

Summary of Tentative Agreement Between CSEA 860 and AUSD

Article 5 Hours and Overtime

- Added language to clarify authorized work will be compensated.

Article 6: Transfer

- Rewrote article to clarify the process of requesting a transfer.

Article 7: Job Postings and Vacancies

- Rewrote article to clarify the job posting process.
- Moved language from Article 8 and incorporated into this revised article.

Article 8: Promotion

- Deleted this article and moved promotion language into the revised article 7.
- This article will be kept intentionally blank.

Article 9: Evaluation

- Updated the evaluation form to include an additional rating criteria.

Article 11: Pay and Allowance

- The 2015–2016 salary schedules shall be increased by 5% effective July 1, 2015
- For 2016-2017 and 2017-2018 either party may reopen this article
- Unit members employed by the District as of July 1, 2015 shall receive a one-time, off the salary schedule bonus of \$330.
- For the duration of this contract, the District agrees to provide an overall percentage rate increase equal to the greatest overall percentage rate, raise, bonus, or any other form of monetary compensation granted to any recognized collective bargaining unit in the District.
- The District agrees to conduct a job study for all classifications within the bargaining unit during the 2015-2016 school year.
- Implementation of the job study will be contingent on funds availability and will be deducted from the funds made available pursuant to any “me-too” funds.

Article 12: Health and Welfare-Benefits

- Updated language to reflect current Government Code amounts.

Article 15: Vacation

- Added language to clarify the process for scheduling vacations.

Article 18: Employee Expenses and Materials

- Added language outlining the maintaining of safe and reliable equipment.
- The District will provide required training and/or reimburse for maintaining state, federal, or other licenses, tests, or certifications require as a condition of employment.

Article 23: Term

- For the 2016-2017 and 2017-2018 school years, each party may reopen article 11, and two (2) additional articles each.