

Tentative Agreement
between the
California School Employees Association
and its
Tahoe-Truckee Chapter No. 383 (together "CSEA")
and the
Tahoe-Truckee Unified School District ("District")
2024-2025 Reopener
November 8, 2024

The California School Employees Association and its Tahoe-Truckee Chapter No. 383 ("CSEA") and the Tahoe-Truckee Unified School District ("District") have met and agreed to the following:

- 1) Retroactive to July 1, 2024, all cells of the salary schedule shall be increased by 3.17%. The salary schedule is attached to this agreement as Appendix 1.
- 2) Retroactive to July 1, 2024, the following classifications shall have their range placement increased accordingly:
 - a) Instructional Assistant Bilingual from range 10 to range 13.
 - b) Cook from range 14 to range 18.
 - c) Childcare Development- Instructional Assistant II from Range 13 to Range 14.
 - d) Lead Childcare Development Instructional Assistant from Range 14 to Range 16.

Unit members in these classifications shall maintain their step placement in the new salary range.

- 3) Effective January 1, 2025, the District's annual health benefit contribution shall be increased as follows:
 - a) Employee Only: \$10,551
 - b) Employee + One: \$12,136
 - c) Employee + Family: \$16,438

An updated Article 17: Health and Welfare Benefits is attached as Appendix 2.

- 4) The following classifications shall be added to the CSEA bargaining unit:
 - a) TK Instructional Assistant, placed at Range 13 on salary schedule. Job description is attached as Appendix 3
 - b) Technical Support Specialist, placed at Range 23 on the salary schedule. Job description is attached as Appendix 4
 - c) Community Interpreter/Translator/Liaison, placed at Range 25 on the salary schedule. Job description is attached as Appendix 5.

- 5) Retroactive to July 1, 2024, the employees listed below shall be reclassified from Instructional Assistant to TK Instructional Assistant. The reclassified employees shall carry over their seniority date to the new classification. The FTE, salary step placement, longevity, service credit, and all other rights, benefits, and compensation for the reclassified employee shall remain unchanged.
 - a) Employee # 4598
 - b) Employee # 4490
 - c) Employee # 4931
 - d) Employee # 3185
 - e) Employee # 3939
 - f) Employee # 5150

- 6) Retroactive to July 1, 2024, the employees listed below shall be reclassified from Bilingual Translator .5 FTE/Interpreter and Community Liaison .5 FTE to Community Interpreter/Translator/Liaison 1 FTE. The reclassified employees shall carry over their seniority date to the new classification. The salary step placement, longevity, service credit, and all other rights, benefits, and compensation for the reclassified employee shall remain unchanged.
 - a) Employee # 5269
 - b) Employee # 4670
 - c) Employee # 4961
 - d) Employee # 4707
 - e) Employee # 3645

- 7) Article 5: Association Rights. The updated article is attached as Appendix 6.

- 8) The Winter Stipend Memorandum of Understanding is attached as Appendix 7.

- 9) Article 16: Wages. To include Professional Growth Program language. Language is attached as Appendix 8.

10) Article 3.11: Delayed Start

All classified employees are required to report to work starting at their contracted shift time ~~and or~~ up to two hours after their normal shift begins (with the exception of those employed on the twelve (12) month basis ~~and transportation~~ and food service employees, who are required to report to work at their regularly scheduled time). All employees are expected to work their full contracted hours for that day. If an employee reports later than their normal contracted shift time and chooses to leave earlier than their total, daily contracted hours, they must have approval from their immediate supervisor and submit a signed leave request prior to leaving.

11) Article 16.11: Longevity. Updated article is attached as Appendix 9.

12) "Me Too"

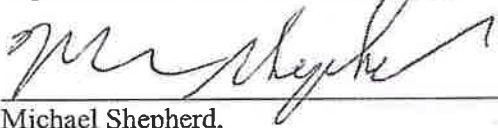
In the event the District enters into an agreement with either the Faculty Association or Management that provides a greater percentage increase (total compensation) or any form of ongoing salary increase or health benefit increase for the 2024-2025 year, this increase shall be provided to CSEA unit members. The District and CSEA shall meet to negotiate how that ongoing salary increase shall be granted to CSEA. This would include and salary increase offered, including either a one-time (off schedule) increase or an ongoing (on schedule) increase.



Kerstin Kramer,
Superintendent Chief Learning Officer

11/21/2024

Date



Michael Shepherd,
Executive Director-Human Resources

11/21/2024

Date



Malissa Cruz,
Chapter President #383 Tahoe-Truckee

11/22/24

Date



Kristina Fischer,
CSEA Labor Relations Representative

11/22/24

Date