

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 salary and benefits for the 2020/21 through 2022/23 school years, 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, 2020. The Association and District negotiation teams agree to actively support ratification and approval of this Agreement. The Parties agree as follows:

2020/21 – 2022/23 School Years

- Effective 2020/21 through 2022/23 school years, 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: $2.86\% \times .85 = 2.43\%$

2020-21	2021-22	2022-23
$2.86\% \times 85\% =$ 2.43%	$2.92\% \times 85\% =$ 2.48%	$2.90\% \times 85\% =$ 2.47%

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

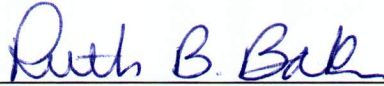
Reopeners

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 the July 1, 2020-June 30, 2023 successor Master Agreement, the District and the Association agree to reopen all articles with the exception of Salary and Health and Welfare Benefits of this agreement. For the 2021/22 and 2022/23 school years, agree to reopen two (2) additional articles to be selected by each party, with the exception of Salary and Health and Welfare Benefits. In addition, other articles may be reopened during the term of this agreement 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.

FOR THE DISTRICT:

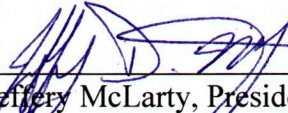


Ruth B. Baker
Director II: Classified Administrator

3/6/19

Date

FOR THE ASSOCIATION:



Jeffery McLarty, President, Chapter 50
Classified Employees Association

3-6-19

Date