

Agreement Between
**ANDERSON UNION HIGH
SCHOOL DISTRICT**
and
**CALIFORNIA SCHOOL
EMPLOYEES ASSOCIATION**
Chapter 382

November 1, 2021 – October 31, 2024

TABLE OF CONTENTS

Article 1: Agreement	1
Article 2: Recognition.....	1
Article 3: District Rights.....	1
Article 4: Employee Rights	1
Article 5: Association Rights	2
Article 6: Representation Fee	3
6.1 Membership and Dues Deduction	3
6.2 Dues Deductions	3
6.3 Membership Information.....	3
6.4 Hold Harmless Provision	4
Article 7: Employee Evaluation Procedures	4
7.1 Written Performance Evaluations	4
7.2 Employee Personnel File	4
7.3 Evaluation Grievance Procedure.....	5
Article 8: Hours of Employment and Overtime Compensation	7
8.1 Work Week and Work Day.....	6
8.2 Work Year	6
8.3 Meal Period	6
8.4 Rest Period.....	6
8.5 Overtime Compensation	7
8.6 Shift Differential.....	8
8.7 Call Back	8
8.8 Additional Provisions Applicable to Bus Drivers	8
Article 9: Compensation.....	10
9.1 Wages.....	10
9.2 Insurance Benefits.....	11
9.3 Salary Schedule Advancement.....	13
9.4 Professional Growth Increment	13
9.5 Uniforms.....	14
9.6 Mechanic’s Tool Replacement	14
9.7 Automobile Mileage Expense Reimbursement	14
9.8 Employee Expense Reimbursement.....	14
9.9 Retirement Benefits.....	17
Article 10: Holidays	15
Article 11: Vacation	15
Article 12: Leave Policies.....	16
12.1 Bereavement Leave.....	16
12.2 Jury Duty	17
12.3 Sick Leave	17
12.4 Industrial Accident Illness Leave	18
12.5 Personal Necessity Leave.....	19
12.6 Pregnancy Disability Leave	19
12.7 Family Care Leave.....	20

12.8	General Provisions Concerning Paid Leaves of Absence.....	20
12.9	Personal Unpaid Leave.....	20
12.10	Leave for Association Meetings.....	20
Article 13:	Transfer Procedures.....	20
13.1	Definitions.....	20
13.2	General Provisions.....	20
13.3	Transfer Options.....	21
13.4	Posting of Vacancies.....	21
13.5	Transfers Not Requested by Employee.....	21
Article 14:	Layoff and Reemployment.....	22
14.1	Definitions.....	22
14.2	Seniority.....	22
14.3	Procedures.....	23
14.4	Reemployment.....	24
14.5	Demotion in Lieu of Layoff.....	25
14.6	Retirement in Lieu of Layoff.....	25
14.7	Improper Layoff.....	25
Article 15:	Procedure for Processing Grievances.....	25
15.1	Definitions.....	25
15.2	Informal Level.....	26
15.3	Formal Level.....	26
28	15.4 General Provisions.....	28
Article 16:	Safety Conditions of Employment.....	29
16.1	Unsafe Conditions.....	29
16.2	Preparation and Posting of Rules.....	29
16.3	Safety Committee.....	29
16.4	Drug and Alcohol Testing for Employees Subject to a Commercial Driver's License Requirement.....	30
Article 17:	Disciplinary Procedures.....	30
17.1	Definition of Probationary Period.....	30
17.2	Cause for Dismissal, Suspension, or Demotion.....	30
17.3	Preliminary Written Notice.....	31
17.4	The Pattern.....	32
17.5	Notice of Demotion, Suspension, or Reduction.....	32
17.6	Conduct of Appeal Hearing.....	32
Article 18:	Savings Provision.....	34
18.1	Provisions – Extent of Validity by Law.....	34
18.2	Resolution of Provision Contrary to Law.....	34
Article 19:	Concerted Activities.....	34
19.1	Interference with District Operations.....	34
19.2	Compliance of Individual Members of Association.....	34
19.3	Violation of Article – Discipline.....	35
19.4	Withdrawal of Privileges/Services.....	35
19.5	Lock Out of Individual Members.....	35
Article 20:	Completion of Meeting and Negotiations.....	35
Article 21:	Term.....	35

Appendix A: Representation Unit

Appendix B: Table of Salary Range Allocations

Salary Information – Salary Schedule – 12 month

Salary Information – Salary Schedule – 10 month

Appendix C: Job Classifications

Appendix D: Classified Employees Performance Report

Signature Page

SUPERVISORY ABILITIES: (if applicable)

	Rating	Comments/Objectives for upcoming period
Planning and assigning		
Training and instructing		
Disciplinary control		
Evaluating performance		
Leadership		
Making decisions		
Fairness and impartiality		
Approachability		

OVERALL RATING & ADDITIONAL COMMENTS:

This rating should be consistent with ratings received in all performance areas on this report:

Additional comments regarding the employee's performance or suggestions on performance improvement
(additional comments may be attached to this form):

ACKNOWLEDGEMENT:

This report represents my best judgment of this employee's performance.

Supervisor: _____

Date: _____

This report has been discussed with me by my supervisor.

Employee's signature acknowledges that he/she has read and received a copy of this performance report. Employee's signature does not necessarily mean that he/she is in agreement with the evaluation scores given. If the employee wishes to respond to the contents of this report, he/she may attach separate pages.

Employee Signature: _____

Date: _____

I have reviewed the above employee evaluation.

Director of Personnel: _____

Date: _____