

**Tahoe Truckee Unified School District and
California School Employees Association and Its Tahoe Truckee Chapter #383
Tentative Agreement for 2022-2023 Reopener Negotiations**

December 15, 2022

The Tahoe Truckee Unified School District (District) and California School Employees Association and its Tahoe Truckee Chapter #383 (CSEA) have completed contract reopener negotiations. The parties have agreed upon changes in language and wages for 2022-2023.

Wages and Benefits, 2022-2023

Compensation:

- 7% on-going salary increase retroactive to July 1, 2022 for active employees as of December 15, 2022. Retro compensation only applies to regular assignment pay.
- Change of Range for all current classifications in Range 11 (Enhancement Paraprofessional, Instructional Assistant Special Education, Instructional Assistant Child Care/Development II, Health Aid) to Range 13 retroactive to July 1, 2022
- Change of Range for all current classifications in Range 13 (Lead Instructional Assistant Child Care/Development, Lead Instructional Assistant Special Education/Sign/Braille) to R14 retroactive to July 1, 2022
- \$1500 one-time payment, prorated by FTE and paid out in two installments, for current employees who are not receiving hiring bonuses. An active employee on November 1, 2022 will receive half their payment respectively in March, 2023 and an active employee on April 1, 2023 will receive the second half of their stipend respectively in June, 2023.
- For the 2022-2023 bargaining year, if any bargaining unit receives a higher percentage on the salary schedule, the classified salary schedule will be increased to reflect the same percentage.

Benefits: To be implemented July 1, 2023

Employee Only	\$9,078
Employee+1	\$10,506
Employee+ Family	\$14,382

Calendar Changes:

Combine Calendars CLAS 9(193) & 8(195) to 8, CLAS 5(203) & 6(208) to 6 and CLAS 3(223) & 4(227) to 4 - to be implemented beginning July 1, 2023

Contract Language:

Article 3 - Remote Work

3.15 The Governing Board recognizes that working remotely at home or at another alternative location may be necessary at times when widespread illness, natural disaster, or other emergency conditions makes the school or worksite unsafe or otherwise interrupts the district's ability to effectively conduct operations at the school or worksite. A full-time, part-time, or short-term remote work arrangement may also be granted by the Superintendent Chief Learning Officer or designee to an individual employee, upon request, provided that the position is suitable for remote work, the employee has consistently demonstrated the ability to work independently and meet performance expectations, and the work arrangement does not hinder district operations.

The opportunity to work remotely shall be entirely at the district's discretion, and no grievance or appeal

right may arise from district denial of any employee request for remote work.

Article 6

Article 6 - Grievance

Split Grievance and Disciplinary Action into two Articles. Grievance will be Article 6, Disciplinary Action to be Article 7 and all subsequent Articles will roll forward

6.4.1.5 ~~Unit members may not grieve the imposition of discipline or the sufficiency of cause for discipline; thus, grievances related to this Article shall only be based on alleged failure of the District to follow the process required by this Article.~~ Discipline will be administered for just cause in a framework of progressive discipline. Disagreements regarding discipline will be addressed through disciplinary procedures as described in Board/Administrative Policy 4218 and applicable labor law, and not the grievance process.

Article 11 - Coaching Leave

11.5 Employees shall be granted up to **four (4)** days (prorated by FTE) leave for head coaches and up to one (1) day leave (prorated by FTE) for assistant/volunteer coach per school calendar year from their regular work schedule without loss of pay for the purpose of coaching a district sponsored league game, including travel to and from said event. This leave **can be used in hourly increments in lieu of a full day and** must be pre-approved by the employee's site/department supervisor and the District. This provision does not extend to practices or routine meetings.

Article 18 - Hiring

18.1.2

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** of the salary schedule as justified in the position description through training, education and/or experience.

For the District:

Signature on File at the District Office

Director of Human Resources, Joan Zappettini

Date

For CSEA:

Signature on File at the District Office

CSEA Chapter #383 President Malissa Cruz

Date

Signature on File at the District Office

CSEA Labor Relations Representative, Jeff Otter

Date