

Tentative Agreement
between
Escondido Union High School District
and
California School Employees Association and its Escondido Chapter #219
for the 2019-2020 and 2020-2021 School Years

April 28, 2021

The following is a comprehensive tentative agreement for outstanding articles for the 2019-2020 and 2020-2021 school years and concludes negotiations for those years.

Article II - Employment Rights

A. Definitions

11. Permanent Employee

Current contract language – TA 1/16/20

12. Probationary Employee

Current contract language – TA 1/16/20

20. Bilingual Stipend

To be eligible to receive a bilingual stipend an employee must be identified by the District as needing to perform duties requiring proficiency in English and a second language on a routine and consistent basis in the course and scope of their duties within their current job classification.

21. Bilingual Positions

Outlined within the job descriptions of certain bilingual positions (e.g. Bilingual Attendance Clerk) is the ability to speak, read and write fluently in English and Spanish. These positions will not qualify for a bilingual stipend.

22. CSEA

California School Employees Association and its Escondido Chapter #219.

C. Transfers:

a. Requesting a Voluntary Transfer:

An employee wishing to transfer to another school or work location in the same classification may semi-annually, on or before July 1 and February 1, file a Transfer Request form with the Human Resources Department.

Article VII – Insurance Benefits

C. Benefits for part time employees

4. For the 2021 benefit year only, as an exception to section C.2, part time employees working four (4.0) hours per day or greater shall have their mandatory tenths 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 VIII – Leaves of Absence, Holidays, and Vacation

A. Paid Leaves of Absence

7. Sick Leave

- c. Notification of Immediate Supervisor: Employees who must be absent from work are required to notify their school or department in advance of the absence so that arrangements can be made for substitutes where necessary.

The District will work with CSEA to promote employee awareness of the absence management system and to consider options available within the system.

Article X – Transportation Department Provisions

A. Assignment of Routes:

7. Long Term Temporary Assignments:

When a School Bus Driver is on a paid or unpaid leave of absence that extends 12 consecutive weeks or longer, their bus route will follow the bidding process outlined in Article X.A.2. of this Agreement.

When the School Bus Driver returns to work, the driver will be able to exercise their right to a daily bus route assigned to a driver with less seniority.

J. Extra Time Assignments – School Bus Drivers/Flex Bus Drivers

- a. An Extra Time Assignment is defined as additional hours beyond a School Bus Driver's/Flex Bus Driver's current daily assignment (pick up and return). Extra time assignments are considered to be separate assignments from the trip rotations outlined in Article X.B.1
- b. A roster displaying the names of all School Bus Drivers/Flex Bus Drivers, and in order of their seniority date will be posted in the Transportation Department at all times.
- c. For each Extra Time Assignment offered, the name and date of the Extra Time Assignment will be recorded on this roster.
- d. The Extra Time Assignment will be rotated by seniority. For each Extra Time Assignment offered, it will be recorded on the roster if the School Bus Driver/Flex Bus Driver accepts or declines the Extra Time Assignment.
- e. If the School Bus Driver declines the Extra Time Assignment, it will be offered to the next senior School Bus Driver/Flex Bus Driver on the list. (The School Bus Driver/Flex Bus Driver shall be notified by radio, phone or in-person).
- f. When the next Extra Time Assignment is offered, it will be offered to the next School Bus Driver/Flex Bus Driver on the roster whose name appears after the name of the last School Bus Driver/Flex Bus Driver to work the Extra Time Assignment.
- g. Due to operational necessity to address an urgent or immediate need (i.e. student safety and well-being) and are unable to secure a School Bus Driver/Flex Bus Driver following "a-f" above, the Director of Transportation may assign a School Bus Driver/Flex Bus Driver on the rotation list.

Article XI – Wages and Employee Expenses

All classified unit members will receive an ongoing total compensation increase of 2.29% for the 2020-2021 school year retroactive to July 1, 2020 to be distributed between Salaries and/or Insurance Benefits at the discretion of the CSEA bargaining unit.

All CSEA bargaining unit members employed on April 20, 2021 will receive additional compensation in the form of a one-time off schedule payment to be paid on or before June 30, 2021. This one-time payment is pro-rated based on an employee's assigned hours outlined in the chart below:

Regularly daily assigned hours	Amount per CSEA member
3.9 or less	\$1,200.00
4-5.9	\$1,600.00
6-8	\$2,000.00

For the 2019-2020 school year, the Parties agree that Article XI Wages and Employee Expenses and Article VII Insurance Benefits have been already been negotiated and are closed per the July 24, 2019 MOU between EUHSD and CSEA, Chapter 219.

4. Additional Reimbursement

e. Bilingual stipend:

Bargaining unit members who have been identified by the District to receive a bilingual stipend will receive a 5% stipend, equivalent to a two-range increase, above their current base pay (current range and step) so long as the bargaining unit member serves continuously in that position.

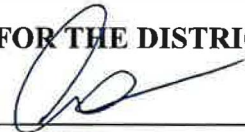
Article XII – Negotiations

D. Classification, Reclassification:

2. Reclassification:

Current contract language

FOR THE DISTRICT:

 4/29/2021
Signature & Date

 4/29/21
Signature & Date

Signature & Date

FOR CSEA:

DocuSigned by:
 4/28/2021
CD87AABFB18C4AC
Signature & Date

DocuSigned by:
 4/28/2021
7910E6E04B28446
Signature & Date

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04/28/2021

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