

**TENTATIVE AGREEMENT**  
**BETWEEN**  
**THE GLENDORA UNIFIED SCHOOL DISTRICT**  
**AND**  
**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION – CHAPTER #247**

The following Agreement concludes all negotiations for the 2014-2015 and the 2015-2016 school years. Both negotiation teams recommend ratification of this Tentative Agreement.

Definitions (Article IV)

Immediate Family: Mother, step mother, father, step father, grandmother, grandfather, or a grandchild of the employee or of the spouse/**registered domestic partner** of the employee, and the spouse/**registered domestic partner**, son, son-in-law, daughter, daughter-in-law, brother or sister of the employee, step brother or step sister of the employee, brother-in-law, sister-in-law, niece or nephew of the employee or spouse/**registered domestic partner** of the employee, aunt and uncle of the employee, or spouse/**registered domestic partner** of the employee, or any person living within the immediate household of the employee.

Holidays (Article IX, Appendix E)

GUSD and CSEA agree to the 2016-2017 holiday schedule, as attached.

Salary (Article X, Appendix B)

**Retroactive to July 1, 2014, a 3 % salary increase will be applied permanently to the 2014-2015 classified salary schedule. This salary schedule increase will apply to all bargaining unit employees who were employed by the District during the 2014-15 school year.**

**Retroactive to July 1, 2015, a 4.5 % salary increase will be applied permanently to the 2015-2016 classified salary schedule.**

Fringe Benefits (Article XI, Appendix D)

**Effective August 31, 2015, the annual District paid cap for medical benefits will be increased by \$113. See the attached benefits chart for a description of all District and employee contributions.**

11.2.1 **Effective August 31, 2015: In the event that two spouses/registered domestic partners work for the District and are medical benefit eligible bargaining unit members who have a total of two or more enrolled dependent children between them, and one of the employees enrolls in the District's family medical plan, the District contribution for the employee only medical plan will then be added to the enrolled spouse's family District medical contribution.**

**(If this option is selected, the other employee will not be allowed to enroll in the employee only medical plan, unless the bargaining unit member experiences a qualifying event, as defined by our current healthcare providers.)**

In addition, due to recent Affordable Care Act (ACA) regulations, effective October 1, 2015, remove Articles 11.10.2 and 11.10.3 permanently from the Contract.

11.10 Employees Working in Two Positions

11.10.2 ~~When one of the positions is in the extended day care program, the employee will be eligible for fringe benefits based only on the number of hours of either position which would offer her/him the higher level of benefits but not on the combined hours. While not eligible for the higher fringe benefit status, the employee will be granted vacation, sick leave, and holiday pay based on the total number of hours worked.~~

11.10.3 ~~If under either of the above two agreements, an employee works for 4 hours or more, he/she will be enrolled in PERS.~~

Layoff (Article XXI)

21.2 Notice of Layoff:

When, as a result of the expiration of a specially funded program, classified positions must be eliminated at the end of any school year, and classified employees will be subject to layoff for lack of funds, the employees to be laid off at the end of such school year shall be given written notice on or before April 29 **March 15** informing them of their layoff effective at the end of such

school year and of their displacement rights, if any, and reemployment rights. However, if the termination date of any specially funded program is other than ~~June 30~~ **May 31**, such notice shall be given not less than ~~forty-five (45)~~ **sixty (60)** calendar days prior to the effective date of their layoff.

When employees who are members of the bargaining unit are laid off for any reason, affected employees shall be given notice of layoff not less than ~~forty-five (45)~~ **sixty (60)** calendar days prior to the effective date of layoff. The District shall notify the Association of its intent to lay off bargaining unit members prior to distribution of any notice of layoff. Upon notification, the Association shall notify the District within ten (10) working days of its intent to negotiate the effects. Such negotiations shall commence no later than fifteen (15) working days within the date of CSEA's notice to negotiate the effects.

The District shall provide the Association a seniority list of all classified employees that are affected due to the proposed layoffs. Any notice of layoffs shall specify the reasons for layoff and identify by name and classification the employees designated for layoff.

Any employee who is a member of the bargaining unit laid off shall be informed of displacement rights, if any, and reemployment rights under this Article.

Term (Article XXIV)

- 24.1 This agreement shall remain in full force and effect up to and including June 30, 2014 **2017**, and thereafter shall continue in effect year-by-year unless one of the parties notifies the other in writing no later than ~~February~~ **March** 15 of its request to modify, amend or terminate the Agreement. For the 2016-2017 school year, the articles referring to Fringe Benefits, Salary, and Calendar shall be subject to the negotiation process. In addition, both the District and the Association may each reopen negotiations on two (2) articles of their choice.

For the District:



Date: 9/2/15

For CSEA:



Date: 9-2-2015

Optional Work Days (MOU)

For the 2015-16 school year only, all bargaining unit members whose work year ends prior to June 30, 2016, shall have the option of working an additional, voluntary workday (professional development day) as designated by the District. This optional workday shall be scheduled by the District on a day following the individual's last regularly scheduled workday and prior to June 30, 2016.

For the 2016-17 school year only, all bargaining unit members who work less than twelve months shall have the option of working an additional, voluntary workday (professional development day) as designated by the District. This optional workday shall be scheduled by the District prior to June 30, 2017.

Wellness (MOU)

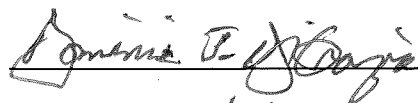
For the 2015-16 school year only, employees who participate in a voluntary, preventive health screening provided through their primary care physician (and return the District's designated form completed and signed by the physician) will be eligible to receive a \$50 per month credit (for five pay periods, January – May 2016) to their insurance premiums, up to a maximum of \$250 for the 2015- 2016 plan year. In order to be eligible for the maximum amount of \$250, the District's designated form must be received in the District's Personnel Office no later than December 15, 2015.

Any preventive health screening that has been completed in the past year (August 1, 2014 - December 15, 2015) will qualify as long as the District's designated form is completed and signed by the primary care physician. In addition, there is no online assessment/survey to complete as part of this wellness incentive.

Note:

The District and CSEA have discussed and agree that for future negotiations, both parties will strive to achieve parity amongst all bargaining unit members.

For the District:

  
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Date: 9/2/15

For CSEA:

  
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Date: 9-2-2015