

TENTATIVE AGREEMENT

between

Manhattan Beach Unified School District

and

California School Employees Association and its Manhattan Beach Chapter 126

The Manhattan Beach Unified School District (District) and the California School Employees Association and its Manhattan Beach Chapter 126 (CSEA) have completed negotiations for the 2014-15 school year and agree to maintain the provisions of the current classified collective bargaining agreement, except as follows:

ARTICLE 2: HOURS AND OVERTIME

- 2.17** The District agrees that CSEA shall have the right to participate in a district-wide calendar committee charged with developing the annual school calendar. CSEA's participation on such a committee shall be in numbers no less than any other group represented on the committee.

Based on the annual school calendar, a classified calendar shall be developed by the District and distributed to classified unit employees at the beginning of each school year.

ARTICLE 3: EVALUATION PROCEDURES

- 3.9** **The District and CSEA shall continue to revise the evaluation procedures in a collaborative, joint committee. The committee's recommendations for new language will be submitted to the District and CSEA leadership no later than May 1, 2015. CSEA and the District will meet at that time to review any necessary modifications to the committee's recommendations. The revised evaluation procedures will be implemented beginning with the 2015-16 school year.**

ARTICLE 10: COMPENSATION AND BENEFITS

- 10.1** Effective July 1, 2014, increase the Classified Salary Schedules by 4.21%.
- 10.2.3.1** **A Health Benefits Subcommittee will meet at least monthly beginning October 2014, to investigate, analyze and recommend health benefit plan options/modifications to the negotiations teams, for the 2015-16 school year. The goal of the Subcommittee will be to reduce 2015-16 health benefit costs**

by an amount equal to or greater than, one percent (1%) of the 2014-15 combined payroll for certificated and classified bargaining unit members. The Health Benefits Subcommittee will:

- Consist of the following members:
 - Two (2) standing members and one (1) alternate, appointed by CSEA.
 - Two (2) standing members and one (1) alternate, appointed by MBUTA.
 - Two (2) standing members and one (1) alternate, appointed by MBUSD.
 - One (1) observer representing the MBUSD Board of Trustees.
- Provide joint written minutes after each meeting to the members of the subcommittee, the Superintendent and his/her designee and the president of CSEA or his/her designee.
- Provide a final recommendation on 2015-16 health benefits to the representative bargaining teams, on or before March 1, 2015.
- Any approved recommendations for modification by the Health Benefits Subcommittee will be provided by CSEA and the District bargaining teams for 2015-16 negotiations.

ARTICLE 22: TRAINING

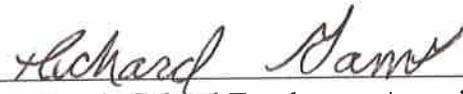
22.1 A joint professional development committee shall be established comprised of not more than three (3) unit representatives and not more than three (3) District representatives. This committee shall meet on a periodic basis, no less than once per year, by November 1st, to provide recommendations to the District and Association on professional development needs to be offered to Classified unit members.



Manhattan Beach Unified School District

3/27/2015

Date



California School Employees Association
and its Manhattan Beach Chapter 126

3/29/15

Date



Margie Espinoza, California School
Employees Association Field Representative

3/27/15

Date