

TENTATIVE AGREEMENT

BETWEEN

HARMONY UNION SCHOOL DISTRICT (“DISTRICT”)

AND

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS HARMONY CHAPTER 70 (“CSEA”)

FOR

2023-2026 SUCCESSOR CONTRACT NEGOTIATIONS

Retroactive to July 1, 2023, the Food Services Assistant position shall be upgraded from Range B to Range C of the classified salary schedule. All bargaining unit members holding this position shall retain their existing step (1, 2, 3, 4, etc.) in Range C.

Effective July 1, 2024, the parties agree to establish the Aftercare Coordinator position in the classified bargaining unit under the attached job description and assign it to Range E of the classified salary schedule. The 2023-2024 Aftercare Coordinator stipend, continued from 2022-2023, shall be increased from \$2,500 to \$4,500. After June 30, 2024, there shall be no Aftercare Coordinator stipend. Position #94, the Paraeducator Instructional Assistant assigned to Aftercare Coordinator in 2023-2024, shall retain their current FTE in the Paraeducator Instructional Assistant and Library and Media Services Technician classifications.

Effective July 1, 2024, the parties agree to establish the Academic Intervention Specialist position in the classified bargaining unit under the attached job description and assign it to Range D of the classified salary schedule. Effective July 1, 2024, position #32 shall be reclassified into Academic Intervention Specialist and placed on Step 15 in Range D. Should the bargaining unit member fail to pass the probationary period, they shall be returned to the Paraeducator Instructional Assistant position.

Effective upon ratification, the parties agree to establish the Student Resource Advisor position in the classified bargaining unit under the attached job description and assign it to Range C of the classified salary schedule. The bargaining unit member holding Position #93 shall be reclassified into Student Resource Advisor retroactive to October 15, 2023 and placed on Step 5 in Range C.

ARTICLE 9 – SALARY

9.1 Classified employees will be paid for the school year in accordance with the schedule set forth in Appendix B.

9.2 “Me Too” Salary Increases

9.2.1 If, during the term of this Agreement, the District provides a raise (“Salary Agreement”) to any other represented or non-represented group of employees, CSEA shall receive the Salary

SK

RML

[Signature]

JWA

[Signature]

9.2.2 If, during the term of this Agreement, CSEA negotiates and settles for a Salary Agreement prior to the District settling with any other represented or non- represented group of employees for a Salary Agreement:

(A) CSEA shall have the choice of the Salary Agreement it negotiated or the Salary Agreement entered into with another represented or non- represented group of employees.

(B) This “me too” provision shall not allow CSEA to choose to modify its existing Salary Agreement to include parts of any subsequent Salary Agreement the District negotiated with another represented or non-represented group of employees. CSEA’s choice shall be to retain all provisions of the Salary Agreement it negotiated--including but not limited to the specific year(s) of the Salary Agreement (e.g. “for 2018-2019”)--or replace the Salary Agreement it negotiated with the total Salary Agreement it negotiated with another represented or non-represented group of employees--including the specific year(s) of the alternative Salary Agreement.

(C) For the purposes of Article 9.2, “Salary” refers to on-schedule increases, stipends, and off-schedule payments.

9.3 Professional Growth Increments

9.3.1 A unit member may receive a salary increment of \$250.00 for each four (4) semester units, of courses previously approved by the ~~District Administration~~ Superintendent or designee, of college credit successfully completed. Fifteen (15) hours of instructional time shall be equivalent to one (1) unit of college credit.

9.3.2 A unit member may accrue one (1) salary increment per year and a total of four (4) such salary increments for a total of \$1,000.00 each year, for the life of their employment.

9.3.3 Course work for which salary increment credit is requested must pertain specifically to the job requirements of the unit member, and all courses must be approved in writing by the ~~District Administration~~ Superintendent or designee prior to enrollment in the course.

9.3.4 Payment for professional growth increments under this article will begin at the beginning of the fiscal year.

9.4 Stipends

9.4.1 Stipends are categorized by eligibility.

Certificated Unit Only

Only certificated bargaining unit members are eligible for these stipends, enumerated in the certificated bargaining unit contract.

Teacher in Charge

Athletic Director

Drama Director

**Young Writers Showcase**

**Classified Eligible if Vacant**

**Positions for which a stipend is paid shall first be offered to certificated bargaining unit employees. Should no certificated bargaining unit employee accept a position for which a stipend is paid, then the position shall be offered to all classified bargaining unit employees via district email and notices posted in the worksites.**

**Coaching**

**Yearbook**

**Overnight Field Trip**

**Dance Chaperone**

**Leadership**

**Budget Committee**

**Site Council**

**Classified Unit Only**

**Only classified bargaining unit members are eligible for these stipends, enumerated in the classified bargaining unit contract.**

**IEP/504 Medical Support**

**TK/Kinder Toileting Support**

**Drama Assistant**

**9.4.2 Should more than one (1) classified bargaining unit employee who qualifies for the stipend express interest, the Superintendent or designee shall make the assignment.**

**9.4.3 Stipends are to be paid in the amounts established in the certificated bargaining unit collective bargaining agreement. Amounts for classified only stipends shall increase annually based on the percentage salary increase. Stipends are listed in Appendix B.**

**ARTICLE 11 - HOLIDAYS**

11.1 All Unit Members shall be granted the following paid holidays provided the member was in paid status during any portion of his/her the regular working day of his/her regular assignment immediately preceding or succeeding the holiday:

**New Year's Day**

**Martin Luther King's Birthday**

**Lincoln's Day**

**Washington's Day**

**Memorial Day**

**Juneteenth**

**Independence Day**

Labor Day

Veterans Day

Thanksgiving Day

Day after Thanksgiving (in lieu of Admission Day)

Christmas Day

~~Independence Day~~ ————— ~~Lincoln's Day~~

~~Labor Day~~ ————— ~~Washington's Day~~

~~Veteran's Day~~ ————— ~~Memorial Day~~

~~Thanksgiving Day~~ ————— ~~Martin Luther King's Birthday~~

~~Christmas Day~~ ————— ~~New Year's Day~~

Day after Thanksgiving Day (in lieu of Admission Day)

1/2 day either before Christmas Day or New Year's Day at option of the employee.

- 11.1 The employees shall be entitled to any other day declared a holiday by the President of the United States, the Governor of California, or the Board of Education of the Harmony Union School District.
- 11.2 The pay each employee shall receive on any holiday shall be the same pay the employee would have received had the holiday been a regular work day.
- 11.3 In accordance with Board policy, holidays afforded to twelve (12) month employees during the Winter recess, shall all also accrue to employees working less than twelve (12) months; that is Christmas day and New Year's day shall be paid holidays for both ten (10) month and twelve (12) month CSEA unit member.

**ARTICLE 19 - DURATION**

19.1 Length of Agreement

This Agreement shall become effective on the date of ratification by both parties and shall continue in full force and effect to and including October 31, ~~2023~~. **2026**.

19.2 Reopeners

For the school and fiscal year of:

~~2019-2020~~ Successor

~~2020-2021~~ Article 9 Closed, Article 10 Closed, one (1) other Article

~~2021-2022~~ Article 9, Article 10, and one (1) other Article

**For the school and fiscal year of:**

2023- 2024      Closed


2024 -2025      Article 9 Closed, Article 10 Closed, one (1) other Article of each party's choice.

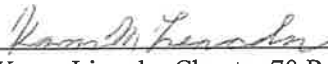
2025-2026      Article 9, Article 10, and one (1) other Article of each party's choice.

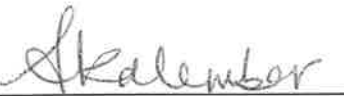
This agreement shall complete successor negotiations for 2023-2024.

For Harmony Union School District:

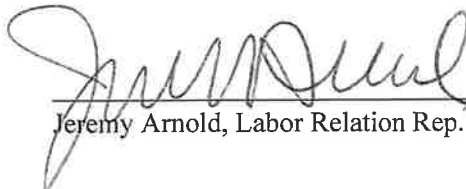
For CSEA:

  
Matthew Morgan, Superintendent      4/17/24  
Date

  
Karen Lincoln, Chapter 70 President      4/17/24  
Date

  
Stacy Kalember, Chief Business Official      4/17/24  
Date

  
Denise Eufusia, Negotiator      4-17-24  
Date

  
Jeremy Arnold, Labor Relation Rep.      4/17/24  
Date