

COMPREHENSIVE TENTATIVE AGREEMENT for SUCCESSOR AGREEMENT
Between
COTATI-ROHNERT PARK UNIFIED SCHOOL DISTRICT
And
SEIU CHAPTER 1021

Except as indicated below, the provisions of the collective bargaining agreement (CBA) between the parties for the period of July 1, 2014 through June 30, 2017, remain in effect.

Renumber sections within Articles as necessary.

1. ARTICLE 6: HOURS OF EMPLOYMENT

No change to Article. Parties shall continue to follow language regarding Inservice Training in section 6.5

2. ARTICLE 7: WAGES

No change to salary except as otherwise changed by the new paraprofessional classification in #5 of this Comprehensive Tentative Agreement.

No change to language regarding payment of bi-lingual stipend. Parties shall continue to follow language in section 7.9.

3. ARTICLE 8: BENEFITS

No change to Article.

4. ARTICLE 32: COMPLETION OF AGREEMENT / DURATION

32.1. Completion of Agreement

This document constitutes the entire document between the District and the Union on matters within the lawful scope of bargaining. The District and Union shall have no further obligation to meet and negotiate during the term of this Agreement on any subject or matters contained therein, except as set forth in the reopeners, or as mutually agreed, or as required by law.

32.2. Salary Adjustment

If another unit receives a salary schedule adjustment in 2017-2018, SEIU may request to reopen negotiations on salary only. This language supersedes the salary adjustment agreement (Article 32.2) dated 9/30/15 which terms on 6/30/17.

~~For the term of this Agreement, if any other bargaining unit receives an across-the-board salary schedule increase or off-schedule salary settlement, SEIU 1021 members will receive the same.~~

32.3. Duration

This agreement shall be effective for the period July 1, 2014**2017** through June 30,**2017** **2020**. This is a closed contract through June 30, **2020** ~~2017~~, except as set forth in the reopeners, or as mutually agreed, or as required by law.

32.4. Reopeners

For ~~2018-2019~~2015-2016 and 2016-2017, the parties **may will** reopen on wages and health benefits and ~~Each party may re-open~~**reopen** on one additional article.

~~Withdrawal of Pending Unfair Labor Practice Charge~~

~~Upon ratification of this Tentative Agreement by the Union and the Governing Board, CEIU shall withdraw pending unfair practice charge # SF-CE 3065-E and any other pending unfair practice charges, with prejudice.~~

5. NEW PARAPROFESSIONAL CLASSIFICATION.

- A. The classifications of Instructional Assistant I [IA I] and Instructional Assistant II – Special Education [IA II] shall be eliminated.
- B. A new classification called Paraprofessional shall replace the IA I and IA II classifications.
- C. Unit members currently in the classifications of IA I and IA II shall assume the classification of Paraprofessional as of the effective date and maintain the same FTE as assigned in the 2016-2017 school year for the term of this Agreement.
- D. Unit members currently holding IA I positions shall move to range 3 on the 2016-2017 salary schedule and to the lowest column in that range ~~resulting in an increase in salary of at least 5%~~ that would not result in a loss of wages.
- E. Seniority date will be determined by current IA I and IA II hire date.
- F. The FTE of Paraprofessional new hires will be "up to" 30 hours per week based on site and program need as determined by Administration.
- G. The memorandum of understanding dated June 4, 2014, is superseded by this agreement.
- H. The above changes shall be effective July 1, 2017.

For SEIU:

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Bryna Wigmore
Jenya Watson
Lyette Wilhelmsen

For the District:

Karen Telesco
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