

**TENTATIVE AGREEMENT  
BETWEEN  
SOUTH WHITTIER SCHOOL DISTRICT  
AND  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION CHAPTER 348  
2015-2016 SUCCESSOR AGREEMENT**

The South Whittier School District (District) and California School Employees Association Chapter 348 (CSEA) agree to the following in settlement of negotiations over a successor agreement.

**ARTICLE IV: ASSOCIATION RIGHTS**

The District will allow a CSEA representative to meet with new hires to discuss information relating to the union. These meetings shall not occur while the new employee is rendering service. The CSEA representative may use Association leave for this purpose. This provision shall not be included in the collective bargaining agreement.

**ARTICLE VIII: HOURS AND OVERTIME**

Night custodians' regularly assigned shift hours will be from 1:30 p.m. to 10:00 p.m. and they will be entitled to the shift differential. Day custodians' shift hours will commence at 5:30 a.m. or later.

**ARTICLE IX: PAY AND ALLOWANCES**

9.1 The District will support full restoration of the salary schedule to the 2008-2009 schedule effective July 1, 2015. The increase is approximately six-and-one-half percent (6.5%).

The District has previously agreed to restore SWTA to the 2008-2009 compensation levels. Should the District increase the total compensation for the SWTA bargaining unit for the 2015-2016 school year above and beyond restoration, the District agrees to increase total compensation by the same percentage for the CSEA bargaining unit above and beyond restoration. The parties agree to meet and negotiate on the form of such increased compensation.

9.3 Revise as follows:

Payroll Errors: If payroll errors are made by the site, the District Office, or the County Office, the District will issue revolving cash fund checks up to the balance of the revolving cash fund. Such checks shall be issued within four (4) working days from the determination of the error.

9.10 Bilingual Stipend – The parties agree to form a subcommittee to review stipends for bilingual services, including eligibility for such stipends, rate of pay and frequency of examination. The parties will then negotiate over such stipends and rules during the 2015-2016 school year for immediate implementation.

**ARTICLE XII: HOLIDAYS**

For the 2015-2016 school year only, October 12, 2015, (Columbus Day) will be a local holiday for all bargaining unit members. All bargaining unit members will be paid for the day at their regular rate of pay.

**ARTICLE XIV: LEAVES**

14.1 Bereavement – Bereavement leave shall be used within three (3) weeks of the date of death.

14.6 Transfer of Accumulated Sick Leave – Conform contract language to Education Code section 45202. An employee may transfer the sick leave to another California district, county office or community college district within one calendar year of leaving the District’s employment and is not required to leave District employment for the purpose of accepting other education employment.

**ARTICLE XXVII: DURATION OF CONTRACT**

27.1 The Agreement shall be effective from July 1, 2015, through and including June 30, 2018, and reopener negotiations for the 2016-2017 and 2017-2018 school years shall be limited to salary, health and welfare benefits and two (2) articles selected by the District and two (2) articles selected by the Association.

Except as expressly set forth herein, the remainder of the collective bargaining agreement shall be unchanged. This Agreement shall constitute the entire agreement of the parties and may only be modified in writing signed by both parties.

This Agreement shall not be binding until ratified by both parties.

DATED: July 1, 2015

For the District:

Cecilia Heidemitt

[Signature]  
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For CSEA:

[Signature]

[Signature]  
Karen S. Hamilton

Barbara Ullm  
Lorena Ruiz  
[Signature] LRR