

Tentative Agreement
Between
The California School Employees Association
and it's Fullerton High Chapter 82 (CSEA)
and Fullerton Joint Union High School District
Of the 2022/25 CSEA Collective Bargaining Unit Agreement

April 27, 2022

Pursuant to negotiations between the California School Employees Association and its Fullerton High Chapter 82 (CSEA) and ~~the~~ Fullerton Joint Union High School District (~~District~~), the following agreement concludes negotiations for 2022/25. The parties have agreed to amend the following articles of the collective bargaining agreement to read as follows:

ARTICLE I: PARTIES TO AGREEMENT

This is an agreement made and entered into this twenty-seventh day of April, 2022 ~~twenty-first day of March, 2018~~, between the Fullerton Union High School District (hereinafter referred to as "District") and the California School Employees Association, Chapter 82 (hereafter referred to as "Association").

ARTICLE II: RECOGNITION

The Fullerton Union High School District grants exclusive recognition to the California School Employees' Association; ~~and its~~ **Fullerton High Chapter 82 (CSEA)**, for the employees in the ~~representation~~ **bargaining** unit which is comprised of all classified positions, excluding confidential, supervisory and management employees. It is agreed that if management seeks to have a ~~newly-created~~ **bargaining unit** ~~classified~~ position placed in a confidential, supervisory or management position, it will meet and confer upon request of the exclusive representative.

ARTICLE VII: COMPENSATION

Retroactively Effective for the 2017/18 2022/23 Fiscal Year

The salary schedule for the ~~2017/18~~ 2022/2023 year is attached hereto as Appendix A. A ~~five percent (2.5%)~~ four and one-half percent (4.5%) on-schedule increase shall be ~~applied~~ reflected ~~on~~ to the ~~2017/18~~ 2022/2023 classified salary schedule, ~~retroactive to July 1, 2017.~~

In the event the 2022/23 COLA is finalized (as determined by the Department of Finance) at greater than the estimated 5.33%, the classified salary schedule shall be increased by eighty percent (80%) of the increased COLA and Appendix A shall be amended. For

example, if the final COLA is 6.33% we would calculate the increased COLA by one percent (1%), therefore eighty percent (80%) of the one percent (1%) will require an additional eight-tenths of a percent (0.8%) to the agreed upon four and one-half percent (4.5%), which would result in a total of five and three-tenths percent (5.3%) increase to the salary schedule.

Effective for the 2023/24 Fiscal Year

A three percent (3.0%) on-schedule increase shall be applied to the 2022/23 Classified salary schedule. Additionally, an off-schedule payment of 3.0 % shall be paid at the end of the 2023/24 school year. This one-time 3.0 % payment shall be applied to the June 2024 paycheck. Business Services will verify active employees as of May 1, 2024 and calculate the 3.0% based on the employees' annual salary (which includes longevity, excludes all extra earnings, and may be pro-rated depending on the hire date).

Effective for the 2024/25 Fiscal Year

The 2022/23 classified salary schedule shall be increased by seventy-five percent (75%) of the final 2024/25 COLA as determined by the Department of Finance. For example, should the final 2024/25 COLA be 3.64%, the classified salary schedule shall be increased by 2.73%.

Additionally, an off-schedule payment of 2.5% shall be paid at the end of the 2024/25 school year. This one-time 2.5% payment shall be applied to the June 2025 paycheck. Business Services will verify active employees as of May 1, 2025 and calculate the 2.5% based on the

employees' annual salary (which includes longevity, excludes all extra earnings, and may be pro-rated depending on the hire date).

**All other language in Article VII status quo*

ARTICLE IX: GRIEVANCE PROCEDURE

Level VI

If the grievant is not satisfied with the result of Level V conciliation, he/she may within thirteen (13) days of the conclusion of Level V conciliation request in writing to the Association that ~~the Association submit~~ his/her grievance be submitted to arbitration.

**All other language in Article IX status quo*

ARTICLE XI: TRANSFER

4. District Initiated Transfers/Involuntary

Staff members who are to be transferred will be provided no less than five (5) workdays notice prior to the transfer, unless the need of students, staff members or the District necessitates immediate transfer. CSEA shall be given written notice if a staff member is to be transferred with less than five (5) workdays notice.

**All other language in Article XI status quo*

ARTICLE XII: LEAVES

5. Personal Necessity Leave

C. Procedure

1. Employees shall submit a request for personal necessity leave approval on the a District-approved Classified Employee Leave Request Authorization Form ~~form~~ to the immediate supervisor normally not less than three (3) working days prior to the beginning date of the leave, except in the Transportation Department where requests must be made not less than three (3) working days prior to the publication of the next week's schedule.

9. Program Closed/ Dark Days

The District and CSEA agree to adjust the "Dark Days" of Thanksgiving Break by requiring all employees whose regular work year is less than 12 months to have their program closed (unpaid) on the following days:

- The Wednesday of Thanksgiving Break
- The first workday of Winter Break
- The first workday of Spring Break

All classified staff whose regular work year is less than 12 months will be required to use their available vacation on the Monday and Tuesday of Thanksgiving Break. In the event of insufficient vacation, unpaid leave shall be used.

**All other language in Article XII status quo*

ARTICLE XV: LAYOFF

PROCEDURE FOR REDUCTION IN STAFF: CLASSIFIED SERVICE

Unit members on existing reemployment lists with the District as of June 30, 2011, shall maintain their level of seniority on the lists for purposes of reemployment. This standard shall continue in effect until such time as the Unit members are reemployed or exhaust reemployment rights. The District shall provide the association with a seniority list of Unit members in each current job classification no later than the first working day of December, one week before the first day of student attendance of each school year.

1. Notice of Layoff - Education Code section 45117(g)

When classified positions must be eliminated as the result of the expiration of a specially funded program, the District will give employees at least 60 calendar days' notice before the layoff becomes effective. Written notice will be sent by registered mail to all probationary and permanent employees affected or handled personally. Layoffs implemented pursuant to this paragraph are not subject to a hearing before an Administrative Law Judge.

3. Demotion in Lieu of Layoff

- C. If the displaced employee is on temporary transfer ~~assign~~ assignment, he/she shall be returned to his/her regular assignment.

5. Rights Upon Reemployment

A person reemployed from layoff shall be fully restored to his/her position with all rights to permanent status. However, no seniority shall be earned during periods of separation from the service of the School District. An employee who has been laid off for lack of work or lack of funds and who is on a layoff list may be reemployed as a substitute or short-term employee (as those terms are defined in Section ~~13581~~ **45103** of the Education Code) in his/her original classification or any other classification for which qualified and such employment shall in no way jeopardize or otherwise affect his/her status or eligibility for reemployment. The District will attempt to provide substitute or short-term employment to those on the reemployment list in accordance with seniority by classification as funds are made available.

6. Notice and hearing requirements for layoffs subject to Education Code section 45117 paragraphs (a) through (f) shall be as set forth therein.

**All other language in Article XV status quo*

ARTICLE XVII: TRANSPORTATION

Assignment of Bus Drivers

C. Prior to the beginning of each school year, each regular bus driver will have an opportunity to review bus routes and schedules and to designate his/her preference of assignment.

Drivers will be provided with available routes, 48 hours in advance of the bus driver's first day of reporting back to work, for review if they so choose. **Prior to bidding, drivers will be afforded up to one (1) hour to review the available routes.** Routes are subject to change due to student needs.

2. Extra Trips

A. Extra trips shall be assigned by the Supervisor **on a rotating basis** to meet the transportation needs of the users of the District Transportation Department. Such assignments will be made based upon, but not limited to, the following criteria:

B. If an eligible driver does not accept an extra trip, his/her name shall be placed at the bottom of the rotation list. If a driver cannot accept an extra trip due to a preexisting work assignment, that driver shall remain at the top of the rotation list.

If a driver is not eligible for an extra trip, that driver shall remain at the top of the rotation list and the reason shall be provided.

- ~~B-C.~~ Extra trip requests which have been received and approved by the Supervisor will be assigned, posted, and a copy of the trip request placed in the assigned driver's mailbox no later than Friday afternoon of the week preceding the week in which the trip is scheduled.
- ~~C-D.~~ Relief drivers will be assigned extra trips only when no regular drivers are available.
- ~~D-E.~~ Extra trips will be assigned to complete each driver's workday with the exception of the leave provisions listed in Article XII. Should a driver decline to accept an extra trip assignment, the assignment shall be offered to the next eligible driver on the extra trip rotation list, ~~his/her hours in paid status for that day will be reduced by the~~ ~~number of hours the trip actually ran. This reduction would not exceed the number of~~ ~~hours between the driver's regular home-to-school routes driven and the normal workday~~ ~~assigned for home-to-school routes and extra trips.~~
- ~~E-F.~~ Approved extra trip requests which are received later than Friday of the week preceding the date on which they are scheduled shall be assigned to the next eligible driver on the extra trip rotation list, unless that driver ~~not be assigned to any driver who~~ has an approved request for absence on the date of the trip.
- ~~F-G.~~ If a driver is assigned an extra trip which requires an overnight stay, the driver shall be paid for at least eight hours each day that he/she is in the process of completing the assignment. Should it be necessary for the driver to drive for more than eight hours on any of those days, he/she will be compensated for the overtime hours at the appropriate rate. All driver's expenses related to meals and sleeping accommodations shall be reimbursed to the driver upon the District's receipt and approval of such a claim.
- ~~G-H.~~ When an extra trip is cancelled on the same day within two hours of the scheduled start time of the trip, the driver shall receive ~~a maximum of two (2) hours pay,~~ ~~and the driver may still be reassigned a full shift mid-day.~~
4. Overtime
- A. Assignments which are likely to result in overtime hours will be assigned by the Supervisor based on the overtime rotation list. Overtime will be distributed by the Supervisor on a rotating basis to eligible drivers. Drivers refusing overtime will be rotated to the bottom of the list(s). There will be two separate weekly trip rotation lists maintained by the

Supervisor. One list will be for Monday through Friday, while the second list will be for Saturday and Sunday. If a trip that is scheduled between Monday through Friday is cancelled, the driver assigned to that trip will remain at the top of the weekly rotation list and have priority for the next available overtime trip. If a Saturday or Sunday trip cancels on the same day, the driver's name will remain in place and eligible on the established weekly trip rotation list, ~~unless~~ and the driver ~~has been~~ shall be compensated two (2) hours that would include prep time for the trip cancellation. If a Saturday or Sunday trip cancels prior to the day of the trip, the driver's name will remain in place and eligible on the established weekly trip rotation list. Holiday trips will be considered the same as Saturday and Sunday trips.

**All other language in Article XVII status quo*

ARTICLE XVIII: REPRESENTATION FEE-Organizational Security

1. General Provision:

- ± A. The District and the Association recognize the right of employees to form, join, and participate in lawful activities of employee organizations and the equal alternative right of employees to refuse to form, join, and participate in employee organizations. Either party shall not exert pressure on or discriminate against an employee regarding such matters.

2. Membership and Dues Deduction:

- A. CSEA presently has the sole and exclusive right to receive the payroll deduction for regular membership dues.
- B. The District shall deduct, in accordance with the CSEA dues schedule, dues from the wages of all employees who are members of CSEA. The District shall refer all employee questions about CSEA or dues to the Fullerton High Chapter 82 President or designee, and/or to the CSEA Labor Relations Representative.
- C. The District shall not interfere with the terms of any agreement between CSEA and the District's employee with regard to that employee's membership in CSEA, including but not limited to automatic renewal yearly unless the worker drops out during a specified window period. The District need not keep track of this period which shall be tracked by CSEA within its membership database.

- D. The District shall not be obligated to put into effect any new or changed deductions until the pay period commencing thirty (30) days or more after such submission.
- E. The District shall refer all employee requests to revoke membership to the CSEA Labor Relations Representative and shall obtain CSEA staff approval on behalf of the union before processing any revocation request.
- F. There shall be no charge by the District to CSEA for regular membership dues deduction.

~~2. Membership in the Association is not compulsory. Except as provided elsewhere in this Agreement, all members of the bargaining unit, or in the case of new bargaining unit members hired during this Agreement, shall, on or before the sixtieth (60th) day following either the beginning of the fiscal year, or the execution of the collective bargaining agreement, whichever is later, as a condition of employment and of continued employment must either:~~

~~A. Become a member of the Association, or~~

~~B. All bargaining unit members who are not members of the Association shall pay to the Association during the term of the Agreement a service fee in the amount equal to the Association's monthly dues for representing such employees which the Association certifies in writing as a cost for representing non-members of the Association with the District. Each year such amount shall be verified and submitted in writing to the District by the Association within thirty (30) days before the effective date of the Agreement. The service fee payment described herein may be made at the employee's option either through payroll deduction or total payment directly to the Association by November 15 of each year.~~

~~3. The interpretation, application, administration, and enforcement of this Article shall be in accordance with the requirements of the Government Code Chapter 10.7 of Division 4, Table 1, 3540, as amended, and construed by the Educational Employment Relations Board, federal and state courts and to the extent that it does not conflict with any federal or state laws.~~

~~4. Exceptions to Section 2 above shall be:~~

~~A. Part-time bargaining unit members shall pay a fee in an amount equal to the Association's prorated monthly dues for part-time employees.~~

~~B. Full-time bargaining unit members who become eligible during the month shall be required through direct payment or deduction authorization, only a pro rata amount of the membership dues or service charge. Payment may be made in total directly to the Association within sixty (60) days of employment, or by payroll deduction.~~

- ~~C. Notwithstanding the provisions of 2-B of this Article, any unit member who evidences to the Association that he/she is a member of an organization whose long-standing teachings have historically forbidden joining or supporting a labor union or similar organization and as such, member has such a personal conviction, shall so as to show good faith inasmuch as other non-members of the Association must pay a service fee, agree to make a contribution as hereinafter provided. Such unit members shall, as a condition of continued employment, pay a sum equivalent to the dues uniformly required to be paid by the members of the Association to a non-union, non-religious charitable organization mutually agreed upon by the unit member and the Association (furnishing a copy of the receipt thereof to the Association) or authorize payroll deduction for said sum in the same manner as provided in the preceding Article. In the event the unit member does not pay such sum directly to the charitable organization or authorize payment through payroll deduction, the Board shall, at the request of the Association, terminate the employment of such unit member in accordance with law and the provisions of this Article, recognizing the failure of such unit member to comply with such provisions is just and reasonable cause for discharge.~~
5. ~~In the event that a bargaining unit member who is covered by this Article does not join the Association or pay the service fee as provided above, such employee shall be given termination notice subject to the Education Code and Government Code Chapter 10.7, provided the Association has complied with the following:~~
- ~~A. Fulfillment of the requirements of Section 3 in this Article.~~
 - ~~B. Fulfillment of its fiduciary obligations by sending written notice to the member of the bargaining unit that he/she has an obligation to tender dues or service charge, the reasonable date for such obligation, the amount of such tender, and to whom such tender is to be made. A copy of such notice shall be sent to the District.~~
 - ~~C. Fulfillment of its responsibilities by sending written notice to the member of the bargaining unit (copy to the District)) that he/she has not fulfilled his/her obligations by the requisite date or reasonable period of time thereafter and that a request for his/her termination was being made to the District by the Association.~~
 - ~~D. By stating in the request for termination that such request is in conformance with the provisions of this Article, that the member of the bargaining unit has not complied with his/her obligations and that it is an official request of the Association.~~

- ~~6. If a member of the bargaining unit has tendered directly to the Association the membership dues or the service charge or has written authorization in effect requiring the deduction of dues or service charge, the employee shall not under any circumstances risk the loss of employment because of a lack of good standing in the Association. The Association shall not cause the discharge of an employee who has resigned from or has been expelled by the Association for any reason other than his/her failure to tender the dues or service charge to the Association.~~
- ~~7. In the event an employee does not tender payment of dues directly to the Association, the employee may execute a written District authorization form to the District for deductions from his/her pay. Such written authorization must be voluntary and is revocable at any time. The deductions permitted under the authorization shall be:~~
- ~~A. Association member - the monthly dues of the local association, including state organization but excluding all other charges, including fines and assessments.~~
 - ~~B. Non-members - a certified amount of the cost as verified in Section 2-B above.~~
 - ~~C. Such deductions shall be made only upon submission of the District form to the designated representative of the District, duly completed and executed by the employee.~~
 - ~~1. Deductions shall be made in equal monthly installments after receipt of the authorization.~~
 - ~~2. By the fifteenth (15th) of each succeeding month, the District shall transmit the monies to the Association.~~
- ~~8. The Association shall hold the employer harmless on account of any monies deducted and remitted to the Association pursuant to this section.~~
- ~~9. As a condition to the effectiveness of this Article, the Association agrees:~~

3. Hold Harmless Provision:

- A. CSEA shall defend and** indemnify and financially hold harmless the District, Board of Trustees, each individual school Board member, and all administrators in the District against any and all claims, demands, costs, lawsuits, judgments, including attorneys' fees for attorneys individually chosen by said District, Board of Trustees, each individual school Board member, and all administrators in the District for the purpose of defending said persons or District, and any other form of liability and expense, including but not limited to all court or administrative agency cost that may arise out of or by reason of action taken by the District for the purpose of complying with this Article. As a condition precedent to the enforcement of this Section deemed "Representation Fee,"

~~the Association, in addition to itself agreeing to indemnify the expenses as provided herein, shall cause its parent organization, the California School Employees' Association, to agree in writing to indemnify, guarantee and hold financially harmless the District, Board of Trustees, each individual school Board member, and all administrators in the District from all liabilities and expenses in terms exactly consistent with the Association's duties and obligations, as contained herein.~~

**All other language in Article XVIII status quo*

ARTICLE XXIII: CONCLUSION OF MEET AND NEGOTIATION

During the term of this Agreement, unless otherwise specified by this agreement, the Association and the District expressly waives and relinquish the right to negotiate and agrees that the Association and the District shall not be obligated to meet and negotiate with respect to any subject or matter ~~whether referred to or covered in this Agreement, or not, even though each subject or matter may not have been within the knowledge or contemplation of either or both the District or the Association at the time they met and negotiated on and executed this Agreement and even though such subjects or matters were proposed and later withdrawn.~~

The District and Association agree that if the financial needs of the District cannot be sufficiently met, as determined by the District, by the implementation of this Agreement, the contract will be subject to expedited re-openers as set forth in Article XXIII. Negotiations will begin within ten (10) Days after a written request for re-openers. Any salary concessions made under the above provisions shall be ongoing.

ARTICLE XXIV: TERM

~~2021 - 2022 2022-2025~~

This Agreement shall remain in full force and in effect up to and including June 30, ~~2022-2025~~. The contract will be closed for 2022/23, 2023/24, and 2024/25. ~~The Fullerton Joint Union High School District (District) and the California School Employees Association and its Fullerton High Chapter 82 (CSEA) agree to expedite the full reopening of negotiations for a successor contract to the 2021-2022 Collective Bargaining Agreement. CSEA and the District shall submit in writing their full and complete reopener~~ initial sunshine proposals to the Board of Trustees by the first

scheduled Board Meeting of February 8, 2022 2025. Negotiations of the contract in full will begin no later than March 1, 2022 2025.

~~FJUHSD - CSEA MOU Trigger Language for 2018/19 and 2019/20~~

~~MEMORANDUM OF UNDERSTANDING (MOU)~~

~~Between the~~

~~Fullerton Joint Union High School District (District)~~

~~And the~~

~~California School Employees Association (CSEA)~~

~~And its~~

~~Fullerton High Chapter 82~~

~~CSEA Trigger Language~~

~~Sharing Additional LCFF Base Funding in 2018/19 & 2019/20~~

~~March 22, 2018~~

~~This MOU between the District and CSEA and its Fullerton High Chapter 82 is intended to address financial compensation for CSEA unit members for the 2018/19 and 2019/20 school years, should the District receive additional LCFF base funding over the amount projected in the 2017-18 Second Interim Report.~~

~~A comparison of the LCFF Total Base amount from the 2017/18 Second Interim Report FCMAF LCFF calculator projection, to the 2018/19 and 2019/20 LCFF Total Base amount using the Adopted State Budget information, will be calculated to determine the difference in the LCFF Total Base amount.~~

~~If the LCFF Total Base amount increases between these years, half of this additional money will be retained by the District, 21% of the remaining half will be given to CSEA for on-salary schedule increases.~~

~~In computing the trigger amount, the ADA amounts from the 2017/18 Second Interim Report will be used for the 2018/19 and 2019/20 LCFF Total Base amount calculation, 13,443.18 ADA and 13,366.37, respectively.~~

~~The increase would be calculated using the 2017/18 Second Interim Report FCMAT LCFF calculator projection base amount of \$120,061,041 for 2018/19 and \$122,248,820 for 2019/20. The calculation does not include the funding received for the Grade Span, Supplemental or Concentration amounts~~

~~Any amount above a 5% increase will necessitate returning to the negotiation table.~~

Notes:

~~If the 2018/19 and 2019/20 LCFF base amounts from the State Adopted budget, do not exceed the 2017/18 Second Interim LCFF base amount for 2018/19 (\$120,061,041) and for 2019/20 (\$122,248,820), the Trigger language will not go into effect for the 2018/19 and 2019/20 years, respectively.~~

~~If the State changes the LCFF method of funding for School Districts, additional dialogue will be brought back to the negotiation table to discuss alignment to the new method of funding for School Districts.~~

~~No other revenues will be used in the calculation.~~

~~Increases will be retroactive to the beginning of that fiscal school year (July 1).~~

~~The calculation for the trigger language will be done on September 15th each year. Any increase from this calculation will be received by the Members by November 30th of that year.~~

~~This MOU is subject to ratification by the CSEA and its Fullerton High Chapter 82 membership, CSEA Policy 610 requirements and approval by the Board of Trustees of the Fullerton Joint Union High School District.~~

~~FJUHSD - CSEA NEW TERM AGREEMENT~~

~~New Term Agreement
Between the
California School Employees Association (CSEA)
and its Fullerton High Chapter 82
And the
Fullerton Joint Union High School District (District)~~

~~March 22, 2018~~

- ~~1. To promote stability in the bargaining relationship between the District and CSEA and its Fullerton High Chapter 82 the parties agree to enter into a new collective bargaining agreement with the duration of July 1, 2018 through June 30, 2021.~~
- ~~2. The new agreement shall embody all terms of the agreement that expire on June 30, 2018, and the new term shall apply to those terms.~~
- ~~3. The parties agree to commence negotiations on proposed changes to the new agreement as soon as practicable after sunshining occurs for the 2020-2021 fiscal year, limited to compensation, employee insurance benefits, and up to two additional articles at the option of each party.~~
- ~~4. This agreement preserves and promotes all rights the parties have with respect to the provisions of the Educational Employment Relations Act.~~

~~Tentative Agreement
Between
California School Employees Association (CSEA)
Chapter #82
and Fullerton Joint Union High School District
For the Third Year Reopener
Of the 2018/2021 CSEA Collective Bargaining Unit Agreement~~

~~February 17, 2021~~

~~Pursuant to negotiations between the California School Employees Association (CSEA) and its Fullerton High Chapter 82 and the Fullerton Joint Union High School District (District), the following 2020/21 reopener agreement concludes negotiations for 2020/21. The parties have agreed to amend the following articles of the collective bargaining agreement to read as follows:~~

~~ARTICLE XVII: TRANSPORTATION~~

~~C. Prior to the beginning of each school year, each regular bus driver will have an opportunity to review bus routes and schedules and to designate his/her preference of assignment. Drivers will be provided with available routes, 48 hours in advance of the bus driver's first day of reporting back to work, for review if they so choose. Routes are subject to change due to students needs.~~

~~D. Bus drivers will provide the Transportation Supervisor a list of their preferred routes on the first duty day of each work year, by order of District seniority as a bus driver. Bus assignments will be made by the Supervisor based on the following criteria: driver preference, driving competency, care of equipment, safety record, and past work performance. If all relevant criteria from the above list are equal, District seniority as a bus driver shall be the determining factor.~~

~~E. The Supervisor may reassign bus drivers, buses, or routes during the year to accommodate pupil loads, scheduling changes, time factors, or safety conditions. In the event the Supervisor reassigns a bus driver's route, the reason(s) for the reassignment shall be provided.~~

~~4. Overtime~~

~~A. Assignments which are likely to result in overtime hours will be assigned by the Director/Supervisor based upon the overtime rotation list. Overtime will be distributed by the Director/Supervisor on a rotating basis to eligible drivers. There will be two separate weekly trip rotation lists maintained by the Director/Supervisor. One list will be for Monday through Friday, while the second list will be for Saturday and Sunday. If a trip that is scheduled between Monday through Friday is cancelled, the driver assigned to that trip will remain at the top of the weekly trip rotation list and have priority for the next available overtime trip. If a Saturday or Sunday trip cancels, the driver's name will remain in place and eligible on the~~

~~established weekly trip rotation list, unless the driver has been compensated for the trip cancellation. Holiday trips will be considered the same as Saturday and Sunday trips.~~

ARTICLES XII: LEAVES

7. Catastrophic Sick Leave Bank

A maximum of 5 unused days donated to the CSLB by a CSEA unit member who subsequently transitions from the CSEA bargaining unit to a position in management, supervisory, or confidential within the District shall be returned to the employee.

8. Vacation Leave

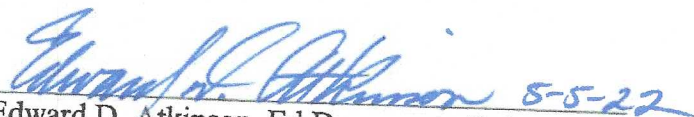
A. Purpose


~~Vacation leave shall be granted in proportion to the time worked each year and to the length of service within the District to permanent employees who have accrued vacation credit described herein. Vacation leave may, with advanced written (memorandum) approval by the employee's immediate supervisor prior to being absent, be taken at any time. The employee's immediate supervisor or administrator shall respond on the District Employee Leave Request Authorization Form in a timely manner as possible, but no later than three (3) work weeks from the date the form was received by the supervisor or administrator. Vacation credit shall be computed on a fiscal year basis, beginning July 1 and ending June 30.~~


Appendix A, Salary schedule

Add: **4.65% increase effective July 1, 2020

This MOU Tentative Agreement is subject to ratification by the California School Employees Association and its Fullerton High Chapter 82 (CSEA) membership, CSEA 610 requirements, and approval by the Board of Trustees of the Fullerton Joint Union High School District.


Edward D. Atkinson, Ed.D. Date
Assistant Superintendent Human Resources


Joe Sliker Date
CSEA President


Danny McCarty, Date
CSEA Labor Relations Representative