

TENTATIVE AGREEMENT
Between the Beaumont Unified School District and the California School Employees
Association and its Beaumont Chapter 351
for the
2024-25 Successor Negotiations

This Agreement made and entered into the 9th day of May 2025, between the Beaumont Unified School District (hereinafter referred to as the "District") and the California School Employees Association and its Beaumont Chapter 351 (hereinafter referred to as "CSEA" or "Association") attests:

ARTICLE 1
TERM

This Agreement made and entered into the 49th day of ~~November~~ May 2024~~5~~, between the Beaumont Unified School District (hereinafter referred to as the "District") and the California School Employees Association and its Beaumont Chapter 351 (hereinafter referred to as "CSEA" or "Association") attests:

- 1.1 This Agreement shall remain in full force and effect from July 1, 2024~~4~~ through June 30, 2024~~7~~. The parties agree that all negotiations over compensation and benefits are closed for the 2021~~5~~-22~~6~~ and 2022-23 fiscal years. ~~The parties agree to reconvene to discuss compensation if there is an increase to the Cost-of-Living Adjustment (COLA) from the 5.07% in 2021-22, and projected 2.48% in 2022-23, or if there is any additional ongoing revenue for these years, but.~~ Either party may reopen negotiations for compensation and benefits for the 2023~~6~~-24~~7~~ fiscal year. The parties may notify the other in writing no later than March 15, annually, of its desire to reopen negotiations for salary and fringe benefits for the 2026-27 fiscal year and two contract articles each within the scope of bargaining to be named by either or both parties for the 2022~~5~~-23~~6~~ and 2023-24 fiscal years. Negotiations shall commence within forty-five (45) working days of the notice requirements, after initial and counter proposals have been presented to the public during an open hearing, unless extended by mutual agreement of the parties. For purposes of this article, a "working day" shall be a day in which the District is open for business. ~~Both parties shall meet and negotiate a department reorganization during the 2021-22 fiscal year and another department reorganization during the 2022-23 fiscal year. Upon implementation of this agreement, both parties agree to immediately meet and open the following articles for reopeners:~~

- ~~Article 11~~
- ~~Article 13~~
- ~~Article 16~~
- ~~And introduction of a new Article 26~~

1.2 Any modification of this Agreement shall not be effective unless reduced to writing and ratified and signed by both parties.

~~1.3 This July 1, 2021 Agreement incorporates all Tentative Agreements (TAs) from the 2020-21 negotiations and the TA dated November 19, 2021.~~

ARTICLE 6 COMPENSATION AND BENEFITS

6.1 Reorganization of the Classified Salary Schedule

~~There will be an ongoing two and a half percent (2.5%) increase applied to the classified salary schedule effective on the date of approval by both parties.~~

~~For the months between January 1, 2024, and the date of approval by both parties of this Tentative Agreement, each unit member, in paid status, will receive a payment of two and a half percent (2.5%) off schedule. The one-time off schedule payment will be based on an employee's combined total base annual salary of all permanent and probationary positions. The base annual salary does not include temporary work in another classification, extra duty, stipends, or overtime. The one-time off schedule payment will be prorated by hire date per position held beginning January 1, 2024, and the implementation of this agreement.*~~

Beginning July 1, 2024~~5~~, there will be an additional ongoing ~~three~~**two and a half** percent (~~3~~**2.5**%) applied to the classified salary schedule ~~and a half percent (0.5%) applied to the Health & Welfare contribution.~~

~~Each unit member, in paid status, will receive a payment of four percent (4%) off schedule. The one-time off schedule payment will be based on an employee's combined total base annual salary of all permanent and probationary positions. The base annual salary does not include temporary work in another classification, extra duty, stipends, or overtime. The one-time off schedule payment will be prorated by hire date per position held between July 1, 2023, and December 31, 2023.*~~

~~Unit members who resign, have resigned, or are terminated from the District prior to the date of ratification and approval by the Board of Trustees of this Agreement, respectively, shall not be eligible for pay increases or one-time payments, resulting from said Agreements.~~

The Parties agree that all negotiations are closed for the 2023~~4~~-2024~~5~~ school year. This agreement does not waive either Parties' right to negotiate under Article 1.1 for the 2024~~5~~-25~~6~~ school year.

~~*Base salary is calculated for each position by full time equivalent (FTE).~~

Eligibility for retroactivity for the above specific pay increase and for the increase in the District's annual contributions towards health insurance shall be in accordance with Article 6.8 — Pay and Health Insurance Contribution Increases, below.

(Articles 6.1.1 - 6.1.3 remain status quo)

6.2 Experience Credit. **Effective July 1, 2025,** A maximum of ~~two~~**three** (23) years may be granted for **professional work** experience **based on the requirements of the job description,** ~~outside of the Beaumont Unified School District for a maximum starting placement on Step 4.~~ **Experience credit shall be considered as in-house professional experience and/or outside work history.**

6.3 HEALTH AND WELFARE PLANS.

(Article 6.3.1 remains status quo)

6.3.2 Health and Welfare Plans. Effective October 1, 2020~~5~~, the District will offer the following Medical and Dental plans, and effective July 1, 2020~~5~~, the District will offer the following Vision Plan:

Type of Coverage	Plan Name
Blue Cross Shield of California ASO PPO Medical Plans	CVT PPO Plan 3B 1-10
	CVT PPO Wellness Plan
Blue Cross Shield of California HMO Medical Plans	CVT Trio HMO 10 Plan #1 C-Rx-B
	CVT Access+ HMO 10 Plan #2 1C Rx-B
	CVT Trio HMO 30 Plan #3 7-Rx-V
	Access+ HMO 30 Plan 7
Kaiser HMO Medical Plans	CVT Kaiser Plan #2 8 With Chiropractic
	CVT Kaiser Wellness Plan 11 With Chiropractic
Delta Dental	CVT Delta Dental PPO Plan
MES EyeMed Vision	REEP MES EyeMed Vision Plan

Health and Welfare Caps. The District will increase the Health and Welfare contribution (i.e. the “cap”) by \$547.00 beginning October 1, 2019. As of October~~July~~ 1, 2019~~24~~, the

maximum District contribution (i.e. the “cap”) for each full-time eligible employee, pro-rated as applicable below, for one Medical, Dental, and Vision plan shall be as follows:

Applicable Tier ALL PLANS	District Maximum Contribution (“Cap”)
Single	\$13,264.00 14,682.16
2-Party	\$12,264.00 13,682.16
Family	\$11,264.00 12,682.16

In the event of an increase in premiums for any plan, the District shall not be required to increase its contributions beyond the caps set forth above, unless and until negotiated otherwise with CSEA. The District and CSEA shall collaborate in making information available to unit members concerning the impact of premium increase, if any, and/or plan changes.

(Article 6.3.3 remains status quo)

~~6.3.4 Dual-Employee Married/Domestic Partnership Classified Employees. As per CVT’s plan provisions and guidelines, benefit eligible classified employees and their benefit eligible classified employee spouse or domestic partner, who enroll in separate PPO composite plans, shall be eligible for coordinated, double medical coverage. Each spouse or domestic partner shall be eligible for the full district contribution (pro-rated by hours) as stated above; however, as per CVT’s guidelines, the District pays only 75% of the composite medical premium for each eligible spouse or domestic partner.~~

6.3.54 Monthly Employee Payroll Deductions. Based on the plan offerings, caps, and pro-rata calculations stated above, tenthly monthly employee payroll deductions, if any, have been determined for the 2019-20 fiscal year for each employee’s choice of one CVT medical and dental plan, and one REEP vision plan. Such tenthly monthly payroll deductions are enclosed herein to this contract as Appendix A. In accordance with the plan offerings, caps, and pro-rata calculations detailed above, employee payroll deductions have been determined based on each employee’s selection of a CSEBA medical, dental, and vision plan. These deductions will be applied over 10 monthly pay periods from September through June and are included in this contract as Appendix A.

6.3.65 All eligible bargaining unit members who elect to “opt-out” of the District offered health insurance and receive the \$1,500 annual cash allowance in

lieu of District-paid medical insurance premiums, must complete the "opt-out" form during open enrollment each year and provide proof of alternative coverage. This allowance provision will be on a pro-rata basis and paid through ten equal monthly payments. This section is subject to the rules, regulations, and limitations of the Plan Administrator.

6.4 EARLY RETIREMENT BENEFIT PROGRAM

(Articles 6.4.1 - 6.4.9 remain status quo)

- 6.5 Payroll Frequency. Employees in the bargaining unit shall be paid once per month payable on or before the last working day of the month. If the normal pay falls on a holiday, the paycheck shall be issued on the preceding workday in accordance with the Riverside County Office of Education pay schedule for monthly pay. The District will report only exceptions or variations such as sick/personal necessity, extra duty, time not worked, etc., on payroll record sheets.

~~6.5.1 Unit members working less than ten (10) months will receive a pay-off for vacation earned and not utilized in the current year in June. (Moved to Article 16)~~

(Articles 6.6 - 6.17 remain status quo)

ARTICLE 8 HOURS

(Articles 8.1 - 8.2 remain status quo)

8.3 Rest and Lunch Periods.

(Article 8.3.1 remains status quo)

- 8.3.2 Lunch Period. All members whose workday is more than ~~is more than~~ **exceeds** four (4) hours shall be entitled to a duty-free lunch period. ~~Such period shall be of~~ **no less than** thirty (30) minutes ~~duration, and. For full time employees,~~ **this lunch period** shall be scheduled at or about the midpoint of their shift. ~~Deviations from the established lengths of lunch period shall be permitted upon mutual agreement an~~ **Changes to the lunch period duration may be mutually agreed upon by the** employee and ~~his/her~~ **their** supervisor, **except when operational or departmental needs necessitate a lunch period longer than thirty (30) minutes, depending on the position type and location. Any such needs will be communicated at the time of placement in the position.**

(Article 8.4 status quo)

8.5 Summer Programs.

~~8.5.1 Bargaining unit members who held the same unchanged summer programs assignment from the prior summer shall be given first offer preference in writing before the assignment is posted for current year summer programs, unless there is progressive disciplinary action in accordance with Article 21 of this Agreement. The unit member must respond within five (5) working days. If the unit member does not respond within the five (5) working days, the District shall assume he/she has declined the position and the position will be posted as per subsection 8.5.3.~~

~~8.5.21~~ 8.5.2 ~~With respect to 8.5.1, a~~**All bargaining unit members are eligible and may apply for summer programs assignments. These assignments will be based on seniority and classification as per Article 11, Sections 11.1 and 11.3.**

Any employee who has not completed their work year and is selected for a summer program assignment must fulfill their primary work year obligations. The employee's work year will be paused during the summer program assignment and must resume afterward but before the end of the fiscal year.

(Article 8.5.3 remains status quo)

8.5.4 Bargaining unit members working a summer programs assignment in their class will be paid for the July 4th **and/or Juneteenth** holiday, **in accordance with** as per Article 15.1.

(Article 8.5.5 - 8.6.2 remains status quo)

8.6.3 These specific activities are listed in – Appendix D ~~Positions shall be posted within 10 days of the ratification of this agreement.~~

ARTICLE 11 ASSIGNMENT, TRANSFER & FILLING OF VACANCIES

11.1 **Assignment.** In accordance with Article 4, initial assignment for new employees in a bargaining unit position is the sole prerogative of the District. Each employee shall receive a copy of the description of the job to which ~~he/she is~~ **they are** assigned at the beginning of ~~his/her~~ **their** assignment. Changes in job descriptions shall be negotiated with CSEA. If there are changes in the description, the employee shall be furnished a new description containing the changes within five (5) working days after the revised job description is adopted by the District and approved by the Board of Trustees. Except in cases of emergency, no employee once employed in any classification shall be assigned to perform work in another classification at a lower rate of pay unless ~~he/she~~ **they** agrees to such assignment. No employee shall be assigned to perform work in another classification at a higher rate of pay unless ~~he/she~~ **they** agrees to such assignment.

(Article 11.1.1 - 11.1.2 remains status quo)

- 11.2 Transfers. Transfers of bargaining unit members in the same classification from one ~~work station~~ **worksite** to another may be initiated by the District Administration whenever such transfer is in the best interest of the District as defined by the District Administration, but shall not be disciplinary in nature. The District must notify and discuss the transfer with a CSEA designee prior to any notification to the affected unit member. A unit member affected by such transfer shall be given notice at least five (5) working days prior to the transfer and a conference concerning the transfer will be held in order to explain the reasons therefore.

11.3 Filling of Vacancies

(Article 11.3.1 remains status quo)

- 11.3.2 Transfers Within Class. Whenever a new position is created or an existing position becomes vacant, the District shall first offer the opportunity to transfer to a permanent unit member serving in the same classification or higher classification within the class. For this section, "classification" refers to a job title and "class" refers to a family of job titles within a related group. A permanent unit member shall be selected based on these considerations: seniority, incumbency in the class, ~~competency based on evaluations~~ **competency as reflected in performance evaluations** and qualifications; and interviews (as applicable); unless the permanent member's personnel file shows a documented pattern of progressive discipline.

11.3.2.1 If a permanent member applies for a transfer within the same classification and is determined to be the only qualified applicant based on competency as reflected in performance evaluations, the member will automatically be selected provided there is no documented pattern of progressive discipline in the member's personnel file.

- 11.3.3 Promotions. Permanent unit members shall be given first consideration in filling any job vacancy within the bargaining unit that can be considered a promotion. After the announcement and posting of the position vacancy any permanent unit member may apply for the vacancy within the filing period. Within five (5) days following completion of the filing period, the Human Resources Division shall certify in writing the qualifications of bargaining unit applicants and notify each applicant of ~~his/her~~ **their** standing. A qualified permanent unit member shall be selected based on these considerations: seniority, incumbency in the class, competency based on evaluations and qualifications; and interviews (as applicable); unless the permanent member's personnel file shows a documented pattern of

progressive discipline. When a permanent unit member is promoted, ~~he/she~~ **they** shall be placed on the salary schedule in a range which will result in at least a one (1) step increase above ~~his/her~~ **their** present position or be placed in accordance with Article 6.2, whichever is greater. ~~The newly promoted unit member shall be in a probationary status for six (6) months in his/her new position. If the permanent unit member is unsuccessful in the higher class to which promoted, he/she shall be returned to their former classification.~~

11.3.4 Lateral Move Within Range. When a bargaining unit member applies and is selected for a lateral move within range, they shall retain their current step placement or be placed in accordance with Article 6.2, whichever is greater.

11.3.45 General Vacancies. If a vacancy occurs in any classification, not applicable to 11.3.2 or 11.3.3, and a permanent unit member wishes to apply for the vacant position, ~~he/she~~ **they** may apply for the position. Consideration will be given to all applications that are properly submitted for the vacancy; however, the final selection is within the sole discretion of the District Administration.

11.3.56 Effective July 1, 2021, in order to attain permanent status in a classification within this District, an employee must serve a probationary period of six (6) months or 130 days of paid service, whichever is longer, from the date of hire, excluding summer break for unit members working less than 12-month work years and also excluding extended leaves of absence exceeding seven (7) consecutive work days.

11.3.67 Seniority. Seniority status will be determined for assignment, transfer, promotion, and filling of vacancies based on (1) date of hire into current classification; (2) secondly, date of hire into the District. Bargaining unit employees hired prior to March 11, 2008, shall have their seniority "grandfathered" using the historical calculation of base hours worked in the District.

(Article 11.4 remains status quo)

ARTICLE 12 CLASSIFICATION AND RECLASSIFICATION

(Articles 12.1 - 12.5 remain status quo)

12.6 Reclassification will be considered between March 1 and April 30 of each school year.

- 12.6.1 Only unit members who submit ~~completing~~ the District's reclassification form between March 1 and April 30 of a school year will be considered for reclassification during that school year.

(Article 12.6.2 remains status quo)

- 12.6.3 A unit member whose se position has been reclassified as a result of an individually initiated reclassification request ~~with his/her position~~ shall not be ineligible to request another ~~for subsequent reclassification with his/her position~~ for a period of for at least two (2) years from ~~initial action~~ the date of the initial reclassification action.

ARTICLE 13 LEAVE PROVISIONS

13.2 Personal Illness and Injury Leave.

(Articles 13.2.1 - 13.2.2 remain status quo)

- 13.2.3 Each unit member shall be notified by the District of ~~his/her~~ their accumulated leave on ~~his/her~~ their monthly pay stub.
- 13.2.4 A unit member shall notify ~~her/his~~ their immediate supervisor or designee of an absence due to illness or injury prior to the start of ~~her/his~~ their shift or as soon as practicable.
- 13.2.5 If a unit member becomes ill during ~~his/her~~ their work day, the corresponding number of hours shall be deducted from the employee's leave account.

(Articles 13.2.6 - 13.2.7 remain status quo)

- 13.2.8 If requested by the District management, a unit member shall not return to work until ~~he/she~~ they submits a medical doctor's authorization to return to work. Such request shall not be for arbitrary or capricious reasons.
- 13.2.9 Bargaining unit members shall once a year be credited with a total of 100 working days of paid sick leave, including days to which ~~he/she~~ they is/are entitled under Section 13.2.1 of this Agreement. Such days of paid sick leave in addition to those required by Section 13.2.1 shall be compensated at fifty percent (50%) of the employee's regular salary. The paid sick leave in this section shall be exclusive of any other paid leave, holidays, vacation, or compensating time to which the unit member may be entitled.
- 13.2.10 Any time an employee on personal illness or injury leave is able to return to work, ~~he/she~~ they shall be entitled to return to ~~his/her~~ their position or a

comparable one, (1) if there is a vacancy, (2) if such position or positions is/are occupied by a substitute. If the person hired to perform ~~his/her~~**their** duties is or has become permanent, then the senior of the two persons shall be offered the position.

13.3 Personal Necessity Leave

(Articles 13.3.1 - 13.3.2 remain status quo)

13.3.3 Except for cases covered by "a" and "b" above, a unit member must obtain prior approval from the appropriate ~~management person~~ **administrator** before utilization of personal necessity leave. The following provisions apply:

13.3.3.1 If an employee has a compelling reason for personal necessity leave and does not wish the reason to appear on the request form, ~~he/she~~**they** may tell the immediate supervisor and if the supervisor approves, the Superintendent and/or designee shall approve the leave without a stated reason.

13.3.3.2 If the employee wishes to approach the Superintendent and/or designee directly for personal necessity leave and does not wish the reason to appear on the form, ~~he/she~~**they** may do so after informing the immediate supervisor that ~~he/she~~**they** intends to give the reason to the Superintendent and/or designee.

(Articles 13.3.4 - 13.3.5 remain status quo)

13.4 Bereavement Leave.

13.4.1 A unit member shall be entitled to a maximum of four (4) days leave of absence, or six (6) days leave of absence if one way travel in excess of three hundred (300) miles, without loss of salary on account of the death of any member of ~~his/her~~**their** immediate family. **Bereavement leave must be utilized within 3 months of the death of the immediate family member, except in extenuating circumstances as approved by the Superintendent/Designee.**

13.4.2 For purposes of this provision, an "immediate family member" shall be defined as ~~husband, wife~~ **spouse, child, parent, sibling, grandparent, grandchild, parent-in-law**, ~~mother, father, sister, brother, son, daughter, mother-in-law, father-in-law, grandfather, grandmother, son-in-law, daughter-in-law, grandchild, foster son, foster daughter, brother-in-law, sister-in-law, step-father, step-mother, step-child, step-brother, step-sister,~~

registered-domestic partner, or any relative of either spouse living in the immediate household of the employee.

(Articles 13.5 remains status quo)

13.6 Leave Without Pay for Child-Bearing Preparation and Child Rearing

(Articles 13.6.1 - 13.6.3 remain status quo)

13.6.4 The duration of such leave shall consist of no more than twelve (12) months. An extension of leave may be granted, not to exceed an additional twelve (12) months.

(Articles 13.6.5 - 13.6.7 remain status quo)

13.7 Industrial Accident Leave

(Articles 13.7.1 - 13.7.4 remain status quo)

13.7.5 The industrial accident or illness leave is to be used in lieu of normal sick leave benefits. When entitlement to industrial accident or illness leave under this section has been exhausted, entitlement to other sick leave, vacation or other paid leave may then be used. If, however, an employee is still receiving temporary disability payments under Workers' Compensation laws of this state at the time of the exhaustion of benefits under this section, and has not returned to work, ~~he/she~~**they** shall be entitled to use only so much of ~~his/her~~**their** accumulated and available normal sick leave and vacation leave, which, when added to the Workers' Compensation award, provides for a day's pay at the regular rate of pay.

13.7.6 Anytime an employee on industrial accident or illness leave is able to return to work, ~~he/she~~**they** shall be reinstated in ~~his/her~~**their** position without loss of pay or benefits.

13.8 Judicial Leave.

(Articles 13.8.1 - 13.8.2 remain status quo)

13.8.3 On a day that a unit member does not report as a potential juror, or as an actual juror, the unit member will report to work for ~~his/her~~**their** regular work shift. On a day that a unit member reports as a potential juror, or as an actual juror, the unit member does not have to report to work., **unless a unit member has been released for part of a day, the unit member shall inform their supervisor immediately and report to work for the remainder of the workday.**

13.9 Military Leave

(Article 13.9.1 remains status quo)

13.10 Utilization of Paid Leave for Volunteer Public Safety Personnel

(Article 13.10.1 - 13.10.3 remains status quo)

13.11 Other Leaves Without Pay.

(Article 13.11.1 remains status quo)

- 13.11.2 The application for and granting of such leaves of absence shall be in writing. In addition, a unit member on such leave shall notify the District Office thirty (30) days prior to ~~his/her~~**their** return as to the intent to return to employment in the District. Failure to notify may be considered abandonment of the position.

(Article 13.11.3 remains status quo)

- 13.11.4 Upon return from personal leave the employee will be assigned to the first position for which ~~his/her~~**their** experience and training qualify him/her. However, in situations wherein a leave of absence has been approved for a period of three (3) months or less a returning employee shall return ~~his/her~~**their** previous position.

- 13.11.5 For purposes of care for a member of the immediate family, defined as ~~husband, wife~~ **spouse, child, parent, sibling, grandparent, grandchild, parent-in-law**, ~~mother, father, sister, brother, son, daughter, grandfather, grandmother,~~ **son-in-law, daughter-in-law**, foster son, foster daughter, brother-in-law, sister-in-law, step-father, step-mother, step-child, step-brother, step-sister, domestic partner, or any relative of either spouse living in the immediate household of the employee, who is ill, a leave of absence may be granted up to a period of one year. The unit member on such unpaid leave shall be entitled to return to ~~his/her~~**their** position or a comparable one, (1) if there is a vacancy, (2) if such position or positions is/are occupied by a substitute, (3) if the person hired to perform ~~his/her~~**their** duties is or has become permanent, then the senior of the two persons shall be offered the position.

13.12 Catastrophic Leave Program

(Articles 13.12.1 - 13.12.8 remains status quo)

13.13 Family and Medical Leave.

Pursuant to the Family and Medical Leave Act (29 U.S.C., Section 2601, et seq.) (FMLA) and California Family Rights Act (Government Code Section 12945.2

(CFRA), any bargaining unit member who has served the District for at least twelve (12) months and has worked at least 1,250 hours during the previous twelve (12) months may be entitled to up to twelve (12) weeks of unpaid family care and medical leave in a twelve (12) month period; such leave shall not exceed twelve (12) workweeks in a twelve (12) month period measured from the first day of such leave. The leave provided for in this Article may be available for any one of the following reasons:

- a) Birth of a child and to care for the newborn, adopted, or foster child;
- b) To care for a parent, spouse, child or registered domestic partner;
- c) Employee is unable to perform the functions of his/her **their** job because of the employee's own serious health condition that is either temporary or requires ongoing medical attention.
- d) Military Leave to include Qualifying Exigency Leave and Military Caregiver Leave as defined and specified under FMLA rules and regulations.

(Articles 13.13.1 - 13.13.2 remain status quo)

ARTICLE 15 HOLIDAYS

15.2 Classified employees shall receive ~~fourteen~~ **fifteen** (~~14~~**15**) days as holidays. ~~Eleven~~ **Twelve** (~~11~~**12**) of these days shall be:

- Independence Day
- Labor Day
- Admission Day
- Veterans Day
- Thanksgiving Day
- ~~December 25~~ **Christmas Day**
- New Year's Day
- Lincoln's Day
- Washington's Day
- Memorial Day
- Dr. Martin Luther King, Jr. Day
- **Juneteenth**

Juneteenth will be observed on the third Monday of June. The remaining three days will be selected annually as agreed upon by the District and CSEA. Normally these days will be selected from: ~~the day before~~ Christmas **Eve**, New Year's Eve, and **the** day after Thanksgiving.

(Articles 15.3 - 15.8 remains status quo)

ARTICLE 16 VACATIONS

(Article 16.1 - 16.7 remains status quo)

~~6.5.1~~ **16.8** Unit members working Classified Work Year (A) less than ten (10) months will receive a ~~pay-off~~ **payout in June** for vacation earned and not utilized in the current year ~~in June~~. **Retroactive pay does not apply to past vacation payouts in a year when there is a negotiated salary increase.**

~~16.8~~ **9** Unit M members whose work ing Classified Work Year (B), (C), and (D) year is less than twelve months shall take their earned vacation during the regular Christmas and Spring school vacation periods **non-student days**. Any balance of earned vacation entitlement shall be taken during their employment year at the convenience of the District and the employee in conjunction with the scheduling and seniority provisions of this Article.

16.10 Unit members working Classified Work Year (E), shall take their earned vacation during their employment year at the convenience of the District and the employee in conjunction with the scheduling and seniority provisions of this Article.

~~16.9~~ **11** If a paid holiday falls within a member's vacation period, that day shall not be charged against earned vacation time.

~~16.10~~ **2** A member shall be permitted to interrupt or terminate vacation leave in order to use another type of paid leave provided by this Agreement without a return to active service, provided the member supplies notice and supporting information regarding the basis for such change in type of leave taken.

~~16.11~~ **3** If a member's scheduled vacation becomes due and the member is on leave due to illness or injury they may request that the vacation date be changed. The District shall grant such request. The member may elect to have the vacation rescheduled in accordance with the District's vacation schedule. However, if insufficient time remains in their work year, they may request to carry over all or part of the vacation time to the following year, or elect to receive compensation for all or part of such vacation earned and accumulated.

~~16.12~~ **4** If a member is not permitted by District management to take any part of their annual vacation in the year earned, the amount not authorized to be taken may be carried over to the following year or the unit member may elect to be paid for all or any portion of the unused vacation time.

16.15 Any employee hired on or after July 1, 2025, can carry a maximum balance of ten (10) days per unit member's full time equivalent (FTE) of accrued vacation and any excess over ten (10) days per unit member's FTE of accrued vacation will be paid out in June, at the employee's regular rate of pay, after verification of available leave balance.

16.16 Any employee hired prior to July 1, 2025 will be able to carry a maximum of 200 hours.

16.16.1 Any employee whose carryover exceeds the maximum allowable limit for the year shall adhere to the following provisions until their carryover is reduced to 200 hours:

16.16.1.1 Any employee with a carryover above the maximum of 200 hours for the year shall schedule a minimum of an additional 40 hours per year in 2025-26 and 2026-27 school years, in excess of their standard allotment, to reduce the carryover balance below 200 hours. This time must be scheduled and approved by the administrator. Any time remaining above the maximum carryover limit of 200 hours will be paid out by the September 2027 payroll to reduce each employee's balance to the approved allotment of 200 hours.

16.13~~7~~ Inclement Weather Day - (a day on which the District closes school) - Employees may use accrued vacation.

ARTICLE 26

SAFETY AND SECURITY SYSTEMS

26.1 Global Positioning System "GPS".

26.1.1 The intent and purpose of Global Positioning System ("GPS") installed on District assets is to enhance District operations and the safety and protection of District assets.

26.1.2 All classified employees shall be informed of the presence and use of GPS installed on District assets.

26.1.3 The District shall not use GPS to monitor the performance of classified employees, except in cases where misconduct is reasonably suspected, reported, documented, or unintentionally observed.

26.1.4 The GPS shall not supplant management duties or supervision.

26.2 Video Surveillance System.

26.2.1 The intent and purpose of the video surveillance system is to enhance safety and security Districtwide.

26.2.2 All classified employees shall be informed of the presence and use of the video surveillance system on District property.

26.2.3 The District shall not use the video surveillance system to monitor the performance of classified employees, except in cases where

misconduct is reasonably suspected, reported, documented, or unintentionally observed during a review of video footage of a separate matter.

26.2.4 The video surveillance system shall not supplant management duties or supervision.

APPENDIX D: EXTRA-CURRICULAR STIPEND POSITIONS

~~Class 1 - \$1,000.00 — GED Testing Examiner~~

~~California Department of Education certification required. Coordinate with the Alternative Education Director to determine the annual GED Testing Schedule. Stipend amount was based on the 1998-99 schedule.~~

~~Payroll: — December (\$500.00) — June (\$500.00)~~

~~Class 2 - \$600.00 — Computer Coordinator~~

~~For the term that a classified unit member is responsible for computer equipment.~~

~~Payroll: — December (\$300.00) — June (\$300.00)~~

~~Class 2 - \$800 — Secondary Bilingual Site Interpreter/ Translator
(Beaumont High School)~~

~~See job description for Site Bilingual Interpreter/Translator.~~

~~Payroll: — December January \$400 — June \$400~~

~~Class 3 - \$800 — Alternative Education Bilingual Site Translator~~

~~— 7 - 8 Bilingual Site Translator~~

~~See job description for Site Bilingual Translator.~~

~~Payroll: — December \$400 — June \$400~~

~~Class 4 - \$800 — Elementary Bilingual Site Translator~~

~~See job description for Site Bilingual Translator.~~

~~Payroll: — December \$400 — June \$400~~

~~Class 5 - \$800 — Transportation/Maintenance & Operations
Translator~~

~~See job description for Site Bilingual Translator.~~

~~Payroll: — December \$400 — June \$400~~

APPENDIX G: UNIFORMS

Classification	Position	Uniforms	Quantity	Average Monthly Cost		Annual Cost	
Campus Security*	II, III <u>Campus Safety Officer</u>	Shirts	7	\$ 9.91	\$ <u>20.42</u>	\$ 119.00	\$ <u>245.00</u>
		Windbreaker or Jacket**	1	\$	2.16	\$	26.00
		<u>Pants</u>	<u>5</u>	\$	<u>12.50</u>	\$	<u>150.00</u>
		<u>Belt**</u>	<u>1</u>	\$	<u>0.42</u>	\$	<u>5.00</u>
		<u>Carry Vest**</u>	<u>1</u>	\$	<u>3.17</u>	\$	<u>38.00</u>
		<u>Hat*</u>	<u>1</u>	\$	<u>1.50</u>	\$	<u>18.00</u>
				\$ 12.07	\$ <u>40.16</u>	\$ 145.00	\$ <u>482.00</u>
Campus Security*	<u>Campus Security</u>	<u>Shirts</u>	<u>7</u>	\$	<u>20.42</u>	\$	<u>245.00</u>
		Vest	1	\$	2.27	\$	25.00
		Windbreaker or Jacket**	1	\$	2.16	\$	26.00
		<u>Pants</u>	<u>5</u>	\$	<u>12.50</u>	\$	<u>150.00</u>
		<u>Belt**</u>	<u>1</u>	\$	<u>0.42</u>	\$	<u>5.00</u>
		<u>Hat*</u>	<u>1</u>	\$	<u>1.50</u>	\$	<u>18.00</u>
				\$ 4.43	\$ <u>37.00</u>	\$ 51.00	\$ <u>444.00</u>
Custodians	I, II, III, IV	Shirts	7	\$ 9.91	\$ <u>20.42</u>	\$ 119.00	\$ <u>245.00</u>
		Windbreaker or Jacket**	1	\$	2.16	\$	26.00
				\$ 12.07	\$ <u>22.58</u>	\$ 145.00	\$ <u>271.00</u>
Child Nutrition Services	I, II, III, IV, Warehouse Lead, Delivery Drivers	Non-Slip Soled Shoes	1	\$ 3.63	\$ <u>5.00</u>	\$ 40.00	\$ <u>60.00</u>
						\$	3.63
Grounds	I, II, III, IV	Shirts	7	\$ 9.91	\$ <u>20.42</u>	\$ 119.00	\$ <u>245.00</u>
		Windbreaker or Jacket**	1	\$	2.16	\$	26.00
		Reinforced Toed Boots	1	\$	12.50	\$	150.00
						\$ 14.66	\$ <u>35.08</u>
Maintenance	I, II, III, IV	Shirts	7	\$ 9.91	\$ <u>20.42</u>	\$ 119.00	\$ <u>245.00</u>
		Windbreaker or Jacket**	1	\$	2.16	\$	26.00
		Reinforced Toed Boots	1	\$	12.50	\$	150.00
						\$ 14.66	\$ <u>35.08</u>
Transportation	Bus Drivers	Shirts	7	\$ 9.91	\$ <u>20.42</u>	\$ 119.00	\$ <u>245.00</u>
		Windbreaker or Jacket**	1	\$	2.16	\$	26.00
				\$ 12.07	\$ <u>22.58</u>	\$ 145.00	\$ <u>271.00</u>
Transportation	Mechanics	Shirts	7	\$ 9.91	\$ <u>20.42</u>	\$ 119.00	\$ <u>245.00</u>
		Windbreaker or Jacket**	1	\$	2.16	\$	26.00
		Reinforced Toed Boots	1	\$	12.50	\$	150.00
						\$ 14.66	\$ <u>35.08</u>

* Optional

* Optional

**Based on replacement every five (5) years. Average amount dependent on style of jacket or windbreaker.

All articles not referenced in this agreement remain status quo and in effect.

This tentative agreement is subject to review under CSEA's 610, and review and ratification by CSEA Chapter 351 members and the Beaumont USD Board of Trustees.

For Beaumont USD


For CSEA



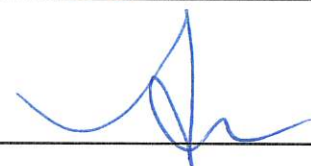
Don B.



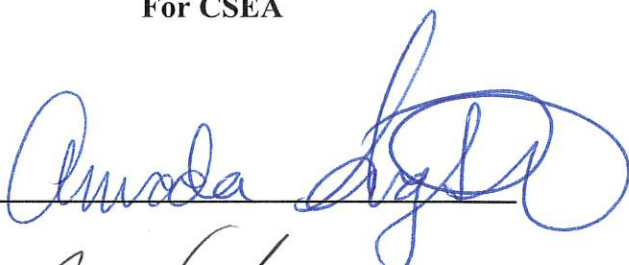
Cameron Tidney




Cameron Tidney



Cameron Tidney



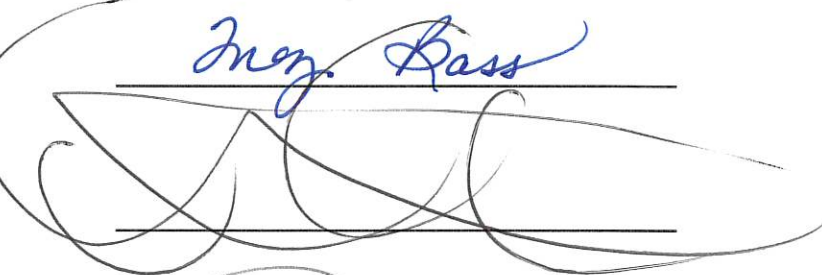
Amanda



Russell



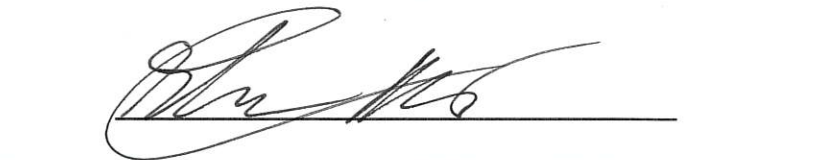
Mary



Mary



Mary



Mary
