3) applies a 5% increase between each step, and (4) maintains the current longevity structure of a 5% increase applied to the base rate upon Years 11, 16, 21, and 26. The approximate cost of this reconfiguration is 1.32%.

a) Then following this reconfiguration the entire schedule increased by 10.32%.

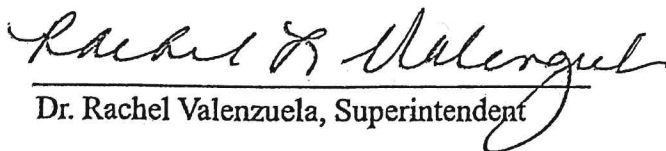
CSEA and the District recognize that this Agreement represents an equitable increase for the 2023-24 school year as compared to the agreement reached with MARFAC for 2023-24 due to the other financial impacts of the MARFAC agreement beyond salary schedule changes.

Sections 1-3. Status Quo

4. Employees working out of classification who administer student testing for programs such as GATE and ~~CELDT~~ ELPAC shall be paid ~~\$15.00~~ \$22.70 per hour. (Per January 1, 2023 MOU)
5. Status quo
6. The District shall pay a ~~\$500~~ \$1000 stipend per sport for coaches for authorized school team sports. All duties, requirements and regulations as outlined in the "Coach" job description shall be followed.
7. Status quo
8. In establishing the initial placement on the salary schedule, new employees with a BA/BS degree or two years of related experience who exceed the minimum job requirements shall, at a minimum, be placed on Step 3 on the salary schedule.

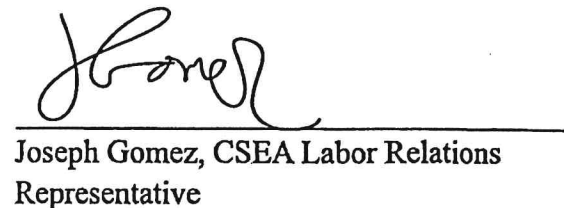
For the District:

For CSEA:


Dr. Rachel Valenzuela, Superintendent


Christine Cucina, VP. CSEA Ch. 570

8-17-23
Date


Joseph Gomez, CSEA Labor Relations Representative

8/17/23
Date

This tentative agreement closes negotiations for 23-24, rw

**Mark West Union School District
Classified Salary Schedule 2023-24**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Long Yr 11	Long Yr 16	Long Yr 21	Long Yr 26
Range 1	\$ 18.38	\$ 19.29	\$ 20.27	\$ 21.28	\$ 22.34	\$ 23.45	\$ 24.62	\$ 25.85	\$ 27.15	\$ 28.50
Range 2	\$ 18.84	\$ 19.78	\$ 20.77	\$ 21.81	\$ 22.90	\$ 24.04	\$ 25.24	\$ 26.50	\$ 27.83	\$ 29.22
Range 3	\$ 19.31	\$ 20.28	\$ 21.29	\$ 22.35	\$ 23.48	\$ 24.65	\$ 25.88	\$ 27.18	\$ 28.54	\$ 29.96
Range 4	\$ 19.79	\$ 20.78	\$ 21.82	\$ 22.91	\$ 24.06	\$ 25.26	\$ 26.52	\$ 27.85	\$ 29.24	\$ 30.70
Range 5	\$ 20.29	\$ 21.30	\$ 22.36	\$ 23.49	\$ 24.66	\$ 25.89	\$ 27.18	\$ 28.54	\$ 29.97	\$ 31.47
Range 6	\$ 20.80	\$ 21.83	\$ 22.92	\$ 24.07	\$ 25.27	\$ 26.54	\$ 27.87	\$ 29.26	\$ 30.72	\$ 32.26
Range 7	\$ 21.31	\$ 22.38	\$ 23.50	\$ 24.68	\$ 25.90	\$ 27.20	\$ 28.56	\$ 29.99	\$ 31.49	\$ 33.06
Range 8	\$ 21.84	\$ 22.94	\$ 24.08	\$ 25.30	\$ 26.55	\$ 27.88	\$ 29.27	\$ 30.74	\$ 32.27	\$ 33.89
Range 9	\$ 22.39	\$ 23.51	\$ 24.69	\$ 25.93	\$ 27.22	\$ 28.58	\$ 30.01	\$ 31.51	\$ 33.08	\$ 34.74
Range 10	\$ 22.96	\$ 24.10	\$ 25.31	\$ 26.58	\$ 27.90	\$ 29.29	\$ 30.75	\$ 32.29	\$ 33.91	\$ 35.60
Range 11	\$ 23.53	\$ 24.70	\$ 25.94	\$ 27.24	\$ 28.59	\$ 30.03	\$ 31.53	\$ 33.11	\$ 34.76	\$ 36.50
Range 12	\$ 24.12	\$ 25.32	\$ 26.59	\$ 27.91	\$ 29.31	\$ 30.78	\$ 32.32	\$ 33.93	\$ 35.63	\$ 37.41
Range 13	\$ 24.72	\$ 25.96	\$ 27.25	\$ 28.62	\$ 30.04	\$ 31.55	\$ 33.13	\$ 34.78	\$ 36.52	\$ 38.35
Range 14	\$ 25.34	\$ 26.60	\$ 27.93	\$ 29.33	\$ 30.80	\$ 32.33	\$ 33.95	\$ 35.64	\$ 37.43	\$ 39.30
Range 15	\$ 25.97	\$ 27.27	\$ 28.63	\$ 30.06	\$ 31.56	\$ 33.14	\$ 34.80	\$ 36.54	\$ 38.36	\$ 40.28
Range 16	\$ 26.62	\$ 27.96	\$ 29.35	\$ 30.81	\$ 32.36	\$ 33.97	\$ 35.67	\$ 37.45	\$ 39.32	\$ 41.29
Range 17	\$ 27.28	\$ 28.65	\$ 30.08	\$ 31.58	\$ 33.16	\$ 34.82	\$ 36.56	\$ 38.39	\$ 40.31	\$ 42.32
Range 18	\$ 27.97	\$ 29.37	\$ 30.83	\$ 32.38	\$ 33.99	\$ 35.69	\$ 37.47	\$ 39.35	\$ 41.32	\$ 43.38
Range 19	\$ 28.66	\$ 30.10	\$ 31.61	\$ 33.18	\$ 34.84	\$ 36.58	\$ 38.41	\$ 40.33	\$ 42.35	\$ 44.46
Range 20	\$ 29.38	\$ 30.86	\$ 32.39	\$ 34.01	\$ 35.71	\$ 37.50	\$ 39.38	\$ 41.34	\$ 43.41	\$ 45.58
Range 21	\$ 30.12	\$ 31.62	\$ 33.21	\$ 34.86	\$ 36.60	\$ 38.44	\$ 40.36	\$ 42.38	\$ 44.50	\$ 46.72
Range 22	\$ 30.87	\$ 32.41	\$ 34.03	\$ 35.73	\$ 37.52	\$ 39.40	\$ 41.37	\$ 43.44	\$ 45.61	\$ 47.89
Range 23	\$ 31.64	\$ 33.23	\$ 34.88	\$ 36.63	\$ 38.46	\$ 40.39	\$ 42.41	\$ 44.53	\$ 46.76	\$ 49.09
Range 24	\$ 32.43	\$ 34.06	\$ 35.75	\$ 37.54	\$ 39.42	\$ 41.39	\$ 43.46	\$ 45.63	\$ 47.91	\$ 50.31

Longevity based on years of District service if placed on a step that is not with number of years in the District.	5% Longevity @ Yr 11-15 5% Longevity @ Yr 16-20 5% Longevity @ Yr 21-25 5% Longevity @ Yr 26 & Beyond
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Benefits:

All Plans	
6 Hrs & Over Per Day	\$1,379/Month
Over 5 Hrs to 6 Hrs Per Day	\$1,034/Month
Over 4 Hrs to 5 Hrs Per Day	\$896/Month
4 Hrs Per Day (20 Hrs Per Wk) (1/2 of FTE)	\$690/Month
Less than 20 Hrs Per Week subject to carrier approval	\$0/Month

Board Approved:

Effective 07-01-2023

Includes 10.32% Increase over 2022-23 Restructured Salary Schedule

<u>Range 1</u> Paraeducator Individual Suppt. Asst. Paraeducator Campus Supervisor Crossing Guard Food Service Worker Mail/Supply Carrier	<u>Range 11</u> Custodian
	<u>Range 13</u> Groundskeeper/Maintenance
	<u>Range 14</u> Computer Technician
<u>Range 3</u> Paraeducator - ELL I Paraeducator - RSP	<u>Range 15</u> Bus Driver
<u>Range 7</u> Food Service Cashier School Office Assistant Field Trip Coordinator	<u>Range 17</u> Head Custodian School Office Manager
<u>Range 9</u> Paraeducator - Computer Paraeducator - Library Data Entry Clerk Asst. to Dir of Student Svcs. and Instr. Chater Attendance Clerk Receptionist Paraeducator - Full Inclusion/TSA Health Care Assistant Paraeducator - ELL II Paraeducator - SDC	<u>Range 18</u> Accounts Payable Technician
	<u>Range 21</u> Account Technician I District Data Integration
	<u>Range 23</u> Technology/Resource Technician Speech and Language Pathology Assistant
	<u>Range 24</u> Business/Personnel Technician