

Tentative Agreement

Article 5: Pay and Allowance

CSEA and the District agree to remove step 1 from the current salary schedule.

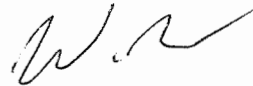
CSEA and the District agree to renumber the new salary schedule from steps 1-23.

CSEA and the District agree to add a new step 24.

CSEA and the District agree to add .04 cents to Range A step 1 making the start \$15.00 per hour.

CSEA and the District agree to a 5.5% increase to the 2022-2023 salary schedule starting July 1, 2022.

~~CSEA and the District agree to add \$235.00 to current the current cap of \$16,475.00 for eligible unit members, making the new cap \$16,710.00 starting July 1, 2022.~~




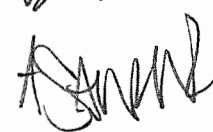
Date Signed: 5/19/2022

For CSEA

For District

Miss Patricia PAHS  
 AVES

Michael Montano PAHS  
Bruno 393 Chapter President  
 AVES

*AW*

**POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT  
ARENA UNION ELEMENTARY SCHOOL DISTRICT  
CLASSIFIED SALARY SCHEDULE - DRAFT ONLY  
2022-2023 - effective 7/1/2022 - plus 5.5% increase with other adjustments**

	A	B	C	D	E	F
	Food Service Cook I <u>Paraeducator:</u> Regular Ed.	Food Service Cook II Custodian Billing. Com/Sc. Liais. Library Media Tech. N.A. Comm/Sch. Liais. <u>Paraeducator:</u> Special Education I Health Tec. Assistant	Admin. Assistant I Campus Security <u>Instruction Specialist:</u> Construction <u>Paraeducator:</u> Special Ed. II (Mild/Mod.) ELD	Maintenance Bus Driver <u>Paraeducator:</u> Special Ed. III (Mod./Sev.) Special Ed. III (Transition)	Admin Assistant II	Mechanic/ Bus Driver
Step	Range					
1	15.00	15.32	16.08	16.88	17.72	20.38
2	15.02	15.78	16.56	17.39	18.26	20.99
3	15.48	16.26	17.06	17.90	18.81	21.63
4	15.94	16.74	17.57	18.45	19.37	22.26
5	16.42	17.24	18.09	19.00	19.94	22.95
6	16.91	17.76	18.64	19.58	20.55	23.63
7	17.42	18.29	19.20	20.16	21.17	24.34
8	17.95	18.84	19.77	20.77	21.80	25.07
9	18.48	19.40	20.37	21.38	22.45	25.83
10	19.03	19.99	20.97	22.03	23.13	26.60
11	19.60	20.59	21.61	22.69	23.81	27.40
12	20.19	21.21	22.25	23.37	24.54	28.21
13	20.79	21.84	22.91	24.06	25.27	29.05
14	21.43	22.49	23.61	24.78	26.03	29.93
15	22.06	23.17	24.32	25.53	26.81	30.84
16	22.72	23.86	25.05	26.30	27.62	31.76
17	23.41	24.58	25.81	27.09	28.43	32.71
18	24.11	25.32	26.58	27.89	29.30	33.69
19	24.83	26.08	27.38	28.74	30.18	34.70
20	25.58	26.86	28.19	29.59	31.08	35.74
21	26.34	27.67	29.03	30.49	32.02	36.81
22	27.13	28.50	29.91	31.41	32.98	37.93
23	27.95	29.35	30.82	32.35	33.97	39.06
24	28.79	30.23	31.74	33.32	34.99	40.23

Board Approved: XX/XX/XXXX

- The time base for each of the above salary values is hourly.
- Note: Not Compliant with NCLB.
- Professional Growth: \$75 increment per unit of study, 4 units per year. 60 Units Maximum.

**ARENA UNION ELEMENTARY SCHOOL DISTRICT**

CSEA Tentative Agreement (05/19/2022) Amended II, May 27, 2022

**ARTICLE 7 INSURANCE COVERAGE**

7.

**7.1 EMPLOYEE AND DEPENDENT INSURANCE COVERAGE:**

**7.1.1**

For eligible insured who are employees as of July 1, 2013, an increase in the medical benefits cap to \$14,120 (an increase of \$500 over current cap, prorated for employees who are less than .85 FTE, per Staywell language. This cap constitutes the total District-paid portion of the medical benefits package, which includes medical, dental and vision coverage. Any medical benefit expenses beyond \$14,120 are the responsibility of the employee. The \$500 increase in District-paid medical benefits eliminates the side fund account that use to pay a portion of the deductibles, but increases the district contribution toward the premiums by \$500. Employees are responsible to pay all deductibles. Effective July 1, 2019, increase the annual District contribution to health/welfare benefits for eligible unit members by \$475.00 to \$15,800.

Effective July 1, 2020 the District's annual contribution to health/welfare benefits for eligible unit members by \$205.00 to \$16,005.00 per year.

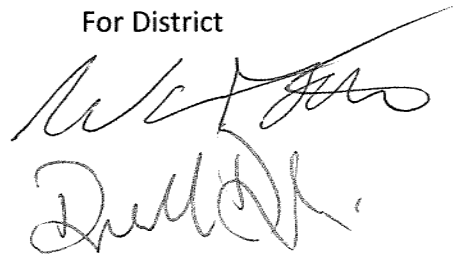
Effective July 1, 2021, increase the District annual contribution to health/welfare benefits cap by \$235.00 to \$16,240.00 for eligible unit members.

**Effective July 1, 2022, increase the District annual contribution to health/welfare benefits for eligible unit members by \$235.00 making new cap \$16,475.00 per year.**

Date Signed: \_\_\_\_\_

For CSEA

For District

Two handwritten signatures in black ink, one above the other, representing the District representative.