

Escondido Union High School District

Proposal to

California School Employees Association (CSEA), Chapter 219

January 26, 2016

Article XI- Wages and Employee Expenses

Effective July 1, 2015, the District shall increase the salary schedule for Classified bargaining unit members by 4.0%

Effective upon ratification of this agreement all Classified bargaining unit members will receive a 2% off-schedule salary bonus retroactive to July 1, 2015.

Article VII- Insurance Benefits- TA signed 10/15/15

A. Health and Welfare Benefits

Effective January 1, 2016, the ongoing annualized health and welfare benefit employer contribution shall be \$13,001.09 per full time equivalent (FTE) employee. Part time employees shall receive a pro-rated District contribution pursuant to C.1, C.2, or C.3 [equivalent to 2.0% salary schedule increase].

1. For the 2016 plan year only, the District agrees to maintain the following mandatory tenthly payroll contributions after all opt out dollars are applied. If the number of opt outs exceeds 25, the amount of additional opt out dollars will be available in the benefit reserve account to be used at the discretion of the bargaining unit.

Kaiser		HMO Network 1	
Single	\$97.78	Single	\$140.84
Two Party	\$193.32	Two Party	\$278.31
Family	\$276.05	Family	\$388.07

This tentative agreement shall resolve all negotiations regarding health and welfare benefits for the 2016 benefit plan year.

C. Benefits for Part time Employees

3. For the 2016 benefit year only, as an exception to C.2, part-time employees working five (5.0) hours per day or greater shall have their mandatory tenthly payroll contributions for all single plans equal to those for full time employees. Part time employees who elect single coverage must take Dental, Vision, and Life insurance at no additional cost.

Article II- Employment Rights- TA 1/26/16

11. Permanent Employee

An employee who successfully completes an initial probationary period of ~~130~~150 work days (applicable to employees who commence probationary status on or after July 1, 2016)

12. Probationary Employee

A new or promoted employee working to complete an initial probationary period of ~~130~~ 150 working days (applicable to employees who commence probationary status on or after July 1, 2016)

Article X- Transportation Department- TA 10/28/15

1. Assignment of Trips:

Two (2) trip rotations shall be established at the beginning of each school year: one rotation during the week and a separate rotation for weekend and holiday trips. Trip assignments shall be rotated by seniority ~~on an equitable basis as practical~~. A daily dispatch sheet reflecting the driver's current seniority status shall be posted in the Transportation Department at all times. The dispatch sheet shall denote the last driver on the seniority roster that worked that day. Trips may be coupled together due to operational necessity. Drivers shall receive a three (3) hour minimum for trips assigned on weekends and holidays.

3. Refusal of Trip:

a. Late Trip Assignments:

A driver who refuses to accept a trip offered within 24 hours of the trip's scheduled departure shall not result in a charge to the respective rotation roster. **For trips that are less than five (5) hours, the driver accepting the trip offered within 24 hours of departure shall not be charged a spot on the trip rotation. For trips that are five (5) hours or more, the driver accepting the trip offered within 24 hours of departure shall be charged a spot on the trip rotation.** A driver who is on personal necessity, bereavement, sick leave, or a work assignment shall not be charged a spot on the trip rotation.

b. Trip Refusal Penalties:

~~In the event a driver refuses three trips from either rotation roster during the current semester, the driver's name shall be removed from the respective roster for the remainder of the current semester. At the beginning of the second semester, all removed drivers shall be returned, to the respective rotation roster based on seniority. A driver who is on personal necessity, bereavement, sick leave, or a work assignment shall not be charged a rotation.~~

For CSEA:

B. DeThommas 1/26/16 Rae 01/26/16 [Signature] 1/26/16
Bear & Beck 1/26/16 [Signature] 1/26/16
[Signature] 1/26/16 [Signature] 1-26-16

For EUHSD:

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