

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA)
UNIT A 2022-2023 NEGOTIATIONS
TENTATIVE AGREEMENT

ARTICLE V - Compensation

APPENDIX B - Salaries and Allowances

Salary - 2022-2023

9% increase to bargaining unit salary schedules, stipends, and rates of pay retroactive to **July 1, 2022**.

An additional one time off-schedule payment of **3%** for **2022-2023** based on the unit members' earnings for the **2022-2023** fiscal year.

ARTICLE VIII - Leaves of Absence

A. **SICK LEAVE.** Every full-time probationary and permanent employee in a paid status shall be allowed full pay for absence caused by personal illness or personal incapacity as follows:

12-Month Employees	106.08 hours per year
235-Day Employees	95.88 hours per year
225-Day Employees	91.80 hours per year
220-Day Employees	89.76 hours per year
209-Day Employees	85.27 hours per year
207-Day Employees	84.46 hours per year

Other eligible employees shall be entitled to a proportionate allowance according to the assignment.

1. Each employee who receives an initial appointment after July 1 shall be credited as of the date of his/her appointment with a number of days proportional to the remainder of his/her assigned work year.
2. An employee serving an initial probationary period shall not be eligible to be paid for more than half the days of full pay for illness provided until the first day of the pay period after completion of one hundred thirty (130) days of paid service in a regular assignment.
3. Thereafter, as long as he/she remains a regular employee, he/she will be credited annually with the number of full-pay illness days provided for his/her assignment year.
4. The employee who does not complete the year of service after the July 1 yearly grant of sick leave according to his/her assignment shall have the sick leave balance reduced proportionally to the number of days to the date of his/her departure from the District. This adjustment may result in an overpayment which would be handled as described in Article V, Section A.3.
5. **Kin Care Leave (Labor Code § 233)- Up to ½ of the employee's annual sick leave entitlement may be used to attend to an illness of or take to a doctor for preventive care the employee's child (regardless of age or dependency status), parent, parent-in-law, spouse, registered domestic partner, grandparent, grandchild, designated person (as defined by state and/or federal statute), or sibling. All employees are to report Kin Care Leave absences to their work site in accordance with Section Y of this article. The District may require evidence of facts relevant to any Kin Care Leave for which there exists the suspicion of possible abuse of leave. Where suspicion exists, the employee shall be notified of said requirement prior to the utilization of leave.**

F. **NO SICK LEAVE WHILE ON LEAVE OR LAYOFF.** Layoff or leave of absence without pay shall not be considered an interruption of continuous service, but illness leave shall not be allowed while an employee is in a non-paid status, **except as otherwise required by law.**

I. **STATUTORY LEAVE.** All permanent and probationary classified employees absent from duty because of personal illness who have exhausted their full-pay illness allowance leave shall be eligible for one hundred (100) days (~~eight hundred [800] hours~~) of one-half (1/2) salary sick leave per fiscal year. Employees assigned less than full time shall be entitled to a proportionate allowance according to their percent of assignment. A permanent classified employee shall be eligible to request statutory leave when all other available

leaves have been exhausted. These ~~allowable~~ **available full-pay** leaves are illness, vacation balance, vacation accrual balance, **compensatory time, and hourly sick leave.** ~~and~~ Personal leave at one-half (1/2) pay **must also be utilized prior to accessing statutory leave.** A probationary classified employee shall be eligible to request statutory leave when his/her allowable illness leave (Article VIII, Section A.2.) and personal leave at one-half (1/2) pay have been exhausted. The employee shall submit a form to his/her site administrator requesting statutory leave, which includes a statement from a physician stating that the employee is unable to work. It is the responsibility of the employee to submit the form to the District-designated physician for verification of the illness or injury, and the duration of the absence after which the employee shall be eligible for statutory leave as prescribed in the Education Code. No written request or physician's statement is necessary for statutory leave for four (4) consecutive working days or less. Before an employee's statutory leave ends, the employee shall indicate his/her intentions about returning to work. If unable to return to his/her regular assignment, the District will notify the employee that he/she will be placed on the Thirty-Nine (39) Month Reemployment List and the District will also notify him/her of the following options:

1. Apply for a leave of absence without pay to start no later than the end of the statutory leave;
2. Terminate service by resignation; or
3. Request retirement, if eligible.

O. ABSENCE FOR EXAMINATION AND INTERVIEWS.

1. Every employee occupying a permanent position in the classified service shall be permitted to be absent from his/her duties during working hours in order to take any examination given by the District for which the employee is qualified **and/or for District interviews**, without deduction of pay or other penalty upon giving two (2) day notice to his/her immediate supervisor.

Every employee taking a District promotional examination for which he/she is qualified **and/or participating in District interviews**, will be granted compensating time off equal to the time required to take the examination **and/or participate in the interview**, if the examination is scheduled at a time other than during the employee's regular working hours.

- R. BEREAVEMENT LEAVE OF ABSENCE.** Employees of the District shall be granted necessary leave of absence because of the death of any member of his/her immediate

family . Not more ~~than three (3) days shall be granted if travel of less than two hundred fifty (250) miles one way is required, and not more than five (5) days shall be granted. if travel of more than two hundred fifty (250) miles one way is required.~~

ARTICLE IX - Transfers and Promotions

A. TRANSFERS.

4. An employee with permanent status may request a transfer from one position to another within the same classification. Such requests shall be in writing and submitted to the Executive Officer, Personnel Commission and Classified Employment. A transfer request shall remain active through ~~November 30~~ **June 30** at which time the request must be renewed. No obligation shall exist to fill a position by transfer rather than by any other method of appointment; however, each employee will be notified that his/her transfer request has been received. Each transfer request will be so identified on the appropriate eligibility list(s). When there are fewer than three (3) transfer requests on the eligibility list, each employee requesting a transfer will be interviewed for the available position. When there are more than three (3) transfer requests on the eligibility list, the person responsible for filling the position will select at least three (3) employees requesting a transfer to be interviewed.

TA Signed by:

Date: April 17, 2023

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