

**Tentative Agreement
CSEA and MVWSD
January 31, 2022
2021-2022 Reopener Negotiations (July 1, 2021 through June 30, 2022)**

This is a package proposal, subject to agreement on all proposals for completion of these 2021-2022 reopener negotiations and a new two year agreement for 2022-2024 (see accompanying Tentative Agreement, below). The new 2022-2024 contract would be closed (no reopener negotiations). Both Tentative Agreements shall be acted upon, both as part of one vote, during CSEA ratification process and the Board's approval process. The parties agree as follows:

Article 6 (Holidays)

Add Juneteenth to the list of holidays in section 6.1, effective July 1, 2021.

Remove section 6.5 from the Article, effective July 1, 2021.

Article 14 (Compensation)

A. 2021-2022 Salary

1. 2021-2022 Salary Schedule Increases:

2021-22: 5% increase to the Classified Salary Schedule, effective July 1, 2021
This increase shall apply to all members employed by the District as of July 1, 2021, and thereafter.

2. One-Time Payment 2021-2022 (off-schedule): The District shall provide to each eligible unit member a one-time, off-schedule payment of two percent (2%), based on a unit member's 2021-2022 placement on the classified salary schedule (prorated based on the unit member's FTE) as of the date the Governing Board approves the overall Tentative Agreement. Subject to ratification of the Tentative Agreement by Association membership and approval by the Governing Board, this amount shall be paid as soon as possible. To be eligible, a unit member must be in paid status with the District on the date the Board approves the Tentative Agreement.

CSEA Article 14.3.1: Longevity:

14.3 The salary schedule shall provide for recognition for years of service in the District (longevity).

14.3.1 Longevity increments will be granted only if the employee receives a satisfactory evaluation.

In the event that the employee receives an unsatisfactory evaluation for the year, longevity pay will not be granted for the following fiscal year. ~~Effective July 1, 2019,~~

~~longevity increments will be increased each school year by the same percentage as the State cost of living increase. Longevity pay shall be provided to ten-, eleven-, and twelve-month employees. All increments are based on FTE rates.~~

Effective July 1, 2021~~49~~, the monthly longevity increment shall be as follows:

Longevity Years	7/1/2020-6/30/2021	Longevity, effective 7/1/2021-6/30/2024 (Note: represents a 12% Increase to longevity pay)
8-9 years	\$52.63	\$58.95
10-12 years	\$76.03	\$85.15
13-15 years	\$99.43	\$111.36
16-18 years	\$122.83	\$137.57
19-21 years	\$157.93	\$176.88
22-24 years	\$193.01	\$216.17
25+ years	\$228.10	\$255.47

Longevity pay shall be provided to ten-, eleven-, and twelve-month employees at the above monthly rates.

Part-time employees hired after January 1, 1993, shall receive longevity increments as a percentage of the above, based on the percentage of time worked.

Omit section 14.6.5

~~14.6.5 Full-time unit members who are employed by the District prior to February 1, 2010, without a subsequent break in service and whose spouse was covered by District-paid benefits as of September 30, 2010, may opt to receive an annualized cash pay-out to a Section 125-Plan account (for medical expenses) of up to \$1800 per year (payable in \$150 per month increments) in lieu of continued benefit coverage of the spouse under the District-paid benefit plans; provided, however, that by not covering the unit member's spouse the District receives a benefit cost saving and that the unit member's spouse certifies on an annual basis that he or she has alternate medical coverage.~~

Article 21 (Negotiations and Terms)

Amend section 21.1 as follows for purposes of the 2021-2022 reopener:

21.1 This Agreement shall be effective July 1, 2019, ~~and shall continue in effect without change, addition, or amendment~~ through June 30, 2022. Negotiated and approved changes, additions, or amendments during reopener and/or successor negotiations shall be included in

an updated Agreement not later than July 1 following approval of the changes by the Governing Board.

Thereafter, this Agreement shall be automatically renewed or extended from year to year, unless either party serves notice, in writing, to the other party at least ninety (90) days prior to the expiration date of this Agreement, or subsequent anniversary date, of its desire to terminate or amend this Agreement. If a new Agreement is not reached prior to June 30, 2022, or any subsequent anniversary date thereafter, the parties may, by mutual agreement, extend the existing Agreement. Article 21.1

Dated: January 31, 2022

For the District:



For CSEA:

Veronica Del Rio 


**Tentative Agreement
CSEA and MVWSD
January 31, 2022
2022-2024 Successor Contract (July 1, 2022 through June 30, 2024)**

This is a package proposal, subject to agreement on all proposals for completion of 2021-2022 reopener negotiations (see tentative agreement above), and a new two year agreement for 2022-2024. This new 2022-2024 contract would be closed (no reopener negotiations), except as otherwise provided in Article 21, as amended herein. Both Tentative Agreements shall be acted upon, both as part of one vote, during the CSEA ratification process and the Board's approval process. The parties agree as follows:

Article 14 (Compensation)

A. 2022-2023 and 2023-2024 Salary

1. 2022-2023 and 2023-2024 Salary Schedule Increases:

2022-23: 4% increase to the Classified Salary Schedule, effective July 1, 2022

2023-24: 4% increase to the Classified Salary Schedule, effective July 1, 2023

Amend sections 21.1 and 21.2 as follows for the 2022-2024 Agreement:

21.1 This Agreement shall be effective July 1, 2022, through June 30, 2024. Negotiated and approved changes, additions, or amendments during reopener and/or successor negotiations shall be included in an updated Agreement not later than July 1 following approval of the changes by the Governing Board.

Thereafter, this Agreement shall be automatically renewed or extended from year to year, unless either party serves notice, in writing, to the other party at least ninety (90) days prior to the expiration date of this Agreement, or subsequent anniversary date, of its desire to terminate or amend this Agreement. If a new Agreement is not reached prior to June 30, 2024, or any subsequent anniversary date thereafter, the parties may, by mutual agreement, extend the existing Agreement. Article 21.1

21.2 There shall be no reopener negotiations during the 2022-2023 and 2023-2024 school years. However, should the District seek to implement a negotiable change (decision or effects), then the parties shall participate in good faith negotiations as required by applicable law.

Dated: January 31, 2022

For the District:



For CSEA:

Veronica Del Rio 

Jerry R. Fillingim

Signature: Veronica Del Rio 
Veronica Del Rio (Jan 31, 2022 16:36 PST)

Email: vdelrio@mvwsd.org