

Tentative Agreement
between
California School Employees Association (CSEA)
and
Mountain View-Los Altos Union High School District (DISTRICT)
May 20, 2024

 5/20/24
 CSEA 1st Vice President
 Carol Johnson

 5.20.24
 Associate Superintendent Personnel Services
 Leyla Benson

 5/20/24
 CSEA Labor Relations Representative
 Janell Hampton

Article XI -Wages Parties agree to the following salary adjustments as described:

- **Lookback Agreement** - Parties agree to a one time, off schedule, 2023-2024 salary-based 2% increase for all members.
- **Salary schedule adjustment** [LINK](#) for Classified adjustment and [LINK](#) for Therapist adjustment.

Parties agree to adjust the CSEA salary schedules as noted below with an additional column as indicated below.

1.05%	2023-24 CSEA Salary Schedule - Hourly					PROPOSED
RANGE	STEP A	B	C	D	E	F
25	\$28.16	\$29.53	\$30.98	\$32.52	\$34.11	\$35.78
26	\$28.89	\$30.23	\$31.70	\$33.29	\$34.89	\$36.57
27	\$29.53	\$30.98	\$32.52	\$34.11	\$35.74	\$37.45
28	\$30.25	\$31.72	\$33.29	\$34.91	\$36.56	\$38.29
29	\$31.00	\$32.56	\$34.13	\$35.74	\$37.50	\$39.35
30	\$31.76	\$33.31	\$34.91	\$36.60	\$38.41	\$40.31
31	\$32.56	\$34.13	\$35.80	\$37.54	\$39.59	\$41.33
32	\$33.31	\$34.97	\$36.64	\$38.43	\$40.38	\$42.43
33	\$34.15	\$35.82	\$37.62	\$39.41	\$41.32	\$43.32
34	\$34.97	\$36.72	\$38.45	\$40.40	\$42.32	\$44.33
35	\$35.82	\$37.62	\$39.43	\$41.34	\$43.37	\$45.50
36	\$36.74	\$38.49	\$40.42	\$42.32	\$44.41	\$46.60
37	\$37.64	\$39.43	\$41.38	\$43.37	\$45.56	\$47.86
38	\$38.51	\$40.46	\$42.38	\$44.43	\$46.62	\$48.02
39	\$39.47	\$41.38	\$43.39	\$45.60	\$47.83	\$50.17
40	\$40.46	\$42.44	\$44.49	\$46.68	\$48.97	\$51.37
41	\$41.40	\$43.45	\$45.60	\$47.85	\$50.22	\$52.71
42	\$42.48	\$44.47	\$46.70	\$48.99	\$51.40	\$53.03
43	\$43.49	\$45.62	\$47.85	\$50.26	\$52.71	\$55.28
44	\$44.51	\$46.76	\$49.03	\$51.42	\$54.01	\$56.73
45	\$45.62	\$47.89	\$50.28	\$52.73	\$55.32	\$58.04
46	\$46.78	\$49.03	\$51.44	\$54.03	\$56.64	\$59.38
47	\$47.91	\$50.30	\$52.75	\$55.34	\$58.07	\$60.93
48	\$49.07	\$51.50	\$54.03	\$56.66	\$59.45	\$62.38
49	\$50.34	\$52.79	\$55.36	\$58.11	\$60.92	\$63.87
50	\$51.58	\$54.05	\$56.70	\$59.47	\$62.47	\$65.62
51	\$52.79	\$55.42	\$58.85	\$60.94	\$63.97	\$67.15
52	\$54.11	\$56.72	\$59.49	\$62.51	\$65.38	\$68.80
53	\$55.46	\$58.19	\$60.98	\$63.99	\$67.15	\$70.47
54	\$56.76	\$59.56	\$62.33	\$65.60	\$68.83	\$72.22
55	\$58.23	\$61.00	\$64.01	\$67.19	\$70.52	\$74.02
56	\$59.60	\$62.55	\$65.82	\$68.91	\$72.33	\$75.92
57	\$61.06	\$64.11	\$67.21	\$70.56	\$74.12	\$77.86
58	\$62.59	\$65.66	\$68.95	\$72.35	\$75.88	\$79.58
59	\$64.13	\$67.29	\$70.58	\$74.18	\$77.79	\$81.58
60	\$65.68	\$68.97	\$72.39	\$75.92	\$79.74	\$83.25

CLASSIFICATION			2023-24 THERAPIST SALARY SCHEDULE Hourly/Monthly (Classified)						
			8 HOURS EACH DAY						
Range	Hourly	Work Days	186 Days						
			RANGE	A	B	C	D	E	F
16	Therapist	186	16	\$90.32	\$94.78	\$99.49	\$104.50	\$109.60	\$114.95
Range	Monthly								
16	Therapist		16	\$13,440	\$14,102	\$14,804	\$15,548	\$16,308	\$17,105
<small>LO5% 7.1.23 Board approved: 4/3/2023</small>			Master's Degree - \$3,178/year Doctorate - \$5,085/year Out of class/Bilingual stipend - \$3000/year						

Article IX Work hour adjustment

Food Service Workers - adjust hours

- Parties agree to increase from 4 hours to 5 hours per day unless the incumbent member wishes to decline the increase for the duration of their time in the position in which they are assigned. All new Food Service employee positions will be posted at a minimum of 5 hours per day moving forward.

Article V Calendar alignment

- Parties agree to meet regarding work calendar alignment. In advance of the 2025-26 school year the number of employee work calendars will be paired down in order to establish more uniformity. District and CSEA agree to ensure that the calendar changes will be of no harm to members and will allow for as many uniform start dates/work days as possible. It is a specific interest that all CSEA members be scheduled for our all District welcome back day at the start of every school year. All future calendar changes will be approved via side letter with CSEA prior to April 1 of 2025.

Mandated Training requirement

- Parties agree that CSEA employees will be provided time within their work calendar and work day to complete all mandated training. If a member is unable to find time in their work schedule to complete training, Personnel can be contacted so that arrangements with supervisors can be made. Computers and support will be made available as needed.

Article XIII Evaluation procedures

- Parties agree to continue observing evaluation patterns and ensure that members are receiving valuable and supportive feedback through the existing evaluation process. Changes will be discussed and considered via the EERC meeting process and any changes will be made through a mutually approved MOU/side letter.

Agreement to collaborate regarding contract language cleanup

- Meet with CSEA representative to clean up terms in contract so that meaning is clear and accurate. Changes will only be made to ensure accuracy of intended word usage and will not be substantive. Any clarifications will be tracked.
 - Example : workday versus calendar day

Article VIII Leaves

Extended Sick Leave

A unit member absent from duty for reasons of illness or accident for a period of five (5) months (100 school days) or less from the date of the expiration of the unit member's accumulated sick leave and all vacation time, during which period full pay is authorized, shall receive differential pay provided the district has received written notification from a medical practitioner that they are unable to work for that duration of time. As allowed by Education Code 44983 the differential pay shall be fifty percent (50%) of the unit member's daily rate. The five (5) month period will take cognizance only of any legal holidays which may be within the five (5) month period.

Change to: A unit member absent from duties for reasons of illness or accident for a period of 5 months (100 school days) or less of the from the date of the expiration of the member's accumulated sick leave and all accrued vacation time, during which full pay is authorized, shall receive up to 100 days differential pay provided that the District has received written notification from a medical practitioner that they are unable to work for that duration of time. As allowed by Education Code 44983 the differential pay shall be fifty percent (50%) of the unit member's respect daily rate. The five (5) month period will take cognizance only of any legal holidays which may be within the five month period. After accrued sick and vacation leave is applied, and if the situation meets the criteria for catastrophic leave, members may request donations prior to entering into differential (50%) pay.