6 Salaries

6.1 Salary schedules and appropriate stipends will be 2.0%, 12.0% effective May 1, 2006 _______. The increase compensation will be provided to currently active employees who are present members of the bargaining unit. The District shall provide the cost-of-living increase provided to Superintendent Aguilar for the 2021-2022 school year. For fiscal years 2020-2021, 2021-2022, and 2022-2023 The District shall grant the highest salary schedule increase for SEIU for the 2022-2023 school year provided to any

\$2,000 Recruitment and Signing Bonus for 2022-2023: Bus Driver Training
Any new Bus Driver position _______ who has completed
the Sacramento City Unified School District training program and is in the SEIU
bargaining unit for the 2022-2023 school year and on or before October 31,
2022, will be eligible for a \$2,000 signing bonus. In order to receive the signing
bonus, the employee must provide service to the District for the entire 20222023 school year and the signing bonus will be paid on June 30, 2023.

\$2,000 Recruitment and Signing Bonus: Bus Driver Referral

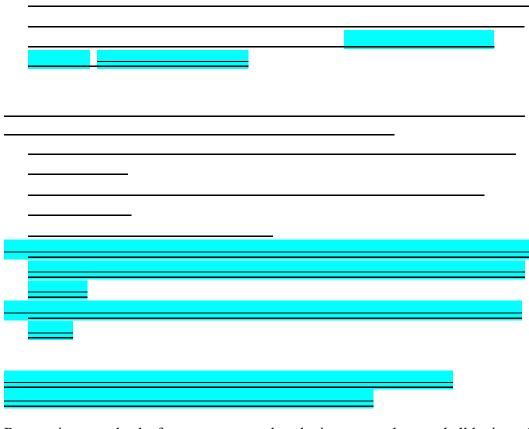
Any current employee who refers a new Bus Driver who provides service to the District for the 2022-2023 school year will receive a \$2,000 signing bonus that will be paid on June 30, 2023.

\$5000 Recruitment and Signing Bonus: Fully Licensed

Any new fully licensed employee hired into the Bus Driver position in the SEIU bargaining unit for the 2022-2023 school year and on or before October 31, September 15, 2022, will be eligible for a \$5,000 signing bonus. In order to receive the signing bonus, the employee must provide service to the District for the entire 2022-2023 school year and the signing bonus will be paid on une 30, 2023.

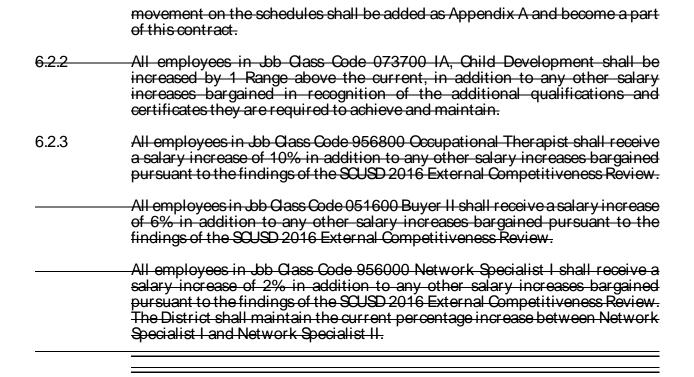
All stipends and payments referenced above will be subject to all applicable

compensation and STRS or PERS.



- Retroactive pay checks for permanent and probationary employees shall be issued no later than 90 days of the full ratification of a salary increase.
- 6.1.2 Step increases will continue during the term of this agreement.
- 6.1.3

 a. For the 2016 2017 2022-2023 year, the SEIU salary schedule(s) will increase by 2.0% 6.0% effective January 1, 2017 July 1, 2022
 - b. For the 2017-2018 school year, the SEIU salary schedule(s) will increase by 2.0% effective July 1, 2017.
 - c. For the 2018-2019 <u>2023-2024</u> school year, the SEIU salary schedule(s) will increase by 3.5% <u>6.0%</u> effective July 1, 2018. <u>2023</u>
 - d. For the 2024-2025 school year, the SEIU salary schedules(s) will increase by 6.0% effective July 1, 2024.



:	
6.7	
 	When an employee believes that he/sheisbeing assigned or assumes duties on a regular, rather than temporary basis which are not fixed nor reasonably related to the duties of his/her classification, he/sheshall notify his/her supervisor, in writing, that he/she is being required to perform such duties. Upon or oper notification, the supervisor shall consult with the employee in order to

school year, however, they will only be processed on a first come basis from September 15 through March 15 each school year.

upon by the District and the Union. Any changes in the Request for Classification Review form shall be mutually agreed upon between the District and the Union.

6.7.2.1 Classification Review Board

will be screened by the Classification Review Board. The Classification Review

their own merits; however, nothing shall preclude the District from directing the Classification Review Board to review an entire classification(s) or from

- (1) The actual level and nature of the duties and responsibilities the employee is regularly required to perform which are not fixed and prescribed for the classification nor reasonably related to those duties of the classification.
- (2) How the employee came to be assigned duties and responsibilities not covered by his or her present classification specifications (e.g., an expansion in the functions of the school or office, or possession by the employee of special skills or abilities).
- (3) When the position was last studied.
- (4) A comparison of the employee's actual duties with the duties
- (5) Information given by the employee (e.g., the Request for Classification Review) and/ or the employee's supervisor to the Board upon request of the Board.
- (6) The duties and responsibilities of the classification into which the employee believes he/she ____ should be classified.
- C. Classification Review Board Decisions

Decisions of the Classification Review Board to accept or deny the request for full study shall be final and not subject to Article 18. The final decision of the Board shall be forwarded in writing to the employee within five (5) working days of the Classification Review

6.7.2.2 Classification Review -

6.7.2.3 The completed classification review study shall be forwarded to the chairperson of the Classification Review Board. The completed classification review study may recommend: (1) that the employee(s) be reclassified into an existing position; or (2) that no reclassification is justified (i.e., that the employee is not performing duties of an existing classification). The Classification Review Board shall, after reviewing the completed classification

a minimum of two

Procedures and regulations governing placement and movement on the career lattice are:

6.11.1 <u>Eliqible Employees</u>

All regular classified employees serving in a classification listed below are eligible to move on the career lattice. Employees serving in substitute and/ or temporary positions are not eligible to move on the career lattice and shall only be hired at the instructional aide level.

6.11.2 <u>Classification and Training Requirements for Classes Included on the Career Lattice</u>

The career lattice for aides includes the following classifications:

- c. The employee must show proof of current enrollment in subjects
- d. An employee may hold the position of "teacher candidate" for not more than six (6) school semesters or three (3) consecutive years. An employee with the title "teacher candidate" shall revert to the position of teacher associate at the end of said six (6) school semesters or three (3) years if not assigned to another classified or certificated position before that time limitation expires.
- e. If an employee does not serve the District, after completion of their e. term as "teacher candidate," for half (1/2) the actual time served as teacher candidate, he/she shall refund to the District an amount | calculated to be tl, after completion ofaef-3(letq0.w)-4()-24nionion(shall)-307(4f)

considered for purposes of meeting experience requirements for the instructional assistant II or teacher associate levels. All time served in a Board-elected position shall be considered for this purpose.

changes in April. Records filed will not be returned to the employee. At the time of initial placement on the career lattice, employees have a maximum of sixty (60) days from their first day of required service in which to file units.

6.11.8 Salary Step Placement

An employee, upon initial appointment, shall be placed on the first step of the salary range of the classification to which they are appointed. Employees upon initial appointment may provide information to support placement above the first step. When an employee is reassigned to a classification on the career lattice or when an employee is promoted on the career lattice, his/ her salary step placement shall be determined using one of the following rules:

- 6.11.8.1 If eligible, the employee first shall be granted an earned increment on his/ her previous range.
- 6.11.8.2 If the previous salary, including increment adjustment, is below the first step in the new range, the employee shall be placed on the step which most closely approximates a five percent (5%) salary increase.
- 6.11.8.3 If the previous salary, including increment adjustment, is found on the new range, the employee shall be placed one (1) step higher.
- 6.11.8.4 If the previous salary, including increment adjustment, is in between steps on the new range, he/ she shall be placed two (2) steps higher.

6.12 Q]

- 6.12.2 If the employee disputes the debt, information regarding the dispute shall be submitted, within ten working days of the notification of the debt owed, to the deputy superintendent, Business Services, for consideration.
- 6.12.3 If the employee disputes the decision of the deputy superintendent, Business Services, information regarding the dispute shall be submitted, within ten (10) working days of the notification of the deputy superintendent's decision to a three-

- 7.1 The Benefits Committee shall study all matters related to fringe benefits coverage and make recommendations regarding feasibility and cost efficiency. Special emphasis shall be given to the future plan design of health care coverage offered to all employees of the District in light of the requirements established for employers and individuals as a result of the Affordable Care Act and/ or other applicable law and the need to control benefit cost. The Board shall provide all eligible employees with a choice of health plans, one of which must be the Kaiser Plan.
- 7.1.1 From 7/1/02 to 6/30/05 t he District will purchase for sh7(r)4(d)5(ab)-1480 (2cov)6(era

deducted from their retirement checks. The District will send checks to the retiree to cover cost of eligible benefits less than \$16.

7.4.1	The District agrees to offer vision care service Plans. \$10 \text{deductible} deductible for eligible employees and eligible dependents, effective April 1, 1984.
7.4.2	The District agrees to pay the cost of premiums for vision coverage for eligible employees and dependents at 100% of the composite rate that is equal to the highest plan offered in the District. The current vision care provider is VSP. listed by the
	California Visior
	Care Service.
	These changes will take in effect during open enrollment and effective January
	<u>1,2023</u>

The District shall contract with a third party vendor to provide a comprehensive employee assistance program. The cost of such program shall b 0 1 194f141.86 462.6t 4e prov-o4572g1508(a)8c BDC

Each eligible employee requesting a flexible reimbursement account will have their account charged with a monthly administrative fee.

7.7

7.7.1 <u>Employees Who Work Four (4) Hours or More</u>

Employees are eligible as defined by CalPERS

- 7.8.4 When an employee with at least five (5) years PERS credit has been diagnosed by a physician as having a terminal illness, the District shall continue to pay health benefits for the employee until the employee's demise.
- 7.8.5 The District shall continue to pay health insurance premiums for the surviving dependents of an employee with at least five (5) years PERS credit who dies while in service. The premiums will be paid for the balance of the school year in which the death occurs and the first six (6) months of the following school year.

The District agrees to pay the medical insurance premiums (up to CalPERS Kaiser single or otherwise required under the contract) for employees who retired on or after the respective bargaining units were certified by

Unit A: Aides-Paraprofessional Unit--May 3, 1978

Unit B: Operations-Support Services--November 18, 1977

Unit C: Office-Technical Unit--November 18, 1977

7.9.5	Employees covered by section 7.9.3 and 7.9.4 must elect a Medicare Risk Program when they have reached sixty-five (65) years of age.
7.9.6	Board approved leaves will be deemed to constitute service for the purpose of eligibility for this benefit. In calculating continuous service, prior service of employee who resigns and is re-employed within one year shall be counted. A surviving spouse may elect to continue this benefit so long as he/ she pays the entire insurance premium to the District.
7.9.7	Retirees who elect to take the benefit provided in this Section 7.9, will have the option of paying the premium for dental, life and vision care or none of these additional benefits. Such retirees will also have the option of being covered by paying the total premium fordependents (family) of the health and accident plan and/ or the dental, and life, plans or the vision care plan.
7.9.8	It will be the retiree's responsibility to make application for enrollment for the

7.10.2 The _____committee shall be comprised of six (6) members, three (3) of whom shall be appointed by SEIU _____and

During the 1998/1999 negotiations, the SEIU bargaining unit agreed to a contract change in the delivery of health benefits to CalPERS. This change produced an estimated savings equal to approximately a 1% increase in salaries of SEIU bargaining unit members. During the life of this contract (2002-2005) the District shall continue to share any savings resulting from this action to the SEIU bargaining unit.