

California School Employees Association and its Chapter 29 (CSEA)
to the Morongo Unified School District (District)

Article L (limited reopener 2020-21)

Tentative Agreement
Sept. 29, 2020

ARTICLE L: COMPENSATION AND BENEFITS


Should the District agree to increase the total compensation of any other represented or unrepresented District employees for the 2020-2021 year, the District agrees to increase the classified bargaining unit total compensation by the same percentage with the same effective dates. (Additional compensated time required of MTA unit members shall not be considered compensation for the purpose of this agreement.)

Section 1: Salary

Effective July 1, 2019, the classified salary schedule shall be increased by 0.41.

Effective July 1, 2019, all unit members on Step 1 shall advance to Step 2, Step 1 shall be eliminated. A new Step 9 shall be added that conforms to the existing salary schedule structure, which is approximately 5% between Steps.

Effective July 1, 2020, as soon as reasonably possible to implement, all bargaining unit members hired on or before October 1, 2020, shall receive an off schedule, one-time 0.75 1% of their current annual salary.

PH
PB
10/9/2020


A. Bargaining unit employees shall be paid in accordance with the rates established for each classification as set forth in the Appendix of this Agreement.

B. All new bargaining unit employees shall be placed at Step 2 of the salary range of the classification to which the bargaining unit employee is assigned.

C. Bargaining unit employees shall move to the next higher step of the appropriate salary range each year on the bargaining unit employee's anniversary date as defined in Section 2, below, except employees who moved from Step 1 to Step 2, effective July 1, 2019, who shall move to the next appropriate step on their original anniversary month in the 2020-2021 school year.

D. Bargaining unit employees who earn an Associate or Bachelor degree from a college or university accredited by an accrediting agency recognized by the U.S. Secretary of Education

shall be paid at one (1) range higher than that currently designated for their classification.

Section 2: through Section 10: no changes

Section 11: Health and Welfare Benefits

A. The parties have agreed to a comprehensive health and welfare benefit package which includes the following coverages:

1. Major Medical
2. Group Dental
3. Income Protection Plan, premium to be partially paid by the bargaining unit employee. Specifically, the employee will pay \$.11 per each \$100.00 of his/her salary.
4. Group Life Insurance
5. Vision Care

B. 1. Effective ~~July 1, 2018~~ **July 1, 2020**, the District shall pay a maximum annual contribution for health and welfare benefit premiums (Medical, and Dental, Vision, and Life Insurance) of ~~\$14,750~~ **\$15,000** for each eligible full-time bargaining unit employee. Effective July 1, 2018, the District contribution shall be pro-rated on a six (6) hour base for part time unit members hired on or after July 1, 2018. (For example, a five hour position will receive 5/6th (83.33%) of the District contribution.) All bargaining unit members employed prior to July 1, 2018 shall be grandfathered in on a four hour base for full Distribution.

No further changes to this article.

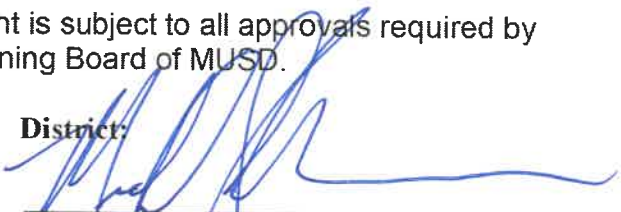
It is agreed and understood that this agreement is subject to all approvals required by CSEA's 610 policy and approval by the Governing Board of MUSD.

CSEA:


Michael Morgan, CSEA 29 Ch. Pres.


Margaret Korotenko, Negotiator

District:


Michael Ghelber, Asst. Supt. of HR


Sharon Flores, Asst. Supt. of Bus. Services

L. Howell

Loya Howell, Negotiator

Lisa M. Buck

Lisa Buck, Negotiator

Beth Caskie

Beth Caskie, CSEA LRR
