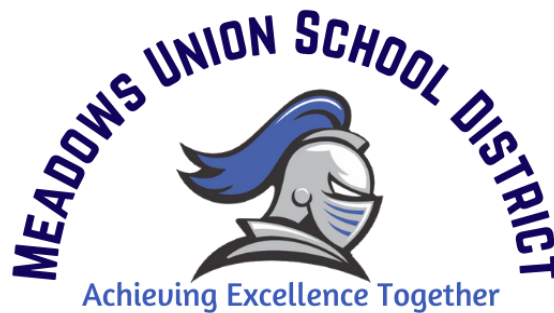


GOVERNING BOARD
ROBERTO GARCIA
MARGO LAMOREAUX
ERNESTO PINEDO
BEATRIZ RODRIGUEZ
ELIZABETH CARDENAS



ADMINISTRATION
KEILA RODRIGUEZ
SUPERINTENDENT
CYNTHIA Z. BELTRAN
ASST. SUPERINTENDENT OF
ADMIN. SERVICES
TRACY CANALEZ
PRINCIPAL

SALARY INCREASE 2024-25

2.50%	Position	YR1	YR5	YR10	YR20	Max
	Bus Driver	18.44	20.76	24.07	25.78	26.68
	Bus/Cust/Main	18.81	21.81	24.55	26.30	27.21
	Business Office Assistant	17.72	19.95	23.12	24.77	25.64
	Café Cook	16.86	18.98	22.00	23.56	24.40
	Café Worker	16.21	18.25	21.15	22.65	23.44
	Custodian	16.37	18.42	21.35	22.88	23.68
	Health Aide	17.20	19.36	22.45	24.05	24.89
	Instructional Aide	17.20	19.36	22.45	24.05	24.89
	Library Media Tech	19.58	22.04	25.54	27.37	28.32
	Maintance	18.81	21.81	24.55	26.30	27.21
	Office Assistant	17.72	19.95	23.12	24.77	25.64
	Projects Assistant	18.81	21.81	24.55	26.30	27.21
	SpEd Transportation Aide	16.37	18.42	21.35	22.88	23.68

SALARY INCREASE 2025-26

Meadows 2025-26						
2.50%	Position	YR1	YR5	YR10	YR20	Max
	Bus Driver	18.90	21.28	24.67	26.42	27.35
	Bus/Cust/Main	19.28	22.36	25.16	26.96	27.89
	Business Office Assistant	18.17	20.45	23.70	25.39	26.28
	Café Cook	17.28	19.46	22.55	24.15	25.00
	Café Worker	16.61	18.70	21.67	23.22	24.03
	Custodian	16.78	18.88	21.88	23.45	24.27
	Health Aide	17.63	19.85	23.01	24.65	25.51
	Instructional Aide	17.63	19.85	23.01	24.65	25.51
	Library Media Tech	20.07	22.59	26.18	28.05	29.03
	Maintance	19.28	22.36	25.16	26.96	27.89
	Office Assistant	18.17	20.45	23.70	25.39	26.28
	Projects Assistant	19.28	22.36	25.16	26.96	27.89
	SpEd Transportation Aide	16.78	18.88	21.88	23.45	24.27

USE OF SECURITY CAMERAS

1. The District shall notify CSEA as to the location of all placed video security cameras.
2. The District shall place signs notifying student and staff of the presence of video security cameras. These cameras shall not be installed in bathroom, locker rooms, or dressing rooms where there is a reasonable expectation of privacy.
3. The District shall provide notice to unit members of the use of video security cameras in District property and general locations.
4. Video security cameras shall be used to investigate:

- a. Complaints;
 - b. Incidents involving theft or damage to District property and/or equipment;
 - c. Carelessness or negligence in the performance of duty or in the care or use of District property;
 - d. Crimes prohibited by law;
 - e. Discourteous, offensive, and/or abusive conduct or language towards students, staff and/or parents; and
 - f. Conduct which violates District, state and/or federal safety rules and regulations.
- ~~The use of data generated by the video security cameras for disciplinary procedures as prescribed in Board policy and the classified collective bargaining agreement.~~
5. ~~Security camera recordings which directly relate to an identifiable employee that are deemed worthy of preservation by the District for a specific purpose, such as an employee disciplinary proceeding, shall be deemed a "personal record" and shall be made available to the affected employee for inspection.~~ The District shall give the employee written notice of any such security camera recording within a reasonable time of the District's decision to preserve any such recording. The notice shall afford the employee an opportunity to review and comment, in writing, on the recording and to have the employee's written comments entered in to the employees' personal file and attached to the copy of the recording preserved by the District.
6. The District shall not engage in video surveillance that involves arbitrary or capricious surveillance of unit members.

POST-ACCIDENT ALCOHOL AND DRUG TESTING PROCEDURES

The bargaining unit and the District agree the safety and health of students, staff, and the public requires every reasonable effort be made to discourage alcohol and/or illegal substance abuse among all employees. The District and CSEA further agree to make every reasonable effort to protect students, staff, and the public from alcohol and/or illegal drug use.

A. Application

This section applies to CSEA employees that utilize District vehicles in the course of their employment, except for employees who are required to comply with Department of transportation regulations.

B. Post-Accident Testing

1. A covered employee shall be required to submit to a post-accident test if he/she was involved in a traffic accident while driving a District vehicle causing property damage or personal injury or receives a citation under state or local law for a moving traffic violation arising from the accident (as defined by the Federal Motor Carrier Regulations).
 - i. Controlled Substance Test- The covered employee must be tested for controlled substances as soon as possible, but no later than 32 hours after the accident.

- ii. Alcohol Test- the covered employee must be tested for alcohol as soon as possible, but no later than 8 hours following the accident.
2. The District will provide the covered employee with information on how to comply with post-accident procedures prior to operating a commercial vehicle.
3. Post-accident breath, urine, or blood tests completed by local, state, or federal officials may fulfill the requirements of this article.
4. A covered employee who is subject to post-accident testing must remain readily available for such testing or may be deemed by the District as refusing to submit to testing. However, this requirement should not delay necessary medical attention for injured people following an accident or prohibit a covered employee from leaving the scene of an accident for the period necessary to obtain assistance in responding to the accident.
5. Pending the results of the testing, the covered employee shall be removed from operating District vehicles prior to notification of a negative drug and alcohol test.

16.1 Negotiations

Not later than March of the Calendar year in which this contract expires, the DISTRICT and CSEA shall meet and negotiate in good faith on negotiable items. Any agreement reached between the parties shall be reduced to writing and signed by them. Either party may utilize the services of outside consultants to assist in the negotiations or to negotiate. Negotiations sessions shall be held within a reasonable period of time after receipt of a request. Negotiations should commence no later than May.

16.1.1 The CSEA shall designate a maximum of three (3) representatives who shall receive a reasonable amount or release time without loss of compensation to attend negotiations sessions between the parties.

16.1.2 Each contract year during the term of this agreement Article 9 Salary and Article 10 Health & Welfare Benefits shall be open for negotiations and in addition the CSEA and the DISTRICT may each open one other ARTICLE for negotiations. If mutually agreed, additional articles can be negotiated. **Any initial proposal from CSEA shall be submitted to the Superintendent's Office which shall date stamp initial proposal. Such initial proposal also may reopen two new or existing articles of each party's choice. If such initial proposal is not timely submitted by either party, the terms of the Agreement shall continue in full force and effect for that year only.**