

**PLEASE INSERT THESE PAGES INTO THE BACK OF
YOUR
COLLECTIVE BARGAINING AGREEMENT**

**AGREEMENT
DATES**

JULY 1, 2008 – JUNE 30, 2010

This agreement is made and entered into for the 2008/2009 school year by and between the Capistrano Unified School District, and Chapter 224, California School Employees Association.

TENTATIVE AGREEMENT
Between the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and
CAPISTRANO UNIFIED SCHOOL DISTRICT

July 1, 2008 – June 30, 2010

This agreement is made and entered into on March 26, 2009 for the contract term July 1, 2008 to June 30, 2010 between the Capistrano Unified School District (CUSD) and California School Employee Association (CSEA).

The parties agree that for the 2008-09 school year all provisions of the collective bargaining agreement shall remain in full force and effect. Any increased costs associated with step advancement and health and welfare benefits for the current year will be paid by the district.

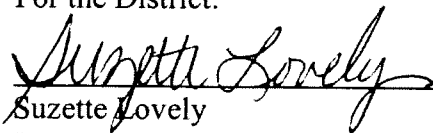
The parties further agree that the following articles will be carried over to the 2009-10 contract discussions:

Article 3 – Hours of Employment and Overtime
Article 7 - Transfers and Promotions
Article 8 – Leaves
Article 9 – Vacations
Article 10 – Holidays
Article 11 – Wages
Article 12 – Health and Welfare Benefits
Article 16 – Layoff and Reemployment
MOUs

In accordance with law, the parties agree to meet and negotiate in good faith over subjects within the scope of representation. While the decision to layoff classified employees is not negotiable, the district agrees to provide CSEA with notice and an opportunity to bargain over the effects of any layoffs which have an impact upon a matter within the scope of bargaining.

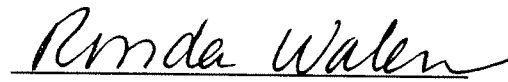
CSEA agrees to sunshine any additional articles for 2009-10 discussions upon Board approval of the 2008-09 tentative agreement. It is further agreed that 2009-10 negotiations will commence immediately thereafter.

For the District:


Suzette Lovely
Deputy Superintendent, Personnel Services

March 26, 2009
Date

For the Association:


Ronda Walen
President, CSEA

March 26, 2009
Date

California School Employees Association (CSEA) Salary Schedule

CAPISTRANO UNIFIED SCHOOL DISTRICT

San Juan Capistrano, CA

7/1/2008 - 6/30/2009

Step 1 Hourly Rate	Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 10	Step 15	Step 20
11.56	12	2,003.11	2,103.27	2,208.43	2,318.85	2,434.79	2,556.53	2,684.36	2,818.58	2,889.04
11.85	13	2,053.19	2,155.85	2,263.64	2,376.82	2,495.66	2,620.44	2,751.46	2,889.03	2,961.26
12.14	14	2,104.52	2,209.75	2,320.24	2,436.25	2,558.06	2,685.96	2,820.26	2,961.27	3,035.30
12.45	15	2,157.13	2,264.99	2,378.24	2,497.15	2,622.01	2,753.11	2,890.77	3,035.31	3,111.19
12.76	16	2,211.06	2,321.61	2,437.69	2,559.57	2,687.55	2,821.93	2,963.03	3,111.18	3,188.96
13.08	17	2,266.34	2,379.66	2,498.64	2,623.57	2,754.75	2,892.49	3,037.11	3,188.97	3,268.69
13.40	18	2,323.00	2,439.15	2,561.11	2,689.17	2,823.63	2,964.81	3,113.05	3,268.70	3,350.42
13.74	19	2,381.08	2,500.13	2,625.14	2,756.40	2,894.22	3,038.93	3,190.88	3,350.42	3,434.18
14.08	20	2,440.61	2,562.64	2,690.77	2,825.31	2,966.58	3,114.91	3,270.66	3,434.19	3,520.04
14.43	21	2,501.63	2,626.71	2,758.05	2,895.95	3,040.75	3,192.79	3,352.43	3,520.05	3,608.05
14.79	22	2,564.17	2,692.38	2,827.00	2,968.35	3,116.77	3,272.61	3,436.24	3,608.05	3,698.25
15.16	23	2,628.27	2,759.68	2,897.66	3,042.54	3,194.67	3,354.40	3,522.12	3,698.23	3,790.69
15.54	24	2,693.98	2,828.68	2,970.11	3,118.62	3,274.55	3,438.28	3,610.19	3,790.70	3,885.47
15.93	25	2,761.33	2,899.40	3,044.37	3,196.59	3,356.42	3,524.24	3,700.45	3,885.47	3,982.61
16.33	26	2,830.36	2,971.88	3,120.47	3,276.49	3,440.31	3,612.33	3,792.95	3,982.60	4,082.17
16.74	27	2,901.12	3,046.18	3,198.49	3,358.41	3,526.33	3,702.65	3,887.78	4,082.17	4,184.22
17.16	28	2,973.65	3,122.33	3,278.45	3,442.37	3,614.49	3,795.21	3,984.97	4,184.22	4,288.83
17.58	29	3,047.99	3,200.39	3,360.41	3,528.43	3,704.85	3,890.09	4,084.59	4,288.82	4,396.04
18.02	30	3,124.19	3,280.40	3,444.42	3,616.64	3,797.47	3,987.34	4,186.71	4,396.05	4,505.95
18.48	31	3,202.29	3,362.40	3,530.52	3,707.05	3,892.40	4,087.02	4,291.37	4,505.94	4,618.59
18.94	32	3,282.35	3,446.47	3,618.79	3,799.73	3,989.72	4,189.21	4,398.67	4,618.60	4,734.07
19.41	33	3,364.41	3,532.63	3,709.26	3,894.72	4,089.46	4,293.93	4,508.63	4,734.06	4,852.41
19.90	34	3,448.52	3,620.95	3,802.00	3,992.10	4,191.71	4,401.30	4,621.37	4,852.44	4,973.75
20.39	35	3,534.73	3,711.47	3,897.04	4,091.89	4,296.48	4,511.30	4,736.87	4,973.71	5,098.05
20.90	36	3,623.10	3,804.26	3,994.47	4,194.19	4,403.90	4,624.10	4,855.31	5,098.08	5,225.53
21.43	37	3,713.68	3,899.36	4,094.33	4,299.05	4,514.00	4,739.70	4,976.69	5,225.52	5,356.16
21.96	38	3,806.52	3,996.85	4,196.69	4,406.52	4,626.85	4,858.19	5,101.10	5,356.16	5,490.06
22.51	39	3,901.68	4,096.76	4,301.60	4,516.68	4,742.51	4,979.64	5,228.62	5,490.05	5,627.30
23.07	40	3,999.22	4,199.18	4,409.14	4,629.60	4,861.08	5,104.13	5,359.34	5,627.31	5,767.99
23.65	41	4,099.20	4,304.16	4,519.37	4,745.34	4,982.61	5,231.74	5,493.33	5,768.00	5,912.20
24.24	42	4,201.68	4,411.76	4,632.35	4,863.97	5,107.17	5,362.53	5,630.66	5,912.19	6,059.99
24.85	43	4,306.72	4,522.06	4,748.16	4,985.57	5,234.85	5,496.59	5,771.42	6,059.99	6,211.49
25.47	44	4,414.39	4,635.11	4,866.87	5,110.21	5,365.72	5,634.01	5,915.71	6,211.50	6,366.79
26.10	45	4,524.75	4,750.99	4,988.54	5,237.97	5,499.87	5,774.86	6,063.60	6,366.78	6,525.95
26.76	46	4,637.87	4,869.76	5,113.25	5,368.91	5,637.36	5,919.23	6,215.19	6,525.95	6,689.10
27.43	47	4,753.82	4,991.51	5,241.09	5,503.14	5,778.30	6,067.22	6,370.58	6,689.11	6,856.34
28.11	48	4,872.67	5,116.30	5,372.12	5,640.73	5,922.77	6,218.91	6,529.86	6,856.35	7,027.76
28.81	49	4,994.49	5,244.21	5,506.42	5,781.74	6,070.83	6,374.37	6,693.09	7,027.74	7,203.43
29.54	50	5,119.35	5,375.32	5,644.09	5,926.29	6,222.60	6,533.73	6,860.42	7,203.44	7,383.53
30.27	51	5,247.33	5,509.70	5,785.19	6,074.45	6,378.17	6,697.08	7,031.93	7,383.53	7,568.12
31.03	52	5,378.51	5,647.44	5,929.81	6,226.30	6,537.62	6,864.50	7,207.73	7,568.12	7,757.32
31.81	53	5,512.97	5,788.62	6,078.05	6,381.95	6,701.05	7,036.10	7,387.91	7,757.31	7,951.24
32.60	54	5,650.79	5,933.33	6,230.00	6,541.50	6,868.58	7,212.01	7,572.61	7,951.24	8,150.02
33.42	55	5,792.06	6,081.66	6,385.74	6,705.03	7,040.28	7,392.29	7,761.90	8,150.00	8,353.75

Hourly rate: Monthly rate divided by 173.33

Shift Differential: Any shift differentials are computed by adding \$68.00 to monthly salary or adding thirty-nine cents (\$.39) to hourly rate.

- ~ Step 6: An employee who has completed one (1) year of service with CUSD on Step 5 is eligible for Step 6. Step 6 shall be 5% higher than Step 5.
- ~ Step 10: An employee who has completed one (1) year on Step 6 and is beginning ten (10) or more years of consecutive, regular service with CUSD is eligible for Step 10. Step 10 shall be 5% higher than Step 6.
- ~ Step 15: An employee who is beginning fifteen (15) or more years of consecutive, regular service with CUSD is eligible for Step 15. Step 15 shall be 5% higher than Step 10.
- ~ Step 20: An employee who is beginning twenty (20) or more years of consecutive, regular service with CUSD is eligible for Step 20. Step 20 shall be 2.5% higher than Step 15.

Includes a 2% to the schedule as of 7/1/2007.

Effective: 7/1/2007

Adopted: 6/4/2007

Matrixed using QSS Method Rounded to the cent
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