

TENTATIVE AGREEMENT
BETWEEN
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND
ASSOCIATION EMPLOYEES UNION

ARTICLE 15 JOB RECLASSIFICATION

RECLASSIFICATION

15.1.1 The parties agree that changing conditions may warrant reclassifications of positions and/or classes that are a part of the bargaining unit. It is also recognized that both the Employer and the Union have vested interests in such reclassifications. The purpose of this Article is to facilitate necessary reclassifications and to provide an orderly process for effecting same.

15.1.2 Reclassification means the redefining of a position to account for changes in technology, duties, or work that may alter the nature of the job.

PROCEDURES

15.2.1 A three person Reclassification Panel shall be established no later than ~~August~~ **January** 1 of each year. The Panel shall be composed of one management appointee, one Union appointee, and one neutral appointee, who shall be selected by mutual agreement between the Employer and the Union.

During the month of ~~August~~ **January**, on or before ~~August~~ **January** 31, in each of the succeeding years of this Agreement, reclassification(s) may be requested by the Union, the Employer, an individual bargaining unit member, or class of bargaining unit members for any position listed in Appendix A, (Salary Schedule).

The request for reclassification shall contain the following:

- (a) The classification or position to be reclassified;
- (b) The existing job description and salary placement;
- (c) The proposed job description and salary placement;
- (d) Employees affected by the proposal and the proposed disposition of same;
- (e) The basis for the reclassification;
- (f) If a position is reclassified and there is no incumbent, the job shall be posted.

15.2.2 Employee and Employer reclassification requests and supporting documentation shall be submitted to the Director of Human Resources on or before ~~August~~ **January** 31st of a given year. The Employer shall immediately forward the requests and documentation to the Union appointee and the neutral appointee. The documentation submitted with the requests shall be the only documents that will be considered by the Panel.

15.2.3 The cost of the third appointee shall be shared by the Employer and the Union.

15.2.4 The Panel shall meet once a year in ~~September~~ **February**. The Employer, Union and/or employee may present information to the Panel. Procedures for equal presentation of information shall be determined by the Panel.

15.2.5 The deliberation of the Panel shall take place in closed session. The Panel has the authority to adopt, reject, or modify the reclassification request. The Panel does not have the authority to create new classifications. However, it may recommend the creation of new classifications to the Employer. Any Panel decision that adopts a request for reclassification shall state which changes in technology, job duties, or work have altered the nature of the job.

15.2.6 Two (2) of the three (3) Panel members must agree for a reclassification to be adopted. All Panel members shall sign the decision. No dissenting opinion will be issued.

15.2.7 The decision of the Panel shall be binding and shall be implemented on ~~November~~ **June** 1 of that year.

15.2.8 The Employer agrees to place an employee whose position is reclassified on the Step of the Range to which reclassified that provides the employee with at least a 5.5% salary increase.

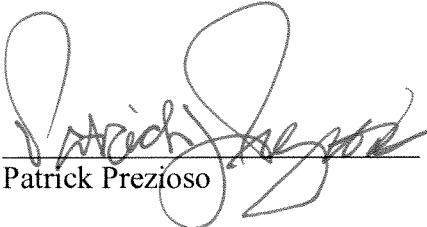
15.2.9 Any recommended changes in the job description shall go to the parties for negotiation.

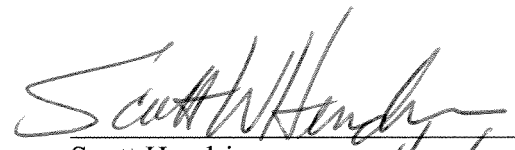
Dated: April 25, 2013

Dated: April 25, 2013

For CSEA:

For AEU:


Patrick Prezioso


Scott Hendries
4/25/13
8:07pm

April 25, 2013

TENTATIVE AGREEMENT
BETWEEN
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND
ASSOCIATION EMPLOYEES UNION

ARTICLE 9 VACATIONS

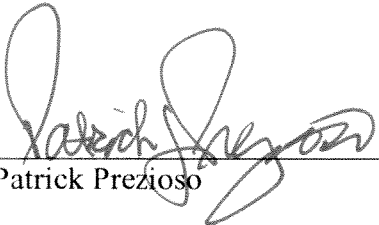
The parties agree to status quo language.

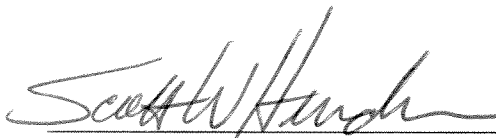
Dated: April 25, 2013

Dated: April 25, 2013

For CSEA:

For AEU:


Patrick Prezioso


Scott Hendries