

TENTATIVE AGREEMENT
BETWEEN
BUTTE COUNTY SUPERINTENDENT OF SCHOOLS
AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and its
MIGRANT ED/SPECIAL ED CHAPTER #436 ("CSEA")

ARTICLE 6

DEFINITIONS

The parties agree to the following modification to Article 6. The parties further agree that changes will be effective in the Collective Bargaining Agreement upon ratification:

Academic Year is the period from August through June when students are normally required to be in attendance and include all recess periods falling within that time span.¹

Allocation is the placement of a class on a specific salary schedule range or rate.

Anniversary Date is the date upon which a unit member is granted salary step advancement earned by completion of a required period of service, which shall not exceed one (1) calendar year from the initial date of employment, the date of the last salary step advancement, or, in case of change in classification, the date of such change.

Bumping Right is the right of a unit member, under certain conditions, to displace an employee with less seniority in a class.²

Class is any group of positions sufficiently similar in duties, responsibilities, and authority that the same job title, minimum qualifications, and salary range are appropriate for all positions in a class.³

Class Specification is the description of the duties, responsibilities, minimum qualifications, and authority of positions.

Classification is the act of placing a position in a class and shall be construed to mean that each position in the classified service shall have a designated title; a regular minimum number of assigned hours per day, days per week, and months per year; a statement of the specific duties required to be performed in

¹ Education Code Section 45102

² Education Code Section 45298,45308

³ Education Code Section 45101, 45109, 45100, 45256

each such position; and the regular monthly salary range for each such position.

Demotion is a change in assignment of a unit member from a position in one class to a position in another class that is allocated to a lower maximum salary rate or an assignment to an inferior status.⁴

Differential is a salary allowance in addition to the basic rate or schedule based upon additional skills, responsibilities, hours of employment or distasteful or hazardous work.⁵

Fiscal Year and School Year is July 1 through June 30.⁶

Health and Welfare Benefits means any form of insurance or similar benefit programs, including, but not limited to, medical, hospitalization, surgical, prescription drug, dental, optical, psychiatric, life, disability, prepaid legal, or income protection insurance, or annuity programs.⁷

Hire Date Seniority is based upon date of hire.

Incumbent is a unit member assigned to a position and who is currently in active service in or on leave from the position.⁸

Industrial Accident or Illness is an injury or illness arising out of or in the course of employment with the Superintendent.⁹

Involuntary Demotion is a demotion without the unit member's voluntary written consent.¹⁰

Leave and Transfer Policies means any policy concerning any form of leave or transfer including, but not limited to, sick leave, vacations, personal leave, industrial accident or illness leave, holidays, training leave, or transfer of an employee from one site to another.¹¹

Minimum Qualifications are qualifications mandated for the position and which must be possessed by a unit member before they can be considered for employment in a specific class. Minimum qualifications shall be determined by mutual agreement between CSEA and the Superintendent.¹²

Permanent Employee is a regular employee who successfully completes an initial probationary period, which shall not exceed six (6) work months or 130 days, including holidays, of service beyond the initial date of employment by the Superintendent.¹³

⁴ Education Code Section 45101

⁵ Education Code Section 45182

⁶ Education Code Section 37200

⁷ Government Code Sections 53200-53209

⁸ Education Code Section 45103

⁹ Education Code Sections 44043, 45192

¹⁰ Education Section 45101

¹¹ Government Code Section 3543.2; Education Code Sections 45101, 45190, 45207

¹² Government Code Sections 3543.1, 3543.2

¹³ Government Code Sections 3543.1, 3543.2; Education Code Sections 45113, 45301, 45101(b)

Probationary Employee is a regular employee who will become permanent upon completion of a prescribed probationary period.

Promotion is a change in the assignment of unit member from a position in one class to a vacant position in another class with a higher maximum salary rate.

Reallocation is movement of an entire class from one salary range or rate to another salary range or rate.¹⁴

Reclassification is the upgrading of a position to a higher class as a result of the increase of the duties and/or responsibilities being performed by the incumbent in such position.

Reemployment is the return to duty of a unit member who has been placed on a reemployment list.¹⁵

Reemployment List is a list of names of persons who have been laid off for lack of work or lack of funds, exhaustion of sick leave, industrial accident or illness, or other privileges, and who are eligible for reemployment without examination in their former class for a period of thirty-nine (39) months, said list arranged in order of their right to reemployment rights.

Regular Employee is an employee, whether permanent, probationary, full-time, or part-time who is not a restricted, substitute, short-term, or student employee.¹⁶

Restricted Employee is an employee hired pursuant to any local, state, or federally funded program which restricts employment to persons in low income groups, designated impoverished areas, and any other criteria which restricts the privilege of all citizens to compete for employment under that program, except as may otherwise be specified by this Agreement.¹⁷

Safety Conditions of Employment means any work-related condition affecting health, safety, or welfare of the employee.¹⁸

Salary Rate is a specific amount of money paid for a specific period of service.¹⁹

Salary Schedule is a series of salary steps and ranges, which comprise the rates of pay for all classes.

Salary Step is one of the salary levels within the range of rates for a class.

Seniority is determined based upon the earliest date of hire within the classification, a lateral classification on the salary schedule or a higher classification and without regard to hours the employee has been in paid status.²⁰

¹⁴ Government Code Section 3543.2; Education Code Section 45285

¹⁵ Government Code Section 3543.2; Education Code Sections 45192, 45298, 45308

¹⁶ Education Code Sections 45103, 45256-45259

¹⁷ Education Code Sections 45102, 45108, 45259

¹⁸ Government Code Section 3543.2

¹⁹ Government Code Section 3543.2; Education Code Sections 45160, 45268

²⁰ Government Code Section 4532.2; Education Code Section 45308

Short-term Employee is a person hired for a specific temporary project of limited duration which, when completed, shall no longer be required.²¹

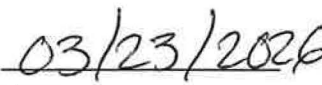
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Voluntary Demotion is a demotion agreed to in writing by a unit member and the Superintendent.²³


Mary Sakuma, Superintendent
Butte County Office of Education


Date


Sandra Rodriguez, President
CSEA, #436


Date

²¹ Education Code Sections 45103, 45256, 45258

²² Education Code Sections 45103, 45286

²³ Education Code Sections 45101, 45298, 45203

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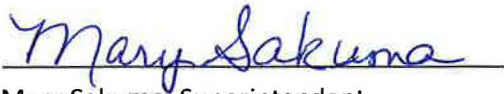
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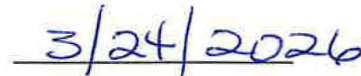
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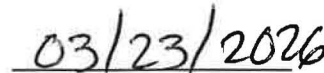
Mary Sakuma, Superintendent
Butte County Office of Education



Date



Sandra Rodriguez, President
CSEA, #436



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