

**Escondido Union High School District**

**Proposal to**

**California School Employees Association (CSEA), Chapter 219**

February 27, 2015

Article II- EMPLOYMENT RIGHTS

A. Definitions

13. Promotions

Effective July 1, 2015, A change in the assignment of an employee to a position that is at higher pay range than the employee's current position. If an employee receives a promotion of two ranges or less, the employees shall be placed on the same longevity step. If an employee receives a promotion of three or more ranges the employee shall be placed on the longevity step that results in a step placement that is closest to but not less than 10 % increase to the employee's previous salary. If the employee possesses requisite experience that would have earned the employee higher step placement in the position as a new hire, the employee shall be given the higher salary step placement (maximum limit of five years experience). An employee may request review of initial placement within three months of date of hire. If it determined that a higher initial step placement is warranted, such step placement shall be retroactive to date of hire in the position. An applicant shall be advised of this provision upon initial hire.

Article XII- NEGOTIATIONS

D. CLASSIFICATION, RECLASSIFICATION:

2. Reclassification:

"Reclassification" means a gradual increase in higher level duties being performed by a unit member that increases the responsibility and/or skill level.

It is the intent of this section to examine a unit members pay range to determine if it accurately reflects the duties of the classification being performed by incumbents to the level of other comparable school districts.

Effective July 1, 2015, the District and CSEA shall conduct job analyses every three years beginning with the 2017-2018 school year. The District shall send the Job Analyses Form\* to all classified employees no later than October 31. Employees seeking reclassification must return

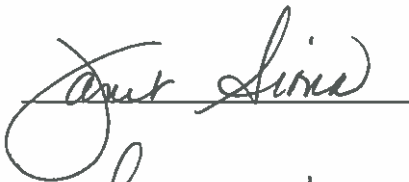
the completed Job Analysis Form and any supporting documentation to the CSEA negotiating team and the District no later than December 10. CSEA shall submit to the District up to 30 bargaining unit positions to be considered for reclassification no later than January 31. CSEA and the District shall meet to negotiate and finalize the reclassifications beginning in the month of February. \*(Form to be agreed upon by both parties).

Any increase in compensation as a result of the reclassification process shall become effective upon ratification by CSEA, Chapter 219 and approval by the Governing Board of the District.

The District may propose a reclassification at any time. Reclassifications shall be contingent upon available funding.

On Behalf of CSEA:

On Behalf of the District:





Feb. 27 15  
Date

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