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

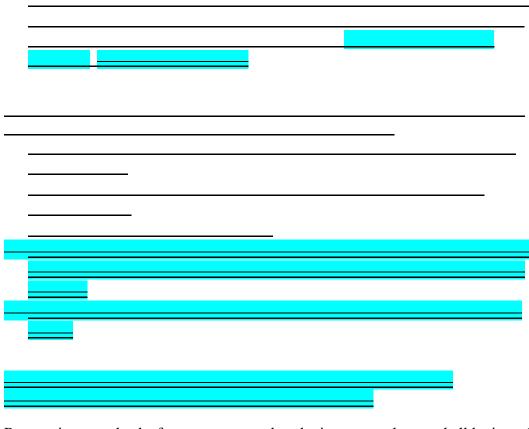
Any current employee who refers a new Bus Driver who provides service to the District for the 2022-2023 school year will receive a \$2,000 signing bonus that will be paid on June 30, 2023.

\$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

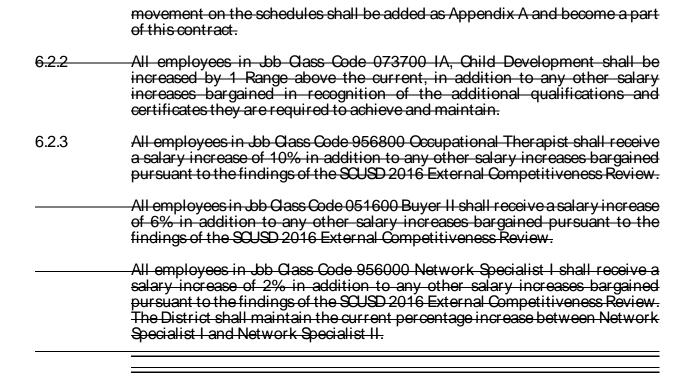
compensation and STRS or PERS.



- 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.

6.2



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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 grouping similar requests into one review process. The Classification Review

working days after receipt of the Request for Classification Review form by the Classified Personnel Services Office. The Classification Review Board hearing(s) shall be held during normal working hours.

a. Classification Review Board Composition

The classification Review Board shall be comprised of five (5) members as follows:

- (1) The Associate Superintendent, Human Resources, or designee, who shall serve as chairperson, and who shall vote if there is a tie.
- (2) Two ____ classified non-management employees appointed by the Union. Whenever possible, these should be from the employee is requesting reclassification.
- (3) One management employee appointed by the Associate Superintendent, Human Resources, or designee, which should, whenever possible, be a supervisor or management employee and
- (4) One supervisor or management employee who supervises employee(s) in a classification comparable to that which the employee is requesting reclassification.

b. Purpose

The purpose of the Classification Review Board shall be to evaluate requests to determine rquests to determine rquests to determine rquests to determine rquests.

- (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 presentation nor

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 study, render a decision within fifteen (15) working days of receipt of the

either to

- (1) Recommend the reclassification to an existing position; or
- (2) Deny the reclassification.
- (3) If the reclassification is denied, because the board determined the out of class duties do not fit into an existing classification, then the union may submit a written request for placement into a non-existing job classification to the Associate Superintendent of Human Resources in accordance with 6.7.1.2
- 6.7.2.4 Recommendations of the Classification Review Board to approve reclassification shall be forwarded to the Board of Education for final review. If approved by the Board of Education the reclassification shall become effective upon the date the employee submitted the Request for Classification Review form to the Human Resources Office.
- 6.7.2.5 If the decision of the Classification Review Board is to deny the reclassification, the decision is final and not subject to the Article 18.
- 6.7.3 <u>Employee Representation</u>

An employee may elect to be represented <u>at</u> any point during the classification review process by a representative of <u>his/her their</u> choice.

6.7.4 Nothing in this section shall preclude the District from upwardly reclassifying employees administratively. The Union shall be notified in writing of all reclassifications.

6.8

Employees who are actively at work and who are required to appear in court or a legal proceeding as a direct result of the performance of their duties, or as a result of witnessing an event while performing their normal work duties, which later requires presence before a court of law shall be provided released time without loss in pay or additional compensation at the appropriate rate with a minimum of four (4) hours if the appearance is outside the employee's regular workday.

6.9

6.9.1 An employee who is required to return to duty after leaving such duty station at the end of the employee's day shall be afforded the opportunity to work for

a minimum of two (2) hours if work is available, or alternately, will be guaranteed compensation for two (2) hours at the appropriate rate of pay.

6.9.2 If the employee is required to return to work on a Saturday, Sunday or holiday, the employee will be afforded the opportunity to work for a minimum of four (4) hours if work is available, or alternately, will be guaranteed compensation for four (4) hours at the employee's appropriate pay rate.

6.9.3

All nine, ten, and eleven-month permanent employees who work temporarily or, on a per diem payroll during the summer or intercession in another job class than the one that they are permanently assigned to, after six (6) years in a classification shall be placed on the second step in salary. The following three (3) years to be placed on the third step in salary, with no further step movement.

6.10

An employee who works authorized overtime shall be compensated at a rate equal to one and one-half (1-1/2) times the regular rate of pay. Shift and longevity differentials and in-service growth salary regularly received by the employee shall be included in determining his/ her regular rate of pay.

6.10.1

Employees offered overtime work will be compensated overtime pay or compensatory time. The option of compensating an employee with time off in lieu of overtime payment shall be mutually discussed between the employee and supervisor. If no agreement is reached, the District shall compensate the employee at the appropriate rate of pay. Employees receiving compensatory time off shall receive such compensatory time at the rate of one and one-half (1-1/2) hours of compensatory time for each hour worked.

Employees receiving compensatory time off shall receive such compensatory to Shift no 0.000009122-31(of) at 280.97 458.35 Tm0 g0 G) TJET 00.00000912 0 612 792 re

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:

| Instructional Aide | NCLB Requirement | One Year |
|-------------------------------|--|--|
| Instructional Assistant I | + 30 College Units NCLB Requirement | One Year |
| Instructional Assistant II | 60 College Units NCLB Requirement | Served 75% of the school year as Instr Asst I |
| Teacher Associate | 90 College Units NCLB Requirement | Served 75% of the school year as Instr Asst II |

The parties agree to add Teacher Assistant Bilingual I and II to the Teacher Candidate Program.

For an employee to be eligible for the "teacher candidate" classification, the employee must meet the following conditions:

- a. The employee must have served as teacher associate or teacher assistant bilingual II for the preceding two (2) years at least 75% of the days schools were in session, grades K-12.
- b. The employee must have completed a minimum of 120 acceptable college units as defined in Section 11.5.1 of this Article.

- 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 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 the difference between the teacher associate, teacher assistant Bilingual II, and teacher candidate salaries.
- f. An employee may be designated as "teacher candidate" for only one three-year period term during their employment within the District.
- g. "Teacher candidate" shall be placed on Range 44 of the salary schedule for classified non-management personnel.
- h. The District agrees to pay the health benefit premiums for a period of up to two (2) semesters for "teacher candidates" who are participating in an approved student teaching program. If an employee does not serve the District, after completion of their term as "teacher candidate," for half (1/2) the actual time served as teacher candidate, he/ she shall refund to the District the exact amount contributed by the District toward his/ her health benefit premiums.

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.

6.11.4 <u>Promotional Advancement on the Career Lattice</u>

Twice annually, on September 1 and April 1, the Human Resources Department will review employees' training and experience to determine eligibility for movement on the career lattice. The deadline for filing units and meeting experience requirements shall be October 1 for the changes which will be made retroactive to September 1 and the deadline for filing units and meeting experience requirements shall be March 1 for the changes in April. Employees who meet training and experience requirements shall be reassigned to the next higher step on the career lattice effective September 1 for the September changes and April 1 for the April changes.

- 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-member panel for consideration. This panel shall be comprised of one member chosen by the District, one member chosen by the Union, and a third member mutually agreed to by the representatives of the District and the Union. This panel shall review the information submitted by the District and the employee and render a decision as to whether the debt is owed by the employee. If the panel determines that the debt is owed, deduction from the employee's next regular paycheck shall begin in 0n,om9 and re0.00537(b)-2(egin)-41(i)-1

- 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.

- 7.1.1.3 During the 2013-2014 school year, the District initiated a bidding process for the purpose of providing all eligible employees with affordable, appropriate value, health care coverage. The District agrees to hold SEIU members harmless, ensuring that their co-pays and/or other out of pocket expenses related to will not increase, until December 31, 2015. The District and SEIU shall reopen negotiations regarding health insurance coverage in sufficient time to ensure an orderly open enrollment process for the 2016 calendar year.
- 7.1.1.4 Beginning in 2018-2019 school year, six (6) hour (or greater) bargaining unit members will

| 7.4.1 | The District agrees to offer vision care service Plans., \$10 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 |

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

Employees are eligible as defined by CalPERS. Currently, bargaining unit employees who work four (4) hours (budgeted position.5) or more per day (20 hours or more a week) and whose employment commitment is for six (6) months or longer for the District will be entitled to full insurance coverage. Hours spent on in-unit work and on out-of-unit work will be counted in determining eligibility for this benefit.

7.7.2 Employees who work more than three (3) but less than four (4) hours

Employees Who Work Four (4) Hours or More

Bargaining unit employees who work at least three (3) hours per day but less than four (4) (less than 20 hours a week) for the District are not eligible for CalPERS ______ but may purchase benefits through the District as long as it is available.

7.7.3 Short-term temporary and short-term substitute employees and students temporarily employed and other employees whose regular assignment is less than fifteen (15) hours per week shall not be eligible for insurance benefits.

7.8

7.7

7.7.1

7.8.1 Employees who are absent because of illness or injury, and who have exhausted sick leave benefits, shall continue to be covered by fully paid insurance coverage through the end of the following month of the school year in which sick leave is exhausted. For example, if sick leave exhausts on March 15, benefits would be covered through April 30.

7.8.2 Except as provided in Section 7.7.1 above, employees who are absent because of illness or injury and who have exhausted all accumulated paid leaves shall be permitted to receive full insurance coverage by remitting to CalPERS _____ the entire premium payments during the period of time such employee is on leave.

7.8.3 Employees on Board-approved unpaid leave may continue to receive full coverage of insurance benefits if they remit the entire premium payment to CalPERS.

- 7.8.4 When an employee with at least five (5) years PERScredit 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

7.9.5 Employees covered by section 7.9.3 and 7.9.4 must elect a Medicare Risk Program

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.