

Tentative Agreement  
Between the  
Point Arena School District  
And  
California School Employees Association and its South Coast Ch. 343

April 22, 2025

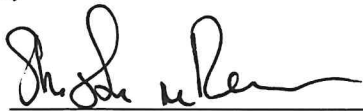
The Parties agree to the following:

- Article 1: Cover Page (see attached)
- Update Terms (see attached)
- Article 4: Hours and Overtime (see attached)
  - Change compensation time
- Article 7: Insurance Coverage (see attached)
  - Increase Benefits Cap by \$1000,00.
- Article 10: Leaves (see attached)
  - Change PN from 5 to 7
- Article 15: Safety (see attached)
  - Add safe working conditions language
- Article 16: Training
  - Training compensation
  - Para conference
  - Training for new employees
  - Stipend schedule
- Article 22: Miscellaneous Provisions (see attached)
  - Add the word vape

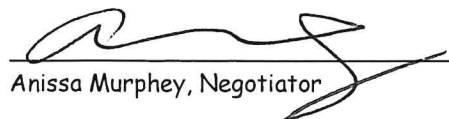
The parties agree to a 4.7% compensation increase to the classified salary schedule for the 25/26 school year.

The Parties agree to update the Food Service Cook I Position (see attached)

The parties agree to update the Administrative Assistant I job description and move it from Range C to D. (see attached)



Shasta Rasmusen, Chapter President



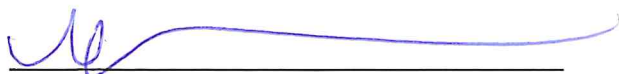
Anissa Murphey, Negotiator



Mia Ritchie, Negotiator



Ann Sanchez, Negotiator



Warren Galletti, Superintendent



Dunnell Daleuski, District Negotiator

District Financial Proposal CSEA Arena and Point Arena 2025-2026  
4-22-25

Increase to the Salary Schedule of 4.7%.

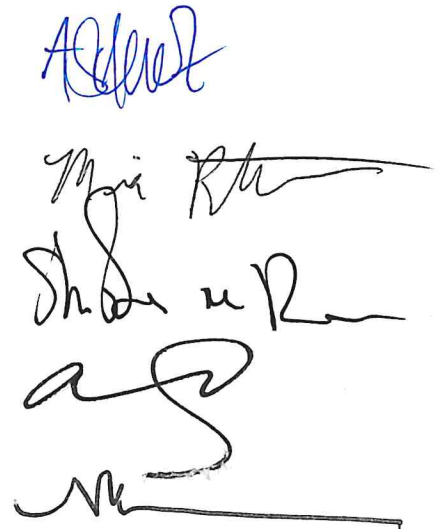
Increase To the Health and Welfare Cap of 1.2% (\$1,000.00)

Note: The district currently pays \$17,010.00 per FTE. annually. **With the 1.2%** increase to the cap the district will pay \$18,010.00 per FTE annually beginning July 1, 2025.

For Dist

Handwritten signature in blue ink, appearing to be "Wm F. Jones" with "D. J. Jones" written below it.

For CSEA

Handwritten signature in blue ink, appearing to be "A. Jones" with "M. R. Jones" written below it, followed by "Sh. Jones" and "a. Jones" and "m. Jones" written below that.

## AGREEMENT BETWEEN

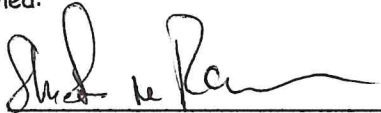
### Arena Union Elementary School District And California School Employees Association (CSEA)

1. The Articles and provisions contained herein constitute an agreement ("Agreement") by and between the Governing Board of the Arena Union Elementary School District and the California School Employees Association ("CSEA"), an employee organization.

a. This Agreement is entered into pursuant to Chapter 10.7, Section 3540-3549 of the Government Code ("ACT").

- This Agreement shall remain in full force and effect from July 1, 2022<sup>25</sup> - June 30, 2025<sup>28</sup>.

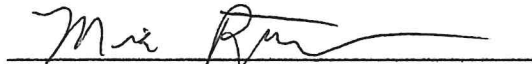
Date Signed:



Shasta Rasmusen, Chapter President



Anissa Murphey, Negotiator



Mia Ritchie, Negotiator

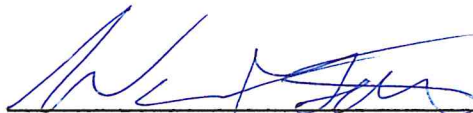


Ann Sanchez, Negotiator

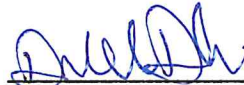
Mariyah Ortega, Negotiator



Nicole Frazer, Labor Relations Representative



Warren Galletti, Superintendent



Dunnell Daleuski, District Negotiator

~~2022-2025~~

2025-2028

 mk









AGREEMENT BETWEEN

The

GOVERNING BOARD

Of the

POINT ARENA JOINT HIGH SCHOOL DISTRICT

And

SOUTH COAST CHAPTER #343  
ARENA ELEMENTARY SCHOOL UNIT CALIFORNIA  
SCHOOL EMPLOYEES ASSOCIATION



## ARTICLE 4

### ARTICLE 4 HOURS AND OVERTIME

4.

#### 4.1 WORK YEAR CALENDAR:

The CSEA unit has all rights consistent with the EERA to bargain the work year calendar that is recommended to the school board for adoption.

#### 4.2 WORK WEEK:

The full-time work week shall consist of five (5) consecutive days, Monday through Friday, of eight (8) hours per day and forty (40) hours per week. This Article shall not restrict the extension of the regular workday or work week on an overtime basis when such is necessary to carry on the business of the District, except as provided for in 4.11 and 4.13.

4.2.1 Out of School Session 4-day Work Week Schedule Option When school is not in session for a full week or more, 12 month employees will have the option to work either four-day workweeks (fifth day hours divided into four equal parts and added to each of the four days of the workweek), or the traditional five-day workweek. All 12-month employees will have equal rights, individually, to opt for or opt out of the "Out of School Session" schedule option. Each employee must give written notification indicating their option choice to their supervisor no less than five working days prior to the "Out of School Session".

#### 4.2 WORK Day:

The length of the workday shall be designated by the District for each classified assignment in accordance with the provisions set forth in this Agreement. Each employee shall be assigned a fixed, regular, and ascertainable number of daily hours and annual days of employment.

#### 4.4 ADJUSTMENT OF ASSIGNED TIME:

Any employee who is required to work an average of thirty (30) minutes or more per day in excess of his/her regular part-time assignment for a period of twenty (20) consecutive working days or more shall have his/her assignment adjusted upward to reflect the longer hours, effective with the next pay period, for the determination of all benefits provided for in this agreement on a pro-rated basis. Any permanent adjustment of assigned time must be negotiated with CSEA.

#### 4.5 DISTRIBUTION OF JOB INFORMATION:

Upon initial employment and each change in classification each affected employee shall receive a copy of the applicable job description, a specification of the monthly and hourly rates applicable to his/her position, a statement of the duties of the position, a statement of the employee's regular work site, regularly assigned work shift, the hours per day, days per week and months per year.

4.6 LUNCH PERIOD: Any employee covered by this Agreement shall be entitled to an uninterrupted lunch period after the employee has been on duty for four (4) hours. The length of time for such lunch period shall be for a period of no longer than one (1) hour, nor less than one-half (1/2) hour, and shall be scheduled for full-time employees at or about the midpoint of each work shift.

4.6.1 Employees who work for (4) to six (6) hours per day may, at their election, waive their lunch period upon agreement with his/her supervisor. Any such agreement shall be reduced to writing and shall be in place within ten (10) days of the beginning of the employee's contracted work year. The agreement will expire at the end of the employee's work year. A new agreement shall be executed each fiscal year.

4.6.2 An employee required to work during his/her lunch period shall receive pay at the rate of time and one-half (1 1/2) the regular rate of pay during the normal lunch period if no reasonable time is provided.

#### 4.7 REST PERIODS:

An employee shall be granted rest periods which, insofar as practical, shall be the middle of each work period, at the rate of fifteen minutes per four (4) hours worked or major fraction thereof.

4.7.1 Time for rest periods shall be scheduled by the District after consultation with the employee.

4.7.2 Rest periods are a part of the regular workday and shall be compensated at the regular rate of pay for the employee.

4.7.3 Rest periods will not straddle lunch or at the start or end of the work period and will be 15 consecutive minutes.

#### 4.8 VOTING TIME OFF:

If an employee's work schedule is such that it does not allow sufficient time to vote in any Federal, State, or local election in which the employee is entitled to vote, the District shall arrange to allow sufficient time for such voting by the employee without loss of pay.

#### 4.9 OVERTIME COMPENSATION:

Except as otherwise provided herein, all overtime hours as defined in this section shall be compensated at a rate of pay equal to time and one half (1 1/2) the regular rate of pay of the employee and shall be upon supervisory authorization only. Overtime is defined to include any time worked in excess of eight (8) hours in any one day or on any one shift - unless the unit member works a 10-hour, four (4) day work week - or in excess for forty (40) hours in any calendar week, whether such hours are worked prior to the commencement of a regular assigned starting time or subsequent to the assigned quitting time. Unit members working a 10-hour, four (4) day work week shall receive overtime compensation for hours worked in excess of ten (10) on a day or a shift during their work week, or on days worked beyond four (4) in their work week.

4.9.1 An employee whose regularly assigned workday is four (4) hours or greater shall receive overtime pay for any work performed on the sixth (6th) and seventh (7th) day of the work week. An employee whose regularly assigned work day is less than four (4) hours shall receive overtime pay for any work performed on the seventh (7th) day of the work week (E.C. 45131).

4.9.2 All hours worked on holidays designated by this Agreement shall be compensated at two and one-half (2 1/2) times the regular rate of pay (E.C. 45203).

4.9.3 Bus Drivers assigned to overnight trips will be paid straight time for the first eight (8) hours, then overtime will be paid to 10 P.M. From 10 P.M. to 6 A.M., no payment will be made, unless the driver is still driving. Regular time begins the following day at 6 A.M.

#### 4.10 MINIMUM CALL IN TIME:

An employee called in to work on a day when the employee is not scheduled to work shall receive a minimum of two (2) hours pay, at appropriate pay. Compensation shall be made beginning and ending at employee's home.

#### 4.11 RIGHT OF REFUSAL:

An employee shall have the right to reject for good cause any offer or request for overtime or call-back or call-in time.

#### 4.12 STANDBY TIME:

All standby time shall be considered as regular hours worked and shall be compensated on a straight time or overtime basis as are other hours worked under this Agreement.

#### 4.13 CALL-BACK TIME:

Any employee called back to work after completion of his/her regular assignment shall be compensated for at least two (2) hours of work at the appropriate rate.

#### 4.14 SUMMER ASSIGNMENT:

When work normally and customarily performed by employees is required to be performed at times other than during the regular academic year, the work shall be assigned to bargaining unit employees in the appropriate classes in order of seniority in class.

4.14.1 When necessary to assign employees not regularly so assigned to service during a summer period, the assignment shall be made in order of qualifications, but no employee shall be required to accept such assignment.

4.14.2 An employee who accepts a summer assignment in accordance with the provisions of this section shall receive, on a pro rata basis, no less than the compensation and benefits applicable to that class during the regular academic year.

4.14.3 All hours assigned to an employee for a summer assignment shall be considered "hours in paid status" for the purpose of this Agreement.

#### 4.15 COMPENSATORY TIME:

4.15.1 An employee who works overtime may be paid at the appropriate rate of overtime or be given compensatory time off in lieu of cash payment. The District has the discretion to determine whether the overtime worked shall be compensated as compensatory time off or cash payment. Such discretion shall be exercised prior to the employee working the overtime.

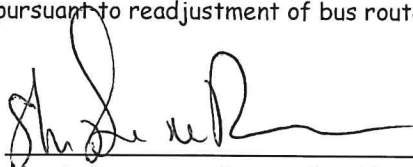
4.15.2 If compensatory time is granted, it shall be taken at a time mutually acceptable to the employee in the bargaining unit and the District within twelve (12) months of the date on which it was earned.

4.15.3 Accumulated compensatory time is limited to 40 ~~50~~ hours. Any time in excess shall be paid as quickly as can be arranged through the processing agency.


#### 4.16 BUS DRIVER BIDDING PROCEDURE:

The District shall post all new or vacated routes with the estimated time noted for a maximum of ten (10) working days prior to beginning the new or vacated routes. The bus drivers will bid on the routes as posted, in order of seniority, five, (5) working days prior to the beginning of the new or vacated routes. The District has the discretion to establish routes. For the purposes of this section only, seniority shall be determined by the first day of paid service as a regular bus driver with the District (hire date seniority). Where two or more bus drivers have the same hire date, the employee with the greatest District wide seniority will be considered senior. If two or more bus drivers have the same hire date with the district, then the seniority status will be determined by lot. If any route is changed by more than 30 minutes, the Transportation Supervisor shall poll the bus drivers in order of seniority to determine whether bus drivers wish to change their routes. The routes will be re-bid if necessary. Changes in route times of less than 30 minutes will not require re-bidding.

The bumping rights into a classification other than bus driver under Article 13.4 does not apply to bus drivers whose hours are reduced pursuant to readjustment of bus routes under this section, unless the bus driver's hours are reduced by at least thirty minutes


  
Shasta Rasmusen, Chapter President

  
Warren Galletti, Superintendent


  
Anissa Murphey, Negotiator

  
Dunnell Daleuski, District Negotiator

  
Mia Ritchie, Negotiator

  
Ann Sanchez, Negotiator

\_\_\_\_\_  
Mariyah Ortega, Negotiator

  
Nicole Frazer, Labor Relations Representative



**ARTICLE 5  
PAY AND ALLOWANCE**

5.

**5.1 REGULAR RATE OF PAY:**

The regular rate of pay for each position shall be in accordance with the rates established for each class as provided for in Appendix B, which is attached thereto and by reference incorporated as a part of this Agreement.

**5.2 FREQUENCY-ONCE MONTHLY:**

All employees shall be paid once per month for regular hours payable on or before the last working day of the month. If the normal pay date falls on a holiday, the paycheck shall be issued on the preceding District workday.

**5.3 PAYROLL ERRORS:**

Any payroll error resulting in insufficient payment for an employee shall be corrected, and a supplemental check issued, as quickly as can be arranged through the processing agency.

**5.4 LOST CHECKS:**

Any paycheck for an employee which is lost after receipt or which is not delivered within five (5) days of mailing (if mailed), shall be replaced as quickly as can be arranged through the processing agency.

**5.5 MILEAGE:**

The Board has established standard distances for frequently traveled work-related routes. Employee reimbursement to those destinations will be according to the Board established distances, at the current IRS mileage rate. Exceptions must be approved by the Superintendent or designee.

**5.6 MEALS:**

An employee who, as a result of his/her work assignment, must have meals away from the District shall be reimbursed for the cost of the meals at the established District rate.

**5.7 LODGING:**

An employee who, as a result of a work assignment, must be lodged away from home overnight shall be reimbursed by the District for the cost of such lodging at the established District rate. Where possible, the District shall provide advance funds in the form of a purchase order.

**5.8 COMPENSATION DURING REQUIRED TRAINING PERIOD:**

An employee who is required to attend training sessions or otherwise engage in training of any kind in order to continue his/her employment in a position shall receive compensation as follows:

5.8.1 When the training occurs during the employee's regularly assigned working hours, the employee shall be paid at his/her regular rate of pay and shall receive all benefits to which he/she is entitled.

5.8.2 When the regularly assigned hours and the hours of training combined total in excess of eight (8) hours or occurs at any time other than the regularly assigned work week, the employee shall be paid at the overtime rate appropriate for the day and/or time at which the training occurs.

5.8.3 All costs incurred under a mandated training program for employee transportation, registration fees, physicals, drug testing, and supplies shall be paid by the district

5.8.4 After 100 hours or six (6) months in paid status bus drivers will receive a \$350 stipend to cover pre-employment driver training costs if incurred.

**5.9 SUBSTITUTE EMPLOYEES:**

Substitutes hired to fill a bargaining unit vacancy or to work in the absence of a classified unit member shall be paid at step one (1) of the range of the classification in which the substitute is working.

**5.10 COMPENSATION FOR AN EMPLOYEE WORKING OUT OF CLASS:**

Should an employee be required to perform duties not a part of his/her class the following provisions shall apply:

5.10.1 An out of class assignment shall not exceed sixty (60) working days in any twelve-month period.

5.10.1.1 If assigned to duties normally performed by employees in a higher class, the employee shall receive the regular rate of pay for that higher class at the step on which he/she is assigned in his/her regular class.

5.10.1.2 When classified employees are directed by the Superintendent/designee to temporarily assume supervisory duties due to the absence of management, they shall receive a stipend for this period equal to an increase of 15% in their hourly wage, or Step 1 on the Supervisory salary schedule, whichever is greater.

5.10.2 An employee assigned duties not a part of his/her class shall have his/her salary adjusted upward for the entire period he/she is required to work out of class.

5.10.3 Any classified support staff who are pulled from regular duties to cover those of certificated staff for more than twenty-nine (29) minutes will be compensated at their regular rate of pay plus \$15.00 per hour. Any time will be submitted on a time sheet and paid out the following month with supplemental pay. It will be the employees' responsibility to record and turn these timesheets into their supervisor. All work must be pre-approved by their supervisor or designee.

5.10.3.1 CSEA and the District realize that this will be done on an emergency basis, and it will be at the discretion of the District as to whom is pulled to cover.

#### 5.11 STEP ADVANCEMENT:

An employee, whether newly hired or promoted shall be advanced to the next higher salary step on that July 1 following completion of six (6) calendar months of service and shall be advanced one additional step each July 1 thereafter until the top step in the range is attained.

#### 5.12 INITIAL PLACEMENT:

New employees shall normally be placed at the first step of the appropriate salary range. The District shall have the option of placing a new employee not higher than step five (5) in recognition of exceptional skills and/or experience.

#### 5.13 PLACEMENT UPON TRANSFER:

The effect of transfers upon salary step placement shall be as follows:

5.13.1 An employee receiving a transfer under the provisions of this Agreement to a class with a higher pay range shall be moved to the appropriate range, and the step that is one step above current wage.

5.13.2 An employee receiving a transfer under the provisions of this Agreement to a class with the same or a lower pay range shall be placed at the same salary step enjoyed prior to the transfer.

#### 5.14 CONTRACTING OUT:

The parties recognize the need of the District to get work done. To that extent the District may contract out for services provided that such contract does not necessitate or result in a reduction of hours or a layoff of a unit member position.

#### 5.15 RETIREE SUBSTITUTES

5.15.1 Retirees who elect to serve as substitutes will be paid by the District at the rate of the step and column that they were paid at the time they retired rather than the prescribed substitute rate, if the retiree meets the following requirements:

1. They have retired in good standing with the District;
2. They have served the District for five or more years; and
3. They are substituting in a class in which they have previously served the District.



5.15.2 Nothing in this article will infer an obligation on the part of the District to give priority to Retirees for substitute positions. If differential pay is implicated in the substitute employment, the District will attempt to give preference to non-retiree substitutes.

5.15.3 This article may be suspended by the District or CSEA Chapter 343 for the next school year provided the Party notifies the other Party by June 30th of the year prior to the year in which they intend to suspend the agreement.

#### 5.16 PROFESSIONAL GROWTH:

5.16.1 Statement of Intent: The classified professional growth program is designed to provide an incentive for classified employees to expand their knowledge and acquire skills that will allow them to be more productive in their current position. Professional Growth does not include trainings or acquisition of skills at levels which were required at the time of employment.

5.16.2 Eligibility: All probationary and permanent classified employees within the district shall be eligible to participate in the professional growth program.

##### 5.16.3 Procedure:

5.16.3.1 Before professional growth increments can be awarded, the employee must complete appropriate forms and submit them to the Superintendent or designee for approval. The Superintendent pre-authorizes, dates and signs the forms.

##### 5.16.4 Professional Growth Increments:

5.16.4.1 The employee submits verification of units/hours as evidence as evidence completed professional growth increments to the district office by no later than October 15. The professional growth increments shall be applied to the employee's base salary retro actively starting in July, shall be cumulative and will continue as long as the employee is actively employed in the district.

##### 5.16.4.2

1. Each approved Professional Growth unit would equal an annual payment of \$75.
2. Up to four (4) units can be applied for each year. Additional units may be applied for in successive years.
3. Maximum lifetime Professional Growth units would be 60 units, which are limited to: applicable specialized trainings or workshops (15 hrs. = 1 unit), or applicable upper division college courses or not to exceed 12 units of applicable lower division CSU/UC transferable coursework.
4. Grandfather/cap present employees who have exceeded the Maximum Lifetime Professional Growth units.

5.16.4.3 Steps earned in excess of the one applied in any given year may be carried over and applied in future years up to the career maximum stated above.

#### 5.17 Loyalty stipend for bus/van drivers in the transportation

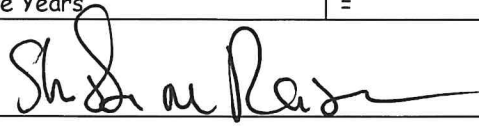
- a. After the completion of live (5) years of continuous with Point Arena School bus/van drivers in the classified unit will receive a Loyalty bonus of \$2500.00 out in June at the completion their fifth year.
- b. After the often (10) years of continuous service with Point Arena School District bus/van drivers in the classified unit will receive a of \$3000.00 paid out in June at the completion of their tenth year.
- c. After the completion of fifteen (15) years of continuous service with Point Arena School District bus/van drivers in the classified unit will receive a loyalty bonus of \$3500.00 paid out in June at the completion of their fifteenth year.
- d. After the completion of twenty (20) years of continuous service with Point Arena School District drivers in the classified unit will receive a loyalty bonus of \$4000.00 paid out in June at the completion of their twentieth year.
- e. After the twenty-five (25) years of continuous Point Arena School District bus/van drivers in the classified unit will receive a loyalty bonus of \$5000.00 paid out in June at the completion of their twenty fifth year.

5.18 Incentive for Reduced Absences: If a member is absent three (3) days or less for any reason the employee will receive \$500 at the completion of the school year.

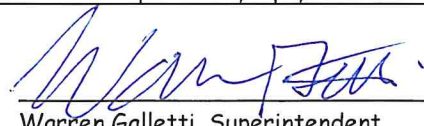


# 5.18 LESS THAN TWELVE MONTH EMPLOYEE

1-5 Years	=	10 days' pay
6-10 Years	=	13.30 days' pay
11-15 Years	=	16.70 days' pay
16 or more Years	=	20.8 days' pay



Shasta Rasmusen, Chapter President



Warren Galletti, Superintendent



Anissa Murphey, Negotiator



Dunnell Daleuski, District Negotiator



Mia Ritchie, Negotiator



Ann Sanchez, Negotiator

Mariyah Ortega, Negotiator



Nicole Frazer, Labor Relations Representative

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), prorate 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 used 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 toward 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 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.

Effective July 1, 2024, increase the District annual contribution to health/welfare benefits for eligible unit members by \$235.00 making new cap \$17,1010.00 per year.

Effective July 1, 2026, increase the District annual contribution to health/welfare benefits for eligible unit members by \$1000.00 making new cap \$18,010.00 per year.

7.1.2 The District's total annual obligation for health and welfare benefits shall be limited to the current negotiated agreement.

7.1.3 An employee on any Board approved leave without pay, shall have the option to continue to receive employee benefit coverage for the period of the leave upon a month to-month reimbursement by the employee to the District at the group rate. The District will make no contribution towards employee health/vision or dental insurance programs for an employee on Board approved leave of absence without pay.

7.1.4 For the duration of this Agreement, should an employee's employment terminate, he/she shall be entitled to continue the coverage under the available health/vision and dental plans for a period of three months at his/her own expense.

7.1.5 When employees separate from the District they have the option to enroll in COBRA for 18 months at their expense.

7.1.6 Any employee working 50% of full time or more (this is length of day) will be eligible to receive benefits on a pro rata basis as per Staywell policy.

7.1.7 All requests for continued coverage by retiring or part-time employees shall be submitted in writing thirty (30) days prior to the end of the fiscal year.

7.1.8 Retired district employees may continue membership in any of the District's group medical and related fringe benefit plans at the retiree's expense. This section is subject to the approval of the insurance carrier.

7.2 STATE DISABILITY INSURANCE:

The District agrees to provide a program of disability insurance equal to the State program for all employees, such program to be funded by the employees through payroll deduction. Processing of all aspects of the disability insurance program will be according to current California State law. This program shall provide for a coordination of disability insurance basic benefits and accumulated sick leave to the effect that there shall be deducted from the employee's accumulated sick leave only that portion of a day's leave which, when combined with the disability insurance benefit, equals a regular day's pay, for each day of absence during which the employee is eligible to draw disability insurance benefits.

7.2.1 An employee receiving benefits under this provision shall endorse and promptly deliver to the District all disability insurance basic benefit debit card. The District shall, in turn, issue the employee normal payroll deductions from that portion of the warrant amount in excess of the disability insurance basic benefit amount. At no time is the employee entitled to have more monies than their regular income. Disability benefits will be combined with regular pay and the employee may be requested to endorse benefit card to the District.

### 7.3 RETIREES BENEFITS:

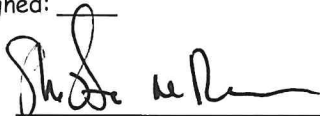
A bargaining unit employee who was hired prior to September 1, 2004 and has attained age sixty (60) or greater and who has served not less than twenty (20) calendar years with the District, who takes a service or disability retirement with PERS, may choose between one of the following two options:

7.3.1 The employee shall continue to receive District contributions for health insurance until age sixty-five (65). The District's annual contribution shall be the same amount as the employees' last year of service (example: 2013-2014; \$14,120 per FTE).

7.3.2 The employee may take a one-time cash benefit of \$36,000 (prorated per FTE), paid out in three equal annual installments over three years. The first installment will be paid in the next payroll following the date the retirement takes effect, provided the District receives written notice of retirement at least 60 days prior to the date of retirement. The second and third installments will be paid on the payroll date immediately following the anniversary date of retirement. Option 2 is available only to employees who retire by the last day of the quarter following the quarter in which the employee turns sixty (60) years old.

In the event the retiree receiving this benefit dies prior to receiving the full amount of the benefit he/she has chosen, retiree benefits as described in this article are not transferable to employee's heirs, spouse or domestic partner as defined by the District.

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



Shasta Rasmusen, Chapter President



Warren Galletti, Superintendent



Anissa Murphey, Negotiator



Dunnell Daleuski, District Negotiator



Mia Ritchie, Negotiator



Ann Sanchez, Negotiator

\_\_\_\_\_  
Mariyah Ortega, Negotiator



Tentative Agreement

ARTICLE 10

LEAVES

10.

10.1 In accordance with the following adopted Board Policies/Administrative Regulations: (See Appendix E)

Title	BP or AR Number	Date Board Approved
Leaves	4161, 4261 (BP & AR)	December 11, 2008
Personal Leaves	AR 4161.2, 4261.2, 4361.2	June 24, 2010
Military Leave	AR 4161.5, 4261.5, 4361.5	November 16, 2006
Catastrophic Leave Program	AR 4161.9, 4261.9, 4361.9	May 17, 2007
Personal Illness/Injury Leave	AR 4261.1	February 14, 2008
Family Care & Medical Leave	AR 4161.8, 4261.8, 4361.8	November 13, 2013
Industrial Accident/Illness Leave	AR 4161.11, 4261.11	November 13, 2013

10.2 Personal Necessity Leave - Pursuant to Education Code Section 45207 a bargaining unit employee may use no more than seven (7) days of accumulated sick leave per school year in case of personal necessity. Advance notice should be given to the principal/supervisor whenever possible.

Personal necessity is defined as:

1. Death of a member of the employee's relative, employee's spouse's relative or domestic partner as defined by the District, when the number of days of absence exceed the limit set by bereavement leave provisions (6 days).
2. An accident involving the employee's relative, employee's spouse's relative or domestic partner's relative as defined by the District, or property or the person, or property of a member of the employee's relative.
3. A serious illness of a member of the employee's relative, employee's spouse's relative or domestic partner's relative as defined by the District.
4. An employee's appearance in court or before any administrative tribunal as litigant, party or witness under subpoena or other order.
5. Fire, flood or other immediate danger to the home of the employee
6. Personal business of a serious nature which the employee cannot disregard.


10.2.1 Up to five ~~(5)~~ **seven (7)** days of an employee's available Personal Necessity Leave may be designated as "No-Tell Days" meaning that the employee does not have to declare the purpose of the day off. However, these days may not be used to extend a Holiday or vacation leave, and these days are still subject to advance notice to the employer.

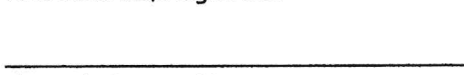
Date Signed: 4/22/25

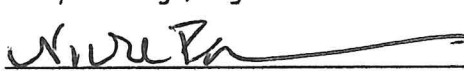
  
Shasta Rasmusen, Chapter President

  
Anissa Murphey, Negotiator

  
Mia Ritchie, Negotiator

  
Ann Sanchez, Negotiator

  
Mariyah Ortega, Negotiator

  
Nicole Frazer, Labor Relations Representative

  
Warren Galletti, Superintendent

  
Dunnell Daleuski, District Negotiator

\_\_\_\_\_

\_\_\_\_\_

Tentative Agreement  
ARTICLE 15 SAFETY

15.1 DISTRICT COMPLIANCE:

The District shall conform to and comply with all health, safety, and sanitation requirements imposed by State or Federal law or regulations adopted under State or Federal law.

15.2 NO DISCRIMINATION:

No employee shall be in any way discriminated against as a result of reporting any condition believed to be a violation of Section

15.3 DRUG AND ALCOHOL TESTING:

15.3.1 Every employee of the District is expected to render service without being impaired or under the influence of alcohol or drugs of any kind. The safety and health of students, staff and the public require that every reasonable precaution be taken to discourage substance abuse to prevent impaired individuals from rendering services to the District.

15.3.2 It shall be the policy of the District to comply with the Drug Free Work Place Act and Title 49, CFR Parts 382, 391, 392 and 395 which specifically outline the Federal Omnibus Employee Testing Act of 1991.

15.3.3 The District will comply by contracting for oversight with a professional drug and alcohol testing management company, or by joining a consortium of local school districts to provide such oversight. All employees of the District who are required to hold a commercial driver license shall be subject to testing. Testing will be for alcohol and controlled substances at the following times and covers any safety sensitive function during any time in which the driver is actually performing, ready to perform, or immediately available to perform any safety sensitive function.

15.3.3.1.1 TYPES OF TESTING:

- a. Pre-employment screening.
- b. Post-accident-where accident is defined to be: a school bus accident, or any accident where there is injury, or there is \$500 or more of damages as a result.
- c. Random testing-to be 25% of the total number of employees for alcohol testing and 50% of the employees for drug testing, to be randomly selected by the company providing oversight on an annual basis.
- d. Reasonable suspicion testing- a properly trained supervisor may require an employee to submit to an alcohol or drug test for controlled substances when, in their determination, there exists reasonable suspicion that the employee may be impaired when the employee is on duty or reporting for duty. This prerogative shall not be exercised by the supervisor arbitrarily or capriciously.
- e. Return-to-drug-follow-up testing-the District shall ensure that before an employee that has tested positive for an alcohol level of 0.02 or higher, or the presence of controlled substances, and has undergone treatment for the use thereof, returns to duty, the employee shall undergo a return-to duty test for alcohol or drugs as indicated. An employee who has undergone treatment for alcohol misuse or controlled substance use, and has had a negative result on a return-to-duty test, shall be subject to follow-up drug and/or substance abuse tests in accordance with the provisions of 49CFR38.2605(c) (2)(ii).

15.3.3.2 TESTING FOR ALCOHOL:

All bus drivers of the District shall be subject to testing for alcohol use. All bus drivers of the District are prohibited from the use of any alcohol for four (4) hours prior to rendering service to the District. After an accident the employee is prohibited from using alcohol for a period of eight (8) hours or until a test is done, whichever is first. The bus driver must be tested for alcohol use within eight (8) hours of the accident. Any bus driver who tests positive with an alcohol blood level of 0.02 or higher will be prohibited from rendering service to the Agency.

15.3.3.3 ALCOHOL TESTING PROCEDURE:

Alcohol testing will be accomplished by using evidential breath testing devices (EBT) approved by the National Highway Traffic Safety Administration (NHTSA). Any bus driver who tests positive for an alcohol blood level of 0.02 or higher, will be tested again with another EBT to verify the initial reading.



#### 15.3.3.4 TESTING FOR CONTROLLED SUBSTANCES:

All bus drivers of the District shall be subject to testing for use of controlled substances (or drugs). Drug testing will be accomplished by analysis of a sample of the employee's urine conducted at a professional testing laboratory certified and monitored by the Department of Health and Human Services (DHHS). All urine specimens will be analyzed for the following drugs:

- a. Marijuana (THC metabolite)
- b. Cocaine
- c. Amphetamines
- d. Opiates (including heroin, codeine and morphine)
- e. Phencyclidine (PCP)

#### 15.3.3.5 CHAIN OF CUSTODY PROCEDURES:

All specimens collected for drug testing shall follow the Department of Health and Human Services/Department of Transportation (DHHS/DOT) specimen collection procedures. The contracting agent will provide their chain of custody procedures for review by all parties.

#### 15.3.3.6 REPORTING TEST RESULTS:

All drug tests results will be reviewed and interpreted by a physician Medical Review Officer (MRO). If the laboratory reports a positive result to the MRO, the MRO will contact the employee (by telephone) and conduct an interview to determine if there is an alternative medical explanation for the drugs found in the employee's urine specimen. If the employee provides appropriate documentation and the MRO determine that it is a legitimate medical use of the prohibited drug, the drug test result is reported as negative to the District. In all cases the MRO will maintain confidentiality and will report only those test results that are confirmed positive by scientific analysis using gas chromatography/mass spectrometry, and reviewed with the employee for medical explanation, directly to the District's Superintendent.

#### 15.3.3.7 CONSEQUENCES:

Any employee refusing to submit to an alcohol or drug test shall be immediately removed from service and shall be considered insubordinate and will be subject to discipline under Article 19 of the Collective Bargaining Agreement. Refusal to submit means that a driver 1) fails to provide adequate breath for testing without a valid medical explanation after he or she has received notice of the requirement for the breath testing, 2) fails to provide adequate urine for controlled substances testing without a valid medical explanation after he or she has received notice of the requirement for urine testing or 3) engages in conduct that clearly obstructs the testing process.

Any bus driver who tests positive for controlled substances, or for a blood alcohol level of 0.02 or higher, on a return to duty or follow-up test, or in a post-accident test where there has been under Article 19 of this Agreement. In these circumstances the employee shall immediately, following the Skelly meeting on the notice of charges, be suspended without pay or benefits, pending the employee's appeal request.

In all other circumstances outlined in the types of testing "b" through "d" above, the employee who tests positive for controlled substances, or for a blood alcohol level of 0.02 or higher, will be subject to discipline under Article 19 of the Collective Bargaining Agreement. The employee may be subject to a suspension, without pay or benefits, of up to thirty (30) calendar days during which the employee shall be required to enroll in, and complete at his/her own expense, a substance abuse rehabilitation program. After the employee has successfully completed the rehabilitation program, as verified by his/her substance abuse counselor, the employee shall undergo a return-to-duty test for alcohol or drugs, as indicated, and shall be subject to unannounced follow-up alcohol and/or drug tests.

### 15.4 SAFE WORKING CONDITIONS

15.4.1 Classified employees shall not be returned to work in unsafe conditions, or to perform tasks that endanger their health, safety or well-being.

15.4.2 Upon notification, the District shall eliminate or correct any unsafe, unhealthy or hazardous conditions.

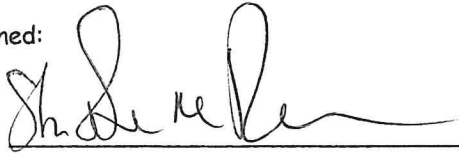
15.4.3 In the event a CAL-OSHA Compliance Inspection Engineer comes to the District as a result of the implementation of California Occupational Safety and Health Act, as amended and/or regulations relating thereto, the District will inform the Association and invite it to participate in the process.




15.4.4 The District shall make available in each school a restroom and lavatory facilities for adult use and at least one room, appropriately ventilated and furnished, which shall be reserved for use as a faculty lounge.

15.4.5 The District shall provide a private lactation space and reasonable accommodations to allow for employees to express breast milk.

Date Signed:




Shasta Rasmusen, Chapter President



Anissa Murphey, Negotiator



Mia Ritchie, Negotiator



Ann Sanchez, Negotiator

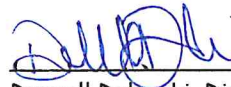
Mariyah Ortega, Negotiator



Nicole Frazer, Labor Relations Representative



Warren Galletti, Superintendent



Dunnell Daleuski, District Negotiator

Tentative Agreement  
ARTICLE 16 TRAINING

16.1 IN-SERVICE TRAINING PROGRAM:

CSEA shall have the right to propose specific in-service recommendations to the District.

16.2 IN-SERVICE TRAINING TIME:

Employees who are required by the District to attend in-service training shall receive compensation for all hours of such training at their regular or overtime rate as appropriate.

16.2.1 Classified employees asked to lead a pre-approved training shall receive their rate of pay plus \$15.00 per hour. All overtime rates will apply. It shall be the employee's responsibility to provide specific reason for the training and documentation citing the CBA when turning in their supplemental time sheet.

16.3 CERTIFICATE RENEWAL:

The District shall provide all classroom and other training required by law or regulations for bus drivers to renew their California School Bus Driver Certificates, at regular or overtime rates as applicable.

16.4 Release Time for CSEA Trainings: The District agrees to allow three (3) CSEA members in good standing to attend the yearly CSEA Paraeducator Conference. The District and CSEA will meet to discuss the cost of the conference and determine how much the district can contribute.

16.5 The District and CSEA agree to a mentor for \$50.00 per day for up to five (5) days within the first month of employment.

16.5.1 The department director/administrator shall identify a mentor for the newly hired employee.

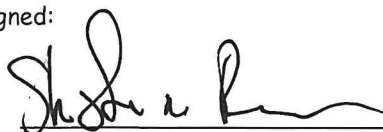
16.5.2 To be paid the mentor shall submit a supplemental timesheet clearly indicating the mentor's days worked.

16.5.3 The District and CSEA agree that current employees of Point Arena Schools will attend department meetings or staff meetings once a month to ensure that all employees are able to work together to ensure the success of their department. If the meeting takes place after an employee is off for the day the employee may stay for up to one (1) additional hour per month to attend. This time will be submitted on a time sheet. All overtime rates shall apply.

16.6 STIPEND SCHEDULE

Lead Custodian	\$1500.00
Leadership Team (1 employee per site)	\$1500.00
Site Council (1 employee per site)	\$1000.00
Any Certificated Stipend positions that are not filled or are vacant shall be offered to classified employees before they are offered to non-employees.	

Date Signed:



Shasta Rasmusen, Chapter President



Anissa Murphey, Negotiator



Mia Ritchie, Negotiator



Warren Galletti, Superintendent



Dunnell Daleuski, District Negotiator



---

Ann Sanchez, Negotiator

---

Mariyah Ortega, Negotiator



---

Nicole Frazer, Labor Relations Representative


Tentative Agreement  
ARTICLE 22  
MISCELLANEOUS PROVISIONS  
22.


22.1 CSEA is in agreement that the Board may adopt a Tobacco and Vape-Free Policy that prohibits the use of tobacco and vape products anywhere, anytime, on District property and in District vehicles. CSEA will give input into District regulations and procedures regarding the policy.

22.2 MAINTENANCE OF BENEFITS


The board shall not reduce or eliminate any previously negotiated benefits which were enjoyed by unit members as of the effective date of this Agreement unless otherwise provided by the express terms of this Agreement.

Date Signed:

  
\_\_\_\_\_  
Shasta Rasmusen, Chapter President

  
\_\_\_\_\_  
Anissa Murphey, Negotiator

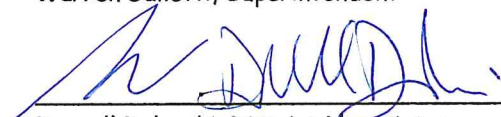
  
\_\_\_\_\_  
Mia Ritchie, Negotiator

  
\_\_\_\_\_  
Ann Sanchez, Negotiator

\_\_\_\_\_  
Mariyah Ortega, Negotiator

  
\_\_\_\_\_  
Nicole Frazer, Labor Relations Representative

  
\_\_\_\_\_  
Warren Galletti, Superintendent

  
\_\_\_\_\_  
Dunnell Daleuski, District Negotiator

\_\_\_\_\_

\_\_\_\_\_



POINT ARENA SCHOOLS

**CLASS TITLE: ADMINISTRATIVE ASSISTANT I**

**BASIC FUNCTION:**

Under the direction of a Principal, perform responsible clerical duties related to student attendance, records management and other support activities at assigned school site; verify excused and unexcused absences.

**REPRESENTATIVE DUTIES:**

Assume responsibilities of school Registrar for assigned school site(s), including record management in the adopted Student Information System, (transcripts, report cards and attendance,) complete monthly report and work with the auditors. Support Principal, Counselor or lead teacher, with SIS information individual student progress toward graduation.

Maintain accurate records of student attendance; enter attendance and enrollment data and change of status information into computer; provide student attendance information to staff and parents as requested.

Establish and maintain individual student records including transcript data; post daily absence, withdrawal and program change information; analyze and refer unusual attendance deviation to appropriate school personnel according to established procedures.

Provide accurate reporting for daily attendance of students at assigned school site(s), process and verify student absence information; issue admission slips for students returning to assure accurate absentee reporting.

Oversee and submit SELPA special Education Information System (SIES) and special education student data in the California Longitudinal Pupil Data System (CALPADS) for submittal for the SELPA Pupil Count. Work with the Special Ed Director or District Special Ed coordinator to ensure that all required SEIS data and reporting has been provided to the County Office of Education.

Assist in CALPADS reporting and helping ensure reports are accurate when applicable to the above duties.

Create reports from SIS and SEIS at the direction of Admin. for board reports, and state reporting.

Support other office staff with updated state and county reporting needs, including but not limited to CRDC, CCGI and CIF information for Athletic Director

At the direction of the Superintendent or Designee, provide support to other school site office staff with the Student Information System.

Perform a variety of clerical duties related to school attendance accounting; type various written reports, correspondence and other data.

Assist students, staff and visitors at counter; take and relay messages to and from parents and students.

Coordinate, organize and facilitate communications at assigned schools(s) and with parents. Keep all information current with automated communication systems such as Once Call Now. Parent Square, or other automated communication system assigned to a school site.

At the direction of the Principal, communicate and schedule IEP or SST meetings with parents.

Communicate with students, teachers and parents regarding attendance and related issues; make and receive phone calls and notes regarding student absences.

Collect, compile, verify, complete and prepare attendance reports for assigned sites according to a predetermined schedule.

Maintain various specialized alpha, numeric and subject matter files and records including those containing confidential and sensitive information.

Operate a variety of office machines including a computer, typewriter, calculator and copier.

Perform a variety of clerical duties such as typing and distributing correspondence, lists, bulletins and notices.

Compile, and organized information in scheduling special events including but not limited to: Picture day, Staff Appreciation day, \*PAHS-Senior Activities, Senior Awards Night, pep rallies and assemblies, end of year activities; such as graduation/promotion ceremonies, special schoolwide events and Field Day.

Provide first aid for students as necessary. Provide change of clothing options to students, if needed. Perform related duties as assigned.

**KNOWLEDGE AND ABILITIES:**

**KNOWLEDGE OF:**

Modern office practices, procedures and equipment. Record-keeping techniques.

Correct English usage, grammar, spelling, punctuation and vocabulary. Operation of computer and applicable software programs.

Applicable sections of the State Education Code and other applicable laws.

Interpersonal skills using tact, patience and courtesy.

Telephone techniques and etiquette.

**ABILITY TO:**

Learn methods, procedures, policies and terminology used in accounting for student attendance enrollment.

Type at 45 words per minute. Work cooperatively with others.

Establish and maintain effective working relationships with others.

Operate a variety of office machines including a computer, typewriter and copier. Meet schedules and time lines.

Maintain a variety of records and files.

Communicate effectively with students, staff, parents and the general public. Read, interpret and follow rules, regulations, policies and procedures.

Perform clerical duties such as filing, duplications, typing and maintaining records with speed and accuracy.

Work effectively with constant interruptions. Understand and follow oral and written instructions.



**EDUCATION AND EXPERIENCE:**

Any combination equivalent to: graduation from high school and one-year general clerical experience.

**LICENSES AND OTHER REQUIREMENTS:**

Valid California driver's license.

Valid First Aid and CPR Certificate issued by an authorized agency must be obtained within six months of employment.

Preference may be given to individuals having or willing to be trained for a valid California School Bus Driver's license.

Some positions in this classification may be required to speak in a designated second language. Comply with all applicable Federal and State mandates, Board Policies and Legal requirements of the District.

**WORKING CONDITIONS:**

**ENVIRONMENT:**

Office environment.

Constant interruptions.

Driving a vehicle to conduct work.

**PHYSICAL DEMANDS:**

Dexterity of hands and fingers to operate a computer keyboard. Hearing and speaking to exchange information.

Seeing to read a variety of materials.

Bending at the waist, kneeling or crouching to file materials. Sitting for extended periods of time.

Updated: April 21, 2023

POINT ARENA SCHOOLS

**CLASS TITLE: FOOD SERVICE COOK I**  
**BASIC FUNCTION:**

Under the direction of the Food Service Director, prepare, oversee and perform skilled food preparation and production work; cook, bake and serve a variety of foods in quantity for various school sites; train and ~~provide work direction~~ to other food service ~~workers~~ **workers** in the absence of the Food Service Manager; assure facilities and equipment are in a clean and sanitary condition.

**REPRESENTATIVE DUTIES:**

Perform skilled food preparation and production work for Point Arena School's **Schools** Nutrition Department. Prepare hot and cold lunches to be delivered to the elementary school according to predetermined temperatures, quantities and time constraints.

Load and transport van to other school site to service breakfast and lunch.

Cook and bake a variety of meals, side dishes, desserts and other items in large quantities; assist in determining appropriate quantity of food items for cooking and baking; calculate, adjust and extend recipes as needed.

Understand and follow compliance with kitchen sanitation and safety procedures and regulations; maintain food quality standards including appearance, and temperatures.

Operate a Point of Service System; count money and prepare cash registers with appropriate amounts and denominations of change.

Perform cashiering duties; accept money for meals and beverages sold; count money and make appropriate change.

Operate a variety of standard kitchen utensils and equipment as assigned; drive a vehicle to various schools as assigned.

Prepare and maintain records related to assigned activities; plan and review menus and supplies; participate in menu planning under the supervision of the Food Service Director.

Coordinate the storage of unused food and supplies and disposal of unusable leftovers; utilize proper methods of handling foods to be stored.

Assist with coordinating food service operations for catering, luncheon and other activities as assigned per Point Arena Schools Nutrition Department requirements.

Assist with washing dishes and cleaning equipment as needed.

**Ability to be cross trained in all positions and flexible to interchange when needed.**

Perform related duties as assigned.

**KNOWLEDGE AND ABILITIES:**

**KNOWLEDGE OF:**

Principles and methods of quantity food service preparation, serving and storage.

Sanitation and safety practices related to handling, cooking, baking and serving food.

Methods of preparing and serving food in large quantities.

Methods of adjusting and extending recipes and proper substitutions.

Proper methods of storing equipment, materials and supplies.

Standard kitchen equipment, utensils and measurements.

Operation of a computer and applicable software programs.  
Basic record-keeping techniques.

**ABILITY TO:**

Prepare, ~~oversee~~ and perform skilled food preparation and production work.  
Prepare, cook, bake and serve a variety of foods in quantity at an assigned food service facility.  
Prepare and serve food in accordance with health and sanitation regulations.  
Operate and maintain standard machines and equipment found in school cafeterias and kitchens.  
Operate a computer.  
Prepare attractive, appetizing and nutritious meals for students and staff.  
Calculate, adjust and extend recipes.  
Understand and follow oral and written directions.  
Communicate effectively both orally and in writing.  
Maintain routine records.  
Meet schedules and ~~time lines~~ **timelines**, ~~work efficiently in fast pace environment~~ and **work efficiently in a fast paced environment**.  
Establish and maintain cooperative and effective working relationships with others.  
Plan and organize work.

**EDUCATION AND EXPERIENCE:**

Any combination equivalent to: graduation from high school and three years experience in food preparation including cooking.

**LICENSES AND OTHER REQUIREMENTS:**

Valid California driver's license.  
Food Handlers Safety Certificate  
Preference may be given to individuals having or willing to be trained for a valid California School Bus Driver's license.  
Some positions in this classification may be required to speak in a designated second language.  
Comply with all applicable Federal and State mandates, Board Policies and Legal requirements of the District.

**WORKING CONDITIONS:**

**ENVIRONMENT:**

Food service environment.  
Heat from ovens, cold from walk-in refrigerators and freezers.  
Driving a vehicle from site to site.  
Student Dining Hall.

**PHYSICAL DEMANDS:**

Lifting, carrying, pushing or pulling moderately heavy objects per California State Standards.  
Standing and walking for extended periods of time.  
Dexterity of hands and fingers to operate kitchen equipment.  
Carrying, pushing or pulling food trays, carts, materials and supplies.  
Reaching overhead, above the shoulders and horizontally.  
Bending at the waist.

**HAZARDS:**

Exposure to very hot foods, equipment and metal objects.  
Exposure to sharp knives and slicers.  
Exposure to cleaning agents and pesticides.

~~Food Service Cook I—Continued~~ **Page PAGE 3**

Rev. 04/14/05, 4/18/25



Memorandum of Understanding  
between  
California School Employees Association and its South Coast Chapter 343  
And  
Point Arena Schools District

This Memorandum of Understanding (MOU) is entered into on April 22, 2025, by and between the Point Arena Schools District ("District") and California School Employees Association and its South Coast Chapter No. 343 ("CSEA") respectively ("the parties") to address a need for toileting coverage for Pre-School and TK students at Point Arena Schools District:

The parties agree to the following:

1. The Parties agree that the district will reach out to all Instructional Assistant's currently working in the preschool or transitional kindergarten programs regarding the needs of toileting support for students in the mentioned programs. The parties agree that if no staff in these classifications are interested in supporting the toileting needs of students, they will then reach out to the rest of the bargaining unit to see if there are interested staff member(s).
2. The parties agree that if more than two employees are interested in supporting the needs the district will first look at classification and then seniority. Priority will go to Instructional Assistants in the Pre-School Program or Transitional Kindergarten classrooms.
3. The parties agree that the staff who are chosen will be provided with training in the correct supports including diapering, wiping, and bathroom use prior to being asked to support.
  - a. The parties agree that each changing area will have a binder with the correct changing procedures along with a child log to record changes in. (see attached)
4. The parties agree that the chosen staff will receive a \$1000.00 at the end of the school year.
5. The parties agree to address again with the 26/27 school year.

Any alleged violation, misinterpretation, or misapplication of the terms of this agreement shall be subject to the grievance provisions of the collective bargaining agreement.

Date signed: 4/22/25



Shasta Rasmusen, CSEA Ch. President



Warren Galletti, Superintendent



Nicole Frazer, CSEA LRR