

**TENTATIVE AGREEMENT
BETWEEN
MANTECA UNIFIED SCHOOL DISTRICT
AND**

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, CHAPTER 50

The Manteca Unified School District and California School Employees Association enter into this Tentative Agreement on March 6, 2019, to conclude negotiations for the 2017/18, 2018/19 school year and concludes negotiations for salary and benefits for the 2019/20 school year, subject to ratification by the Association's membership and approval by the District's Board of Trustees. This agreement only applies to active members and does not include members who have terminated employment before July 1, 2018. The Association and District negotiation teams agree to actively support ratification and approval of this Agreement. The Parties agree as follows:

2018/19 School Year

- A onetime off salary schedule payment of 8% based upon the employee base salary earned in the 2018/19 school year.

2019/20 School Year

- Effective 2019/20 the parties agree to a salary increase of 85% of "Funded Cost of Living Adjustment (COLA)" on August 1st or upon adoption of the State budget, whichever is later. The increase will be effective July 1 of the current school term. The District agrees to meet and discuss distribution of funds between salary and health and welfare benefits.

85% of Funded COLA Calculation:

$0.85 \times \text{State funded COLA} = \text{percent (\%)} \text{ change to salary schedule}$

Funded COLA is defined as:

Example of 85% of State Funded **Projected** COLA* Percent: $3.46\% \times .85 = 2.94\%$

*COLA will be verified annually upon the State Adopted Budget.

- Upon completion of District approved training (optional) unit members will receive their hourly rate of pay equal to one regular day of assigned work hours.
- Perfect attendance one-time bonus to be paid at the end of the 2019/20 school year. The bonus will be pro-rated based upon term and hours per day. Any use of sick leave, unpaid leave, or suspension will preclude employee from the bonus. The one-time bonus will be prorated based on hours per day and term as follows:

Full-Time School-Term and 10-Month Employees \$300.00

Full-Time 11-Month Employees \$330.00

Full-Time 12-Month Employees \$360.00

Example: An 8 hour, 12-Month Employee would receive \$360.00

A 4 hour, 12-Month Employee would receive \$180.00

Reopeners

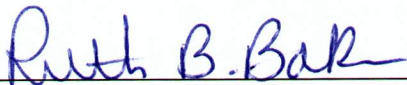
The District and CSEA agree to the following stipulations for reopeners if changes occur to the budget:

- Change in District's LCFF base grant funding due to elimination/replacement/enhancement of the LCFF base grant funding with an increase or decrease that exceeds an amount above 3% of LCFF Base Grant Funding Formula. Both parties agree to negotiate the funding that exceeds 3%.
- If the State defers the COLA allocation.

For year 2019/20 both the District and the Association agree to reopen negotiations with two articles of their choice of this agreement. In addition, other articles may be reopened during the 2019/20 school year by mutual consent of both parties. Furthermore, the parties agree to confirm any additional articles required to be changed due to mutually agreed upon changes in reopened articles.

July 1, 2017-June 30, 2020 Master Agreement

FOR THE DISTRICT:

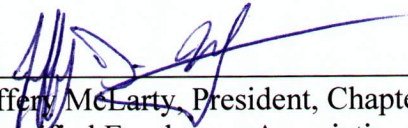


Ruth B. Baker
Director II: Classified Administrator

3/6/19

Date

FOR THE ASSOCIATION:



Jeffrey McLarty, President, Chapter 50
Classified Employees Association

3-6-19

Date