

TENTATIVE AGREEMENT
Between the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS CHAPTER 323, REDDING
and the
REDDING SCHOOL DISTRICT

The parties have met and agreed to the following for the 2019-20 school year. This completes the agreement of the parties on all topics within the scope of negotiations for the 2019-20 school year. All proposals not included herein are withdrawn.

- The Classified Salary Schedule will be increased by 4% effective July 1, 2019. Additionally, the first four steps of Range C will be separated by 2.5% with the subsequent ranges following suit. (Step 1-3 of Range D, Step 1-2 of Range E and Step 1 of Range F) The remainder of the salary schedule is re-squared at 5%.
- Office Clerk and Health Clerk will be moved from Range "F" to Range "G"
- Article 3 will be revised per the attachment.
- Article 14.1.2.5 will be added to the agreement and read as follows:
After reaching step 7 on the salary schedule, bargaining unit members with a bachelor's degree will receive an annual stipend of \$300 on their December paycheck. Proof of the degree must be provided to the Human Resources Department to be eligible for stipend.

Pursuant to AB2756, this tentative agreement is contingent upon the review and approval of its terms by the Shasta County Office of Education.

FOR CSEA



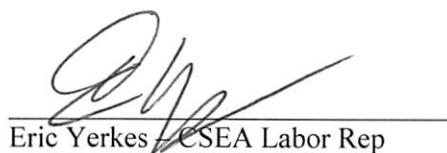
Steve Holt
President, CSEA, Chapter 323



Charles Harlow

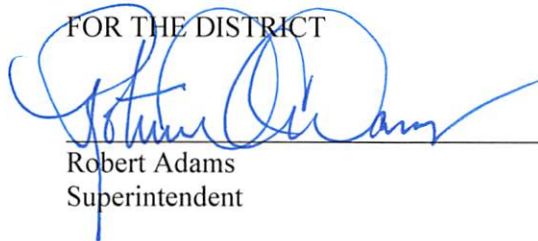


Patricia Olson



Eric Yerkes CSEA Labor Rep

FOR THE DISTRICT



Robert Adams
Superintendent

Date: 6/19/19

Proposed Language – June 2019

ARTICLE 3 - CHECKOFF AND ORGANIZATIONAL SECURITY

3.1 Checkoff

CSEA/Chapter 323 shall have the sole and exclusive right to have membership dues and initiation fees deducted by the DISTRICT for employees in the bargaining unit who are members of CSEA.

3.2 Dues Deduction

3.2.1 The DISTRICT shall deduct, in accordance with the CSEA dues schedule, dues from the wages of all bargaining unit members who are members of CSEA on the date of the execution of this Agreement and who have submitted dues authorization forms to CSEA.

3.2.2 The DISTRICT shall deduct the initiation fee and dues from the wages of all bargaining unit members who, after the date of execution of this Agreement, become members of CSEA and submit to CSEA a dues authorization form.

3.2.3 CSEA shall immediately notify the DISTRICT if any member revokes a dues authorization.

3.3 Hold Harmless and Indemnity Provision

CSEA shall hold the District harmless, and shall fully and promptly reimburse the District for any fees, costs, charges or penalties incurred in responding to or defending against any claims, disputes, challenges, which are actually brought against the District or any of its agents, in connection with the administration or enforcement of any Section in this Agreement pertaining to Association dues. Such reimbursement shall include, but not be limited to, court costs, litigation expenses, and attorneys' fees incurred by the District.

Redding School District
CLASSIFIED SALARY SCHEDULE
Proposed July 1, 2019 - June 30, 2020
Includes 4% Increase (2019-20) - Re-Squared at 5%

Time Base: Hourly Rate of Pay

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7**
C	12.90	13.22	13.55	13.89	14.58	15.31	16.08
D	13.22	13.55	13.89	14.58	15.31	16.08	16.88
E	13.55	13.89	14.58	15.31	16.08	16.88	17.72
F	13.89	14.58	15.31	16.08	16.88	17.72	18.61
G	14.58	15.31	16.08	16.88	17.72	18.61	19.54
H	15.31	16.08	16.88	17.72	18.61	19.54	20.52
I	16.08	16.88	17.72	18.61	19.54	20.52	21.55
J	16.88	17.72	18.61	19.54	20.52	21.55	22.63
K	17.72	18.61	19.54	20.52	21.55	22.63	23.76
L	18.61	19.54	20.52	21.55	22.63	23.76	24.95

Annual and monthly salaries are computed by the following formula. Refer to Classified Work Year Schedule for number of duty hours and total days.

Hrly Rate	Hours Per Day	Daily Rate	Duty Days	Annual Salary	Months	Monthly Salary
X	=	X	=	-	=	
12 MONTH EMPLOYEES	RANGE	9-11 MONTH EMPLOYEES	RANGE	FOOD SERVICE	RANGE	
Account Clerk III	L	Assistant: Noon Duty, Child Care	C	Account Clerk III	L	
Account Clerk II	H	Assistant: Instructional, Bilingual	D	Cafeteria Assistant	C	
Custodian	G	Assistant: Afterschool	E	Central Kitchen Mgr	J	
Delivery Driver	D	Facilitator: Site Intervention, Office	J	Cook	D	
Gardner/Utility	J	Family Advocate	K	F.S. Utility Worker	C	
Grounds/Maintenance	L	Health Clerk	G	Head Cook	H	
HVAC/Maintenance	L	Mentor Liaison	H	Lead Site Cook	F	
Lead Cust/Maintenance	J	Music Assistant	J			
Lead Custodian	I	Office Clerk	G			
Maintenance/Grounds	L	Office Manager	L			
Maintenance Worker	L	Payroll Clerk	K			
Project Analyst	K	PE Technician	F			
Receptionist/Recruitment	G	Project Technician	F			
Utility Driver	G	Registrar	H			
		Sign Language Interpreter	H			
		Specialist: Information, Bilingual	G			
		Speech-Language Pathology Asst	L			
		Technology Systems Technician	L			

SUBSTITUTE & SHORT-TERM EMPLOYEES: Hourly Rate is Step 1 or Minimum Wage.
****TO ADVANCE TO STEP 7:** Employees must complete 10 units of pre-approved course work or the equivalent occupational training hours which relate to unit member's job description (Article 14.1.2.3) and/or completion of 25 years of service.
****AFTER STEP 7 IS REACHED:** A unit member may earn a one-time-per-year stipend of \$100 for each year the member completes at least 1 unit of college course work or equivalent directly related to their job classification. The stipend is not cumulative from one year to the next. (Article 14.1.2.4)