

TENTATIVE AGREEMENT

BETWEEN

PATTERSON JOINT UNIFIED SCHOOL DISTRICT  
AND  
CALIFORNIA SCHOOL EMPLOYEE ASSOCIATION, CHAPTER #174

ARTICLE 5

HOURS AND OVERTIME

ADJUSTMENT OF ASSIGNED TIME: An employee who works a minimum of ~~15 minutes~~ 30 minutes per day in excess of his/her part-time assignment for a period of twenty (20) consecutive working days or more shall have his/her basic assignment changed to reflect the longer working hours in order to acquire fringe benefits on a properly pro-rated basis.

**The remainder of ARTICLE 5 shall remain status quo.**

ARTICLE 6

PAY AND ALLOWANCE

The 2015-2016 salary schedule shall reflect a five and one-quarter of a percent (5.25%) increase as compared to the 2014-15 salary schedule.

**The remainder of ARTICLE 6 shall remain status quo.**

ARTICLE 8 (Tentative Agreement)

~~A guideline for the employee to establish credit for the adult education, seminar, lectures, institutes, in-service or workshops.~~ Credits will be granted for professional growth on courses or programs where no grades are given based on the following chart. These professional growth opportunities include, but are not limited to, adult education, seminars, lectures, institutes, in-services, workshops, and certificate granting schools where no grades are given.

(Chart)

**Remainder of Article 8 shall remain STATUS QUO.**

## ARTICLE 9

### HEALTH AND WELFARE BENEFITS

#### **STATUS QUO.**

## ARTICLE 13

### PROMOTION and TRANSFER (TENTATIVE AGREEMENT)

(Add this paragraph to the end of subsection PROMOTION)

After the interview process, if only one internal applicant meets minimum district standards for the promotion, that employee shall be offered the position. After the interview process, if more than one internal applicant meets minimum district standards for the promotion, employees with permanent status will be offered the position before probationary employees.

#### **REMAINDER OF ARTICLE REMAINS STATUS QUO.**

## ARTICLE 19: CLASSIFICATION AND RECLASSIFICATION (TENTATIVE AGREEMENT)

~~CSEA proposes that not more than two (2) classifications shall be considered for reclassification/reallocation for the duration of this agreement. The District may limit the number of reclassification/reallocation request to three (3) classifications per fiscal year.~~

#### RECLASSIFICATION PROCEDURE:

#### DEFINITIONS:

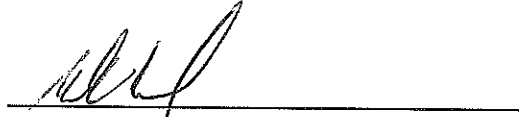
- a. "Reclassification" is the upgrading of a position to a higher classification as a result of the gradual increase of duties being performed by the incumbent in such a position.
- b. "Reallocation" is the upgrading of a position to a higher salary range as the results of changes to the job duties, job requirements or a study which shows like positions in other local agencies are paid at a higher rate.

~~TIMELINE: Request for reclassification or reallocation may be submitted in writing by one or more bargaining unit member or CSEA during a window period from January 1 to January 31. Requests shall be considered in the order received. Requests submitted at other times shall not be considered.~~

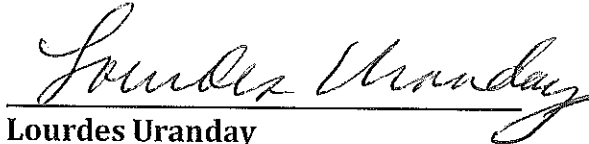
#### **REMAINDER OF THE ARTICLE REMAINS STATUS QUO.**

Agreed upon by the parties on this 30<sup>th</sup> day of September, 2015.

For CSEA, Chapter #174

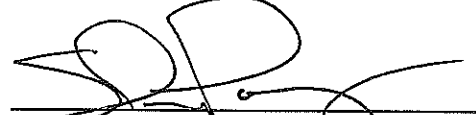


Michael Reed  
Chapter President

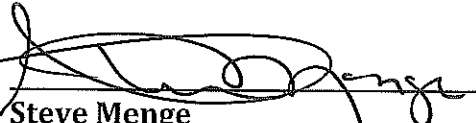


Lourdes Uranday  
Labor Relations Representative

For The District



Shawn Posey  
Assistant Superintendent



Steve Menge  
Assistant Superintendent