

**Tentative Agreement
Between
Rocklin Unified School District (District)
And
California School Employees Association and Rocklin Classified Chapter No. 773 (CSEA)
For 2021-2022 School Year**

The District and CSEA hereby enter into this Tentative Agreement on October 25, 2021, to resolve contract negotiations for the 2021-2022 school years. The parties agree to the following:

- Article 3 – Union Rights: New Language: “Article 3: “Union Rights During New Employee Onboarding/Orientation

NEW EMPLOYEE ORIENTATION DURING ONBOARDING

a) “New employee orientation” means the onboarding process of a newly hired public employee, whether in person, online, or through other means or mediums, in which employees are advised of their employment status, rights, benefits, duties and responsibilities, or any other employment-related matters.

b) The District shall provide CSEA mandatory access to its new employee orientations. CSEA shall receive not less than ten (10) days’ notice in advance of an orientation, except that a shorter notice may be provided in a specific instance where there is an urgent need critical to the District’s operations that was not reasonably foreseeable. ~~These orientation sessions take place in the beginning of the school year and are separated by position group.~~

i. ~~In the event the District conducts~~ The District will hold a group orientation one day per month, at 8am in the District Office, on predetermined dates (see attached schedule) which will be communicated to all new employees hired since the last NEO was held. CSEA shall have one (1) hour of paid release time for two (2) CSEA representatives, including the Chapter President or designee, to conduct the orientation session. Said release time shall not be counted against the total release time contained elsewhere in the collective bargaining agreement. The CSEA Labor Relations Representative may also attend the orientation session. A reminder notification will be sent to all new employees expected to attend, reminding them of their required attendances one week prior to the NEO. New employees in attendance will be in paid status.

ii. ~~In the event the District conducts one-on-one orientations with new employees, the District agrees to schedule a monthly meeting at 8:00 AM in the District Office where CSEA shall have thirty (30) minutes of paid release time for one (1) CSEA representative to conduct the orientation session. New employees will be invited to attend the meeting during their designated work hours without loss of pay. Said release time shall not be counted against the total release time contained elsewhere in the collective bargaining agreement. The CSEA Labor Relations Representative may also attend the orientation session.~~

c) The District shall include the CSEA membership packet in any employee orientation packet of District materials provided to any newly hired employee. CSEA

RUSD Counter-Offer 10/25/19 3:30 PM

RUSD Counter Offer 10/25/19 4:49 PM

CSEA Counter Offer 10-25-21 5:10 PM

shall provide the District with copies of the CSEA membership packet, including membership form, to the District for distribution.

d) The orientation session shall be held on District property during the workday of the employee(s), who shall be on paid time.

e) During CSEA's orientation session, no District manager or supervisor or non-unit employee shall be present.

District accepts this proposal 10-25-21

- Article 9 – Evaluation Procedure and Probationary Period
 - The District proposes an amendment to the following language to subsection 9.1, which states:
 - “Except as otherwise provided herein, the probationary period for new bargaining unit employees is nine (9) calendar months.”
 - The amended language would read as follows:
 - “Except as otherwise provided herein, the probationary period for new bargaining unit employees is six (6) calendar months.

CSEA accepts this proposal 10-25-21

- Article 25 – Salary
 - Beginning July 1, 2021, the bargaining unit salary schedules shall be increased by 4% across the board, in accordance with the collective bargaining agreement between the parties. The retroactive amount will be paid no later than December 17, 2021.
 - The Rocklin Unified School District values classified staff members and all of the additional efforts in overtime hours provided by CSEA members to support students and staff during the pandemic. The District agrees to increase overtime pay by 25% for the remainder 2021-2022 school year. This would represent an increase in overtime pay from time and a half (1.5/hour) to time and three quarters (1.75/hour). In addition, the District agrees to increase extra time/sub-time pay by 25% for the remainder of the 2021-2022 school year. Extra time refers to additional hours employees who are not full-time will work to support students and staff during the pandemic. This would represent an increase in extra time/sub-time pay from regular hourly pay to 1.20/hour. This increase would take place November 26, 2021, immediately following Board approval of the Tentative Agreement.

1.25 ←
 - The District agrees to provide a one-time before tax payment of \$450.00 to all classified employees. CSEA withdraws this proposal.
- Article 26 – Health, Welfare, and Retirement Benefits
 - Status Quo ~~District agrees to increase the cap by \$50.00~~ **CSEA withdraws this proposal.**

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

ROCKLIN UNIFIED SCHOOL DISTRICT

By: [Signature] 10/25/21
CSEA President Date

By: [Signature] 10/25/21
Associate Superintendent of Human Resources Date

[Signature]
10-25-21