

TENTATIVE AGREEMENT
Between the
AZUSA UNIFIED SCHOOL DISTRICT
And the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
And its
AZUSA CHAPTER 299

ARTICLE II
ASSOCIATION RIGHTS AND RESPONSIBILITIES

F. Seniority List of Unit Members

Upon completion of update and input of seniority information into the HRS, the District shall make a good faith effort to provide a seniority list of unit members to the Association by November 1 of each year.

G. Release Time to Unit Members

The District agrees to provide release time to unit members one time each year, not to exceed **two hours** to attend a scheduled District-wide Association **event scheduled only during non-instructional time. This release time does not accumulate and can only be used if the member attends the event. Release time shall only be provided to unit members that are scheduled to work during the Association's event.** Release time shall be available only to unit members that agree to **complete their duties so as to not fall behind.** The scheduling of the Association **event** shall be determined by mutual agreement by the Association and District.

All other language shall remain status quo

ARTICLE X
HOLIDAYS

A. The following holidays shall be granted to all employees whose base assignment is five (5) consecutive days provided that the employee is in a paid status during any portion of the workday immediately preceding or following the holiday. All employees whose base assignment is not five (5) consecutive days shall be entitled to the following holidays if the holiday falls on a regularly scheduled work day of the employee.

Independence Day
Labor Day
Veterans' Day
Thanksgiving Day
Day after Thanksgiving
Winter Holiday
New Year's Day
Martin Luther King's Day
Lincoln's Day
Washington's Day
Spring Holiday
Memorial Day
Admission Day

Juneteenth *(The District accepts adding Juneteenth to the list of District Holidays commencing June 19, 2022.)*

Plus three (3) additional holidays mutually agreed to by the District and the Association

All other language remain status quo

ARTICLE XVIII ANNUAL SALARY SUPPLEMENT

A. Health and Welfare Benefits

Unit members that are eligible to receive health and welfare benefits shall receive those benefits according to the rules, requirements and amounts stated on the current "Azusa Unified School District Classified Employees Health, Dental, Vision & Life Benefits" schedule attached as Appendix B.

Effective July 1, 2021 the District annual contribution to medical shall increase by 50% for bargaining unit members that are active upon the signing of this agreement.

B. Retirement Medical Benefits

The District shall make available \$3020 towards the payment of the group health insurance program for the unit member only, retroactive to November 1, 2007. For those retiring after September 1, the amount will be prorated at the rate of \$302 per month. This shall be paid for a maximum of ten (10) consecutive years, beginning with

the first year of retirement, until he/she becomes eligible for Medicare, secures employment elsewhere where medical insurance is paid or reaches the age of 65, whichever occurs first. At that time, the District contribution towards medical insurance shall cease.

All retirees who were receiving District contributions toward medical insurance on, or after November 1, 2007, shall have the \$2623.18 cap increased to \$3020 retroactive to November 1, 2007, or the date of the first retirement contribution after November 1, 2007.

At the conclusion of the District paid retirement medical benefit the retiree has the option, at no cost to the District, to purchase an HMO for a maximum of three (3) additional years or to Medicare age of eligibility (whether or not the unit member qualifies for Medicare), whichever comes first. The retiree may purchase available vision and dental plans at no cost to the District until the retiree reaches the Medicare age of eligibility (whether or not the unit member qualifies for Medicare).


To qualify for this retirement medical plan, the following criteria must be met by the unit member: a) must have reached the age of 55; b) must have ten (10) full years of service in a paid status with the District; c) must have retired from the District and have applied for retirement payments from his/her appropriate retirement system (Public Employees' Retirement System/State Teachers' Retirement System); d) must have been enrolled in the District medical insurance program and have his/her insurance paid for by the District for a minimum of one (1) year prior to retirement; and, e) normally all retirees will be expected to remain on the same plan. However, if it is necessary to change, the retiree may select from an available HMO.

All other language in Article XVIII to remain status quo

Appendix A Salary

Salary

Effective July 1, 2021, the District proposes a 3.55% increase to the salary schedule for bargaining unit members that are active upon the signing of this agreement.


For the District / Date 2/24/2022
Assistant Superintendent, HR


For the Association / Date 2/24/2022
CSEA Chapter 299 President

Andrew Sundstrom 2/25/22
CSEA Labor Relations Representative / Date