

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, CHAPTER 860 AND THE
ALAMEDA UNIFIED SCHOOL DISTRICT

Salary Reclass for Maintenance Trades Positions

This Memorandum of Understanding (MOU) is entered into between the California School Employees Association, Chapter 860 (CSEA #860) and the Alameda Unified School District (District) for the purpose of outlining the identified positions and ranges to receive a salary reclassification.

The MOU has come as a result of the last year, the District operated without any electrical and HVAC technicians and with partial staffing in plumbing and carpentry. As a result the District has had to contract this work to outside vendors. These contracts have resulted in higher costs to the District as well as delayed work.

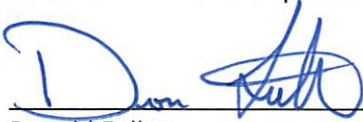
The District has completed a desk audit for these specific positions and proposes the reclassification and salary range modification as follows:

Position	Current Range	Proposed Range
Carpenter, Electrician, Painter, Heating Ventilation (HVAC), and Plumber	52	59
Leads for Carpenter, Electrician, Painter, Heating Ventilation (HVAC), and Plumber	56	63
Maintenance Operation Lead (currently not in use) Custodial Operation Lead	60	66

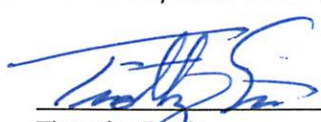
(see attached Salary Schedules)

The parties agree that these salary reclassifications shall become effective on the month following the ratification of both parties.

Upon signing this MOU both parties agree to follow their procedures for approval and implementation. This MOU is entered into by the parties on May 3, 2019. This MOU applies only to the reclassification of the specified positions and does not establish any contractual precedent.



Donald Fuller
President, CSEA #860



Timothy Erwin
Chief Human Resource Officer

Jerry Fillingim, LRR CSEA

CSEA 860, Maintenance

Base 2017-2018 with 4.5% On-Going Increase Effective 7/1/2018, 1% one-time bonus on 7/1/2018 ('Me Too' invoked for CSEA 27 Raise)

Time Base: Hourly

Position	Range	Step					Longevity Increments				
		A	B	C	D	E	3% 9-15yrs	3% 16-20yrs	3% 21-25yrs	3% 26-30yrs	3% >30yrs
<i>Not in Use</i>	32	2,980.62 17.13	3,128.52 17.98	3,283.38 18.87	3,486.96 20.04	3,620.94 20.81	3,728.82 21.43	3,840.18 22.07	3,955.02 22.73	4,073.34 23.41	4,195.14 24.11
Custodian	33	3,051.96 17.54	3,203.34 18.41	3,368.64 19.36	3,537.42 20.33	3,711.42 21.33	3,822.78 21.97	3,937.62 22.63	4,055.94 23.31	4,177.74 24.01	4,303.02 24.73
Grounds & Facility Attendant	34	3,126.78 17.97	3,283.38 18.87	3,452.16 19.84	3,624.42 20.83	3,803.64 21.86	3,918.48 22.52	4,036.80 23.20	4,158.60 23.90	4,283.88 24.62	4,412.64 25.36
Asst. Head Custodian HS Gardener	35	3,206.82 18.43	3,368.64 19.36	3,539.16 20.34	3,711.42 21.33	3,897.60 22.40	4,014.18 23.07	4,134.24 23.76	4,257.78 24.47	4,384.80 25.20	4,517.04 25.96
Gardener/Driver;	36	3,285.12 18.88	3,452.16 19.84	3,626.16 20.84	3,807.12 21.88	4,000.26 22.99	4,120.32 23.68	4,243.86 24.39	4,370.88 25.12	4,501.38 25.87	4,637.10 26.65
Head Custodian-Elem.; Head Custodian-Cont.HS, WCDC, Gardener	37	3,372.12 19.38	3,542.64 20.36	3,714.90 21.35	3,901.08 22.42	4,095.96 23.54	4,219.50 24.25	4,346.52 24.98	4,477.02 25.73	4,611.00 26.50	4,750.20 27.30
Gmaintenance-Delivery/Mail Driver; Stage Tech./Trade Asst., Asst. Storekeeper	38	3,457.38 19.87	3,629.64 20.86	3,810.60 21.90	4,005.48 23.02	4,205.58 24.17	4,332.60 24.90	4,463.10 25.65	4,597.08 26.42	4,734.54 27.21	4,877.22 28.03
Custodian Head - Middle School	39	3,544.38 20.37	3,718.38 21.37	3,904.56 22.44	4,102.92 23.58	4,308.24 24.76	4,437.00 25.50	4,570.98 26.27	4,708.44 27.06	4,849.38 27.87	4,995.54 28.71
<i>Not in Use</i>	40	3,636.60 20.90	3,815.82 21.93	4,008.96 23.04	4,209.06 24.19	4,414.38 25.37	4,546.62 26.13	4,682.34 26.91	4,823.28 27.72	4,967.70 28.55	5,117.34 29.41
Custodian Head - High School	41	3,721.86 21.39	3,901.08 22.42	4,106.40 23.60	4,311.72 24.78	4,524.00 26.00	4,659.72 26.78	4,798.92 27.58	4,943.34 28.41	5,091.24 29.26	5,244.36 30.14
Gardener Crew Chief, Custodian Head HS/Admin Food Service Warehouse Technician	42	3,819.30 21.95	4,010.70 23.05	4,209.06 24.19	4,421.34 25.41	4,644.06 26.69	4,783.26 27.49	4,925.94 28.31	5,073.84 29.16	5,225.22 30.03	5,381.82 30.93
<i>Not in Use</i>	43	3,915.00 22.50	4,113.36 23.64	4,318.68 24.82	4,532.70 26.05	4,760.64 27.36	4,903.32 28.18	5,051.22 29.03	5,202.60 29.90	5,359.20 30.80	5,519.28 31.72
Storekeeper	44	4,012.44 23.06	4,216.02 24.23	4,428.30 25.45	4,649.28 26.72	4,882.44 28.06	5,028.60 28.90	5,179.98 29.77	5,334.84 30.66	5,494.92 31.58	5,660.22 32.53
Preventive Maintenance Technician Maintenance Trade Asst.-Mechanic	46	4,209.06 24.19	4,409.16 25.34	4,642.32 26.68	4,878.96 28.04	5,119.08 29.42	5,272.20 30.30	5,430.54 31.21	5,594.10 32.15	5,761.14 33.11	5,933.40 34.10
General Maintenance-Mechanic Pool Maintenance Technician	49	4,506.60 25.90	4,732.80 27.20	4,964.22 28.53	5,216.52 29.98	5,477.52 31.48	5,641.08 32.42	5,809.86 33.39	5,983.86 34.39	6,163.08 35.42	6,347.52 36.48
Carpenter; Electrician;Painter;HVAC Plumber; <i>Lead Production Cook</i>	52	4,891.14 28.11	5,126.04 29.46	5,392.26 30.99	5,661.96 32.54	5,945.58 34.17	6,124.80 35.20	6,309.24 36.26	6,498.90 37.35	6,693.78 38.47	6,893.88 39.62
All Leads for Trades (i.e. Carpenter-Lead,...) <i>Food Service Operations Manager</i>	56	5,399.22 31.03	5,668.92 32.58	5,952.54 34.21	6,251.82 35.93	6,561.54 37.71	6,758.16 38.84	6,961.74 40.01	7,170.54 41.21	7,386.30 42.45	7,607.28 43.72
Maintenance Operations Lead Custodial Operations Lead	60	5,956.02 34.23	6,258.78 35.97	6,573.72 37.78	6,899.10 39.65	7,245.36 41.64	7,462.86 42.89	7,687.32 44.18	7,918.74 45.51	8,157.12 46.88	8,402.46 48.29

CSEA 860, Maintenance

Base 2017-2018 with 4.5% On-Going Increase Effective 7/1/2018, 1% one-time bonus on 7/1/2018 ('Me Too' invoked for CSEA 27 Raise)

Time Base: Hourly

Position	Range	Step					Longevity Increments				
		A	B	C	D	E	3% 9-15yrs	3% 16-20yrs	3% 21-25yrs	3% 26-30yrs	3% >30yrs
Not in Use	32	2,980.62 17.13	3,128.52 17.98	3,283.38 18.87	3,486.96 20.04	3,620.94 20.81	3,728.82 21.43	3,840.18 22.07	3,955.02 22.73	4,073.34 23.41	4,195.14 24.11
Custodian	33	3,051.96 17.54	3,203.34 18.41	3,368.64 19.36	3,537.42 20.33	3,711.42 21.33	3,822.78 21.97	3,937.62 22.63	4,055.94 23.31	4,177.74 24.01	4,303.02 24.73
Grounds & Facility Attendant	34	3,126.78 17.97	3,283.38 18.87	3,452.16 19.84	3,624.42 20.83	3,803.64 21.86	3,918.48 22.52	4,036.80 23.20	4,158.60 23.90	4,283.88 24.62	4,412.64 25.36
Asst. Head Custodian HS Gardener	35	3,206.82 18.43	3,368.64 19.36	3,539.16 20.34	3,711.42 21.33	3,897.60 22.40	4,014.18 23.07	4,134.24 23.76	4,257.78 24.47	4,384.80 25.20	4,517.04 25.96
Gardener/Driver;	36	3,285.12 18.88	3,452.16 19.84	3,626.16 20.84	3,807.12 21.88	4,000.26 22.99	4,120.32 23.68	4,243.86 24.39	4,370.88 25.12	4,501.38 25.87	4,637.10 26.65
Head Custodian-Elem.; Head Custodian-Cont.HS, WCDC, Gardener	37	3,372.12 19.38	3,542.64 20.36	3,714.90 21.35	3,901.08 22.42	4,095.96 23.54	4,219.50 24.25	4,346.52 24.98	4,477.02 25.73	4,611.00 26.50	4,750.20 27.30
Gmaintenance-Delivery/Mail Driver; Stage Tech./Trade Asst., Asst. Storekeeper	38	3,457.38 19.87	3,629.64 20.86	3,810.60 21.90	4,005.48 23.02	4,205.58 24.17	4,332.60 24.90	4,463.10 25.65	4,597.08 26.42	4,734.54 27.21	4,877.22 28.03
Custodian Head - Middle School	39	3,544.38 20.37	3,718.38 21.37	3,904.56 22.44	4,102.92 23.58	4,308.24 24.76	4,437.00 25.50	4,570.98 26.27	4,708.44 27.06	4,849.38 27.87	4,995.54 28.71
Custodian Head - High School	41	3,721.86 21.39	3,901.08 22.42	4,106.40 23.60	4,311.72 24.78	4,524.00 26.00	4,659.72 26.78	4,798.92 27.58	4,943.34 28.41	5,091.24 29.26	5,244.36 30.14
Gardener Crew Chief, Custodian Head HS/Admin Food Service Warehouse Technician	42	3,819.30 21.95	4,010.70 23.05	4,209.06 24.19	4,421.34 25.41	4,644.06 26.69	4,783.26 27.49	4,925.94 28.31	5,073.84 29.16	5,225.22 30.03	5,381.82 30.93
Storekeeper	44	4,012.44 23.06	4,216.02 24.23	4,428.30 25.45	4,649.28 26.72	4,882.44 28.06	5,028.60 28.90	5,179.98 29.77	5,334.84 30.66	5,494.92 31.58	5,660.22 32.53
Preventive Maintenance Technician Maintenance Trade Asst.-Mechanic	46	4,209.06 24.19	4,409.16 25.34	4,642.32 26.68	4,878.96 28.04	5,119.08 29.42	5,272.20 30.30	5,430.54 31.21	5,594.10 32.15	5,761.14 33.11	5,933.40 34.10
General Maintenance-Mechanic Pool Maintenance Technician	49	4,506.60 25.90	4,732.80 27.20	4,964.22 28.53	5,216.52 29.98	5,477.52 31.48	5,641.08 32.42	5,809.86 33.39	5,983.86 34.39	6,163.08 35.42	6,347.52 36.48
Lead Production Cook	52	4,891.14 28.11	5,126.04 29.46	5,392.26 30.99	5,661.96 32.54	5,945.58 34.17	6,124.80 35.20	6,309.24 36.26	6,498.90 37.35	6,693.78 38.47	6,893.88 39.62
Food Service Operations Manager	56	5,399.22 31.03	5,668.92 32.58	5,952.54 34.21	6,251.82 35.93	6,561.54 37.71	6,758.16 38.84	6,961.74 40.01	7,170.54 41.21	7,386.30 42.45	7,607.28 43.72
Carpenter; Electrician;Painter;HVAC;Plumber	59	5,869.02 33.73	6,150.90 35.35	6,471.06 37.19	6,794.70 39.05	7,134.00 41.00	7,348.02 42.23	7,569.00 43.50	7,796.94 44.81	8,030.10 46.15	8,270.22 47.53
All Leads for Trades (i.e. Carpenter, Electrician, ...)	63	6,479.76 37.24	6,803.40 39.10	7,142.70 41.05	7,502.88 43.12	7,873.50 45.25	8,110.14 46.61	8,353.74 48.01	8,604.30 49.45	8,861.82 50.93	9,128.04 52.46
Maintenance Operations Lead Custodial Operations Lead	66	7,147.92 41.08	7,509.84 43.16	7,889.16 45.34	8,278.92 47.58	8,694.78 49.97	8,955.78 51.47	9,223.74 53.01	9,500.40 54.60	9,785.76 56.24	10,079.82 57.93