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**TENTATIVE AGREEMENT BETWEEN  
YUBA COMMUNITY COLLEGE DISTRICT  
AND THE  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION  
AND ITS CHAPTER 283  
February 13, 2020**

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This tentative agreement between the Yuba Community College District and the California School Employees Association and its Chapter 283 is expressly made pursuant to the Education Employment Relations Act and the Collective Bargaining Contract between the parties:

**ARTICLE 12.0  
SALARY, OVERTIME, AND BENEFITS**

12.1 Compensation: The salary schedules contained in Exhibit 3 shall be increased by the following amounts for the year(s) noted. The salary schedules will be calculated to the nearest cent on a monthly basis.

12.1.1 2017-2018: The 2016-2017 salary schedule in Exhibit 3 will be increased by a percentage equal to eighty percent (80%) of the State funded COLA received by the District.

12.1.2 2018-2019: Effective July 1, 2018, the 2017-2018 salary schedule in Exhibit 3 will be adjusted as follows:

12.1.2.1 The steps on the 2017-2018 salary schedule shall be initially "squared" to reflect a five percent (5%) difference between each of the steps 1 through 5 and a two and one-half percent (2.5%) difference between each of the steps 6 through 11.

12.1.2.2 An amount equal to the percentage of the 2018-2019 State funded COLA received by the District, as applied to the 2017-2018 salary schedule in Exhibit 3, shall be used to "square" the ranges on the salary schedule created in Article 12.1.2.1 to reflect a two and one-half percent (2.5%) difference between each range.

12.1.2.3 Any amount that remains after the squaring of the ranges in Article 12.1.2.2 shall be applied equally as a percentage to each cell of the salary schedule created in Article 12.1.2.2 as an on-schedule increase. This shall become the 2018-2019 salary schedule.

12.1.3 2019-2020: **Effective July 1, 2019, the 2018-2019 salary schedule in Exhibit 3 will be increased by an amount equal to 100% of the 2019-2020 State-funded COLA received by the District. Either party may request to reopen Article 12.0 — Salary, Overtime, and Benefits.**

12.1.4 Effective on the 2017-2018 Salary Schedule, retro-active to July 1, 2017:

12.1.4.1 All Longevity Steps shall be Twelve Hundred Dollars (\$1,200.00)

12.1.4.2 There shall be one additional Longevity Step added to the Salary Schedule. Movement on the step shall be after three years at the previous step. (Known as Longevity II and starting at the beginning of 22 years of service.)

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12.4.9 Right of Refusal - Any bargaining unit member shall have the right to reject any offer or request for overtime or call back, call in time, or stand-by time.

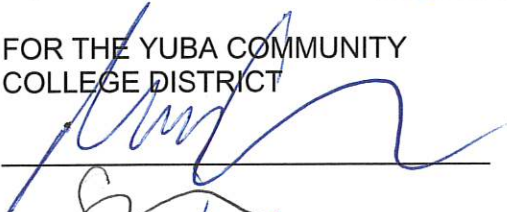
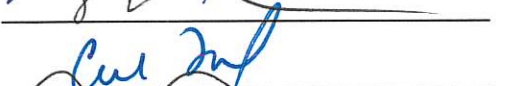
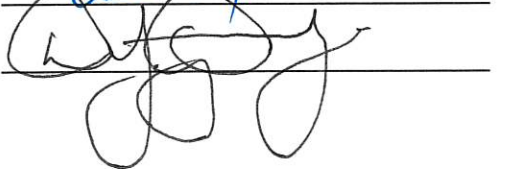
12.4.10 Stand-by Time - The District may request that a unit member be on stand-by status. Any unit member who agrees to be on stand-by status shall be paid at the federal minimum wage while on stand-by. Any such unit member on stand-by shall come in to work when requested by the District. Compensation for the time worked after being called in shall be pursuant to Section 12.4.8 above.

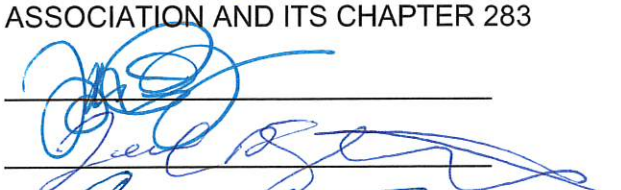
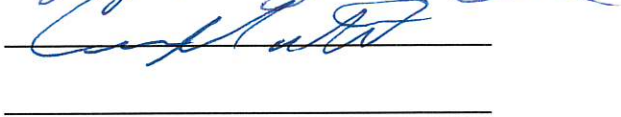
**12.5 PARKING. Effective July 1, 2020, the District will waive parking fees at all of its sites/facilities for one vehicle for each CSEA unit member. Unit members shall be subject to and required to comply with all parking rules and regulations established by the District. A unit member who loses a parking permit will be charged the current parking fee for a semester permit.**

Signed and entered into this 13<sup>th</sup> day of February, 2020.

FOR THE YUBA COMMUNITY COLLEGE DISTRICT

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER 283

  
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