

Tahoe Truckee Unified School District
And
California School Employees Association and its Tahoe Truckee Chapter #383
[CSEA]
2023-2024 Tentative Agreement

The following negotiated items establish the Tentative Agreement between the Tahoe Truckee Unified School District [TTUSD] and the California School Employees Association and its Tahoe Truckee Chapter #383 [CSEA] (together the "Parties) for 2023-2026 successor negotiations:

Article 2 - Definitions

- **2.11** A "working day" is a day in which the central administrative office of the District is open for business.

Article 6 - Grievance Procedures

- **6.2.1. Informal Level One:** If a grievant believes he/she has cause for a grievance, he/she shall contact their immediate supervisor, along with, or through their representatives in an attempt to settle the matter. If, after discussion with the immediate supervisor, the grievant and/or the representative do not believe the grievance has been properly adjusted, the grievance may be reduced to writing within five **(5)** working days of the aforementioned discussion. The written grievance shall be submitted on a Grievance Report Form, a sample of which is attached to this Agreement as Appendix D.
- **6.2.3.1.** If the grievance is not settled satisfactorily at Formal Level One, it may be appealed to the Superintendent Chief Learning Officer or designee within ten (10) working days of receipt of the Formal Level One response by the Supervisor. Within five (5) **working** days of receipt of appeal from Formal Level One, the Superintendent Chief Learning Officer or designee shall cause a conference to be held, unless the parties have agreed otherwise. The grievant and the District may have other representatives participate in the conference. It is the intent of the parties to arrive at an equitable settlement of all Formal Level One grievances; therefore, the evidence presented at the Formal Level Two conference will include the complete evidence including all supporting documents of testimony of each party.
- **6.2.4.1.** If the grievant is not satisfied with the decision at Level Two, or if no written decision has been rendered within ten (10) **working** days, the grievant may, within five (5) **working** days, appeal the decision to the Board. The statement shall include a copy of the original grievance.
- **6.2.4.2.** The Board shall communicate its decision to the grievant in writing within ten (10) **working** days. If the Board does not respond within the time limits provided, the grievant may appeal to the next level.
- **6.2.5.1.** If the grievant is not satisfied with the decision at Level Three, or if no written decision has been rendered within ten (10) **working** days, the grievant may, within five (5) **working** days, notify CSEA in writing of their request for binding arbitration on the issues of the grievance.
- **6.2.5.3.** CSEA and the District shall attempt to agree upon an arbitrator. If no agreement can be reached within five (5) **working** days, they shall request the California State Conciliation Service to supply a panel of five (5) names of persons experienced in

arbitration. Each party shall alternately strike names until only one name remains. The remaining panel member shall be the arbitrator. The order of striking shall be by lot. If no agreement on an arbitrator can be reached, a second list of arbitrators can be requested and the process repeated.

Article 12 - Personal Necessity Leave:

- 12.9.1 Employees shall be allowed up to seven (7) days **(ten (10) days for 260 day employees)** of accumulated sick leave, which shall be deducted from such accumulated leave and which shall not be carried over from year to year, for the following:
- 12.9.1.7 Two Personal Necessity No Reason (PNNR) days shall be provided to unit members out of the existing **seven (7) (ten (10) days for 260 day employees)** personal necessity leave days provided each year in accordance with 11.9.1 of the contract. These days may be used for any reason without disclosure to the District. These discretionary days cannot be used to extend a holiday or vacation period.

Article 14 - Holidays:

- 14.1 Juneteenth (June 19) shall be added as a holiday.

Article 16 - Wages:

- The Classified Salary Schedule shall be increased by 5.34% retroactive to July 1, 2023.

Article 17 - Health and Welfare Benefits:

- Increase in the annual health benefit contribution to all members and all tiers equal to \$427.00 effective January 1, 2024.
 - Employee Only (Single) \$9,505 (\$864.09 per month for eleven (11) months)
 - Employee+One (1) \$10,933 (\$993.91 per month for eleven (11) months)
 - Employee+Family \$14,809 (1343.27 per month for eleven (11) months)
 - Employee Only (Single) \$9,505 (\$792.08 per month for twelve (12) months)
 - Employee+One (1) \$10,933 (\$911.08 per month for twelve (12) months)
 - Employee+Family \$14,809 (\$1,234.08 per month for twelve (12) months)

Article 19 - Hiring:

- 19.1.2 New employees shall be hired at the probationary step of the appropriate range on the salary schedule; however, in the event a person employed by the District is found to possess especially desirable qualifications for the positions through training or experience, the Superintendent Chief Learning Officer or designee may authorize their placement on ~~Step 1, 2, 3, 4, 5 or 6~~ **up to step 7** of the salary schedule as justified in the position description through training, education and/or **related** experience.

Article 22 - Completion of Meet and Negotiate

- 22.3 Future Negotiations
Notwithstanding the above, and in accordance with the provisions of the Government Code of California, Chapter 10.7, Sections 3540-3549, it is agreed by the parties that the term of the Master Agreement begins on **July 1, 2023** and expires on **June 30, 2026**.

- The parties agree that this Tentative Agreement does not conclude all negotiations for the 2023-2024 school year and that negotiations will continue on the reclassification of select positions in Transportation, Technology Services, and Maintenance & Operations. Options will be discussed in negotiations no later than April 1, 2024.

Dated: 12/13/23

For the Association:



Malissa Cruz, CSEA 383 President

Dated: 12/13/23

For the District:



Michael Shepherd, Executive Director, HR



Kerstin Kramer, Superintendent Chief Learning Officer

Approved by the Board: _____

Ratified by CSEA: _____