



**Part 2
CLASSIFIED EMPLOYEES
CONTRACT**

BETWEEN THE

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

CHAPTER #280

AND

THE LEMON GROVE SCHOOL DISTRICT

July 1, 2005 – June 30, 2009

SALARY SCHEDULE

LEMON GROVE SCHOOL-DISTRICT
CLASSIFIED EMPLOYEE'S SALARY SCHEDULE
 Effective October 1 though June 30, 2009

Pay Rate Index	Step I Hourly	Step I Monthly	Step I Annual	Step II Hourly	Step II Monthly	Step II Annual	Step III Hourly	Step III Monthly	Step III Annual	Step IV Hourly	Step IV Monthly	Step IV Annual	Step V Hourly	Step V Monthly	Step V Annual
1	\$9.32	1,615	19,384	9.82	1,702	20,425	10.30	1,786	21,431	10.83	1,877	22,526	11.31	1,961	23,532
2	9.82	1,702	20,425	10.30	1,786	21,431	10.83	1,877	22,526	11.31	1,961	23,532	11.91	2,064	24,767
3	10.30	1,786	21,431	10.83	1,877	22,526	11.31	1,961	23,532	11.91	2,064	24,767	12.54	2,174	26,093
4	10.83	1,877	22,526	11.31	1,961	23,532	11.91	2,064	24,767	12.54	2,174	26,093	13.15	2,279	27,344
5	11.31	1,961	23,532	11.91	2,064	24,767	12.54	2,174	26,093	13.15	2,279	27,344	13.82	2,395	28,739
6	11.91	2,064	24,767	12.54	2,174	26,093	13.15	2,279	27,344	13.82	2,395	28,739	14.58	2,527	30,328
7	12.54	2,174	26,093	13.15	2,279	27,344	13.82	2,395	28,739	14.58	2,527	30,328	15.38	2,666	31,987
8	13.15	2,279	27,344	13.82	2,395	28,739	14.58	2,527	30,328	15.38	2,666	31,987	16.13	2,797	33,559
9	13.82	2,395	28,739	14.58	2,527	30,328	15.38	2,666	31,987	16.13	2,797	33,559	16.92	2,932	35,184
10	14.58	2,527	30,328	15.38	2,666	31,987	16.13	2,797	33,559	16.92	2,932	35,184	17.71	3,070	36,843
11	15.38	2,666	31,987	16.13	2,797	33,559	16.92	2,932	35,184	17.71	3,070	36,843	18.57	3,219	38,624
12	16.13	2,797	33,559	16.92	2,932	35,184	17.71	3,070	36,843	18.57	3,219	38,624	19.56	3,391	40,690
13	16.92	2,932	35,184	17.71	3,070	36,843	18.57	3,219	38,624	19.56	3,391	40,690	20.52	3,557	42,686
14	17.71	3,070	36,843	18.57	3,219	38,624	19.56	3,391	40,690	20.52	3,557	42,686	21.53	3,732	44,787
15	18.57	3,219	38,624	19.56	3,391	40,690	20.52	3,557	42,686	21.53	3,732	44,787	22.59	3,916	46,995
16	19.56	3,391	40,690	20.52	3,557	42,686	21.53	3,732	44,787	22.59	3,916	46,995	23.66	4,101	49,217
17	20.52	3,557	42,686	21.53	3,732	44,787	22.59	3,916	46,995	23.66	4,101	49,217	24.87	4,310	51,724
18	21.53	3,732	44,787	22.59	3,916	46,995	23.66	4,101	49,217	24.87	4,310	51,724	26.12	4,528	54,336
19	22.59	3,916	46,995	23.66	4,101	49,217	24.87	4,310	51,724	26.12	4,528	54,336	27.38	4,746	56,950
20	23.66	4,101	49,217	24.87	4,310	51,724	26.12	4,528	54,336	27.38	4,746	56,950	28.80	4,991	59,897
21	24.87	4,310	51,724	26.12	4,528	54,336	27.38	4,746	56,950	28.80	4,991	59,897	30.24	5,241	62,892
22	26.12	4,528	54,336	27.38	4,746	56,950	28.80	4,991	59,897	30.24	5,241	62,892	31.75	5,503	66,037
23	27.38	4,746	56,950	28.80	4,991	59,898	30.24	5,241	62,892	31.75	5,503	66,037	33.34	5,778	69,339
24	28.80	4,991	59,898	30.24	5,241	62,892	31.75	5,503	66,037	33.34	5,778	69,339	35.00	6,067	72,806
25	30.24	5,241	62,892	31.75	5,503	66,037	33.34	5,778	69,339	35.00	6,067	72,806	36.75	6,371	76,447
26	31.75	5,503	66,037	35.57	6,165	73,985	35.00	6,067	72,806	36.75	6,371	76,447	38.59	6,689	80,269

An anniversary increment of one additional step on the salary schedule is granted when an employee reaches the tenth year of continuous service in the district and again at each fifth year capping at year 25.

Effective 9-1-2008 the longevity model will be year 11, 18, and 25 for new employees hired after 8-31-2008.

Hourly rates are based on a work year of 2,080 hours. All rates based on 12 month 8 hour employment.

Educational Support		Pay Rate Index	Clerical		Pay Rate Index	Maintenance		Pay Rate Index
Cafeteria/Playground Assistant	4	General Clerk Typist	7	Custodian Night +	10			
Classroom Assistant	4	General Clerk Typist II	10	Grounds Worker I	11			
EDP Attendant	4	District Translator	10	Maintenance Assistant	11			
Office Clerk	4	Receptionist Bilingual	11	Senior Custodian	11			
Physical Education & Locker Room Assistant	4	Facility, Maint., Oper., Transp. Secretary	12	Grounds Worker II	12			
Traffic Safety Assistant	4	Program Secretary	12	Maintenance Technician	17			
Parent Volunteer Coordinator	5	Secretary-Early Childhood Education	12	Heavy Duty Mechanic	17			
Bilingual Instructional Assistant	7	Secretary-Special Education	12					
Classroom Paraprofessional	7	Secretary-Technology Center	12					
Parent Community Liaison	7	School Secretary	13					
EDP Group Leader	8	School Secretary Lead	14	Transportation	Pay Rate Index			
Campus Safety Assistant	9	Account Clerk	14	School Bus Aide	4			
EDP Site Leader	9	Purchasing Specialist	18	School Bus Driver	12			
Specialized Academic/Behavioral Asst.	9			Transportation Specialist	15			
Bilingual Preschool Clerk	10	Food Services	Pay Rate Index					
Specialized Physical Health Care Tech	10	Nutrition Services Assistant	5					
Health Clerk	10	Nutrition Services Assistant/Breakfast	6	Storekeeper	Pay Rate Index			
Media Specialist	10*	Nutrition Services Specialist Satellite	8	Storekeeper	13			
Health Clerk Lead	11	Nutrition Services Preparation Specialist	9					
Occupational Therapist	25	Nutrition Technical Assistant	10					
		Nutrition Services Assistant/Transport Spec.	11					
		Nutrition Services Production Lead	12					
		Nutrition Services Program Tech	18					
		Technology	Pay Rate Index					
		Educational Technology Assistant	10					
		Microcomputer Network Assistant	10					
		Microcomputer Network Technician	18					
		Technology Systems/Database Analyst	19					

(* 5% differential for Media Technologist Certificate)
 (+ 5% night differential has been added)

SIDE LETTERS

And

MEMORANDUM OF UNDERSTANDING

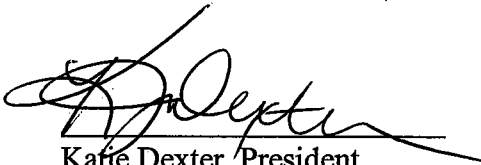
AGREEMENT BETWEEN

LEMON GROVE SCHOOL DISTRICT

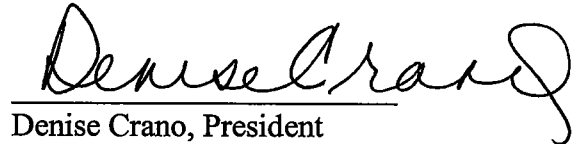
AND

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, CHAPTER #280

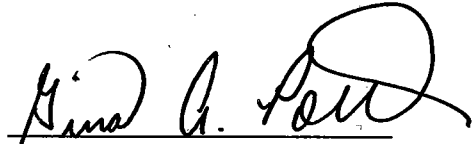
This agreement is made and entered into this 5th day of June, 2008 by and between the Lemon Grove School District (LGSD) and the California School Employees Association, Chapter #280 (CSEA). This agreement shall remain in force and effect from July 1, 2005 through June 30, 2009 or ratification of the next successor contract.




Katie Dexter, President
Governing Board, LGSD



Denise Crano, President
CSEA, Chapter #280



Gina Potter, Assistant Superintendent,
Business Services



Dave Williar, Vice President
CSEA, Chapter #280

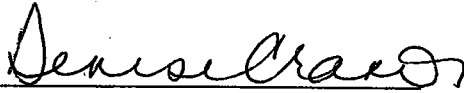
**Memorandum of Understanding between the
Lemon Grove School District and
C.S.E.A Chapter #280**

C.S.E.A. and the Lemon Grove School District ("the district") agree to the following Memorandum of Understanding:

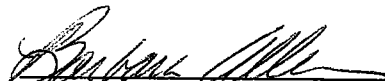
District employees may choose to use, or the district may require the employee to use, accrued paid leave to cover some or all of the FMLA leave taken. Employees may choose or the district may require the substitution of accrued paid vacation or personal leave for any of the situations covered by FMLA. The substitution of accrued sick or family leave is limited by the district's policies governing the use of such leave.

The district may require that the need for leave for a serious health condition of the employee or the employee's immediate family member be supported by a certification issued by a health care provider. The district must allow the employee at least 15 calendar days to obtain the medical certification. Serious health conditions are those identified in the FMLA.

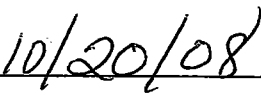
This Memorandum of Understanding is in effect from October 6, 2008 through June 30, 2009.



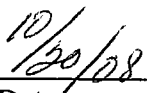
Denise Crano
President, CSEA



Barbara Allen
Director, Human Resources



Date



Date

Side Letter of Agreement
between
Lemon Grove School District
and
California School Employees Association Chapter #280

Both parties are in agreement that the position of Special Activity Instructor shall not be part of the classified services of the Lemon Grove School District and is not represented by Chapter #280 of the California School Employees Association. It is contemplated that this position performs services at the rate of 1 – 7.5 hours per week for the before and after school program. This side letter shall not be precedent setting and shall continue in effect from year to year unless either party provides notice to the other of the termination by May 15 of any particular year.

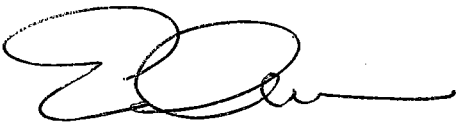
Barbara Allen 11/10/08
For the District Date

Denise R. Crand
For CSEA Chapter #280 Date
11-10-08

SIDE LETTER AGREEMENT
Between
LEMON GROVE SCHOOL DISTRICT
And
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
CHAPTER #280

During the 2007-08 school year, ten (10) extra days will be allocated to the Health Clerk position at sites with preschool programs but do not have a Preschool Health Clerk position. The purpose of the ten (10) days is to review and maintain enrollment records, drop or add students throughout the year and to work collaboratively with the district's Preschool Clerk in order to assist with registration activities at the site level. The assignment of the ten (10) extra days will be determined by the site principal and the site Health Clerk based on program needs. The addition of these ten (10) days will increase the Health Clerk position at the designated sites from nine (9) to ten (10) months for the 2007-08 school only.

This agreement will be reviewed each year to be determined by the needs of the district and the preschool program.



For District

7-6-07
Date



For CSEA Chapter #280

7-6-07
Date

SIDE LETTER AGREEMENT

Between

LEMON GROVE SCHOOL DISTRICT

And

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

CHAPTER #280

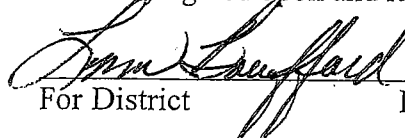
Both parties are in agreement that unit members who voluntarily accept week long Call-In assignments outside their contracted duty hours to provide District work shall receive the following compensation as outlined below:

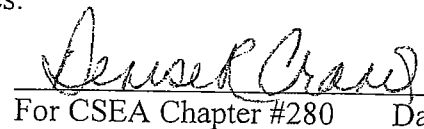
- Compensation at \$150.00 per week shall be provided for being on call to respond to after hours work needs of the District.
- Compensation to unit members shall also include the overtime rate for actual time worked when call-in work is required at the unit member's home. If the unit member must go to the District work site, over time compensation will be at a 2-hour minimum or for actual hours worked above 2 hours.
- District mileage reimbursement shall be provided to the unit member at the District approved IRS rate for required travel from the employee's home to the District work site and back to their home when call-in work is provided at district work sites.
- Compensation to unit members who have broad band connectivity in their home shall include a \$20.00 monthly stipend reimbursement for using residential broad band connectivity to perform district call-in work. The monthly stipend compensation to unit members represents a proration of the monthly connectivity rate.

Additionally, both parties are in agreement regarding the following conditions governing week long Call-In assignments:

- The week long Call-In assignment shall begin each Monday at the beginning of the work day and end the following Monday at the beginning of the work day.
- Voluntary week long Call-In assignments shall be rotated among interested unit members with the work skill ability to perform call-in work.
- The work skill ability required to perform call-in work shall be determined by district management.
- Unit members who elect to volunteer for week long Call-In assignments shall commit to accept such assignments only on a year to year basis.
- District department supervisors shall conduct a survey of unit members who can provide call-in work annually in June seeking volunteers for the new fiscal year.

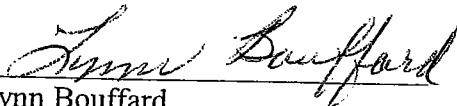
This Side Letter of Agreement shall continue in effect until future table negotiations are mutually agreed upon and ratified by both parties.


For District Date 4/26/06

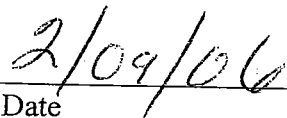

For CSEA Chapter #280 Date 4/26/06

7. The seven (7) hours of Professional Development Block Grant training may be accumulated over the course of multiple trainings and must be completed by June 1st of each fiscal year.
8. To the degree possible, the District will attempt to offer Professional Development Block Grant make up staff development sessions to eligible employees who miss offered training.
9. The content and scheduling of Professional Development Block Grant staff development shall be determined by the District.
10. Eligible employees shall have reasonable notice of Professional Development Block Grant training.
11. This Side Letter of Agreement is good for the 2005-2006 year only and the parties shall revisit the program for 2006-2007 to determine new terms and parameters depending on State funding, etc.


This Tentative Agreement is subject to ratification by the Governing Board and the membership of CSEA Chapter 280.



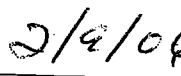
Lynn Bouffard
Director, Human Resources
Lemon Grove School District



Date



Andrew Sundstrom
President
Lemon Grove CSEA Chapter #280



Date

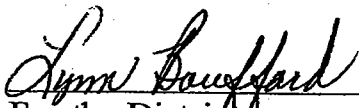
Side Letter of Agreement
Between
California School Employees Association, Lemon Grove Chapter #280
And
Lemon Grove School District

Both Parties have agreed as follows for the 2005-2006 school year:

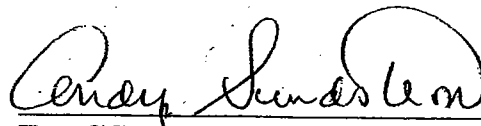
1. The District has an on-going need to in-service eligible Classified Employees to meet local education priorities and to fund staff development activities through Professional Development Block Grant funding.
2. Professional Development Block Grant Staff development shall be conducted outside the regular student instructional day and school year calendar and may not be conducted on a minimum day.
3. Professional Development Block Grant Staff development shall be limited to instructional strategies, classroom management and other training designed to improve student performance and academic content in core curriculum areas provided by the District.
4. Professional Development Block Grant provides that eligible classified employees who participate in staff development activities are present for the equivalent of one instructional day (7 hours).
5. Classified Employees eligible to participate are:
 - Classroom Assistant
 - Physical Education & Locker Room Assistant
 - Bilingual Instructional Assistant
 - Music Section Coach
 - Classroom Assistant – Special Education
 - Classroom Paraprofessional
 - Guidance Technician
 - Student Instructional Assistant
 - Teacher Assistant – Music Program
6. A one-time stipend of 75% of the Professional Development Block Grant reimbursement amount shall be paid to each participant when a full 7 hours of Professional Development Block Grant staff development training have been completed. The hours shall be documented on an approved time card. The program shall be limited to 25 eligible employees on a first come, first served basis.

Side Letter of Agreement
Between
Lemon Grove School District
and
California School Employees Association Chapter #280

Both parties are in agreement that the position of Special Activity Instructor shall not be part of the classified services of the Lemon Grove School District and is not represented by Chapter #280 of the California School Employees Association. It is contemplated that this position performs services at the rate of 1-3 hours per week. Should the position start to perform services on a daily basis the parties will immediately meet to address such a situation. This side letter shall not be precedent setting and shall continue in effect from year to year unless either party provides notice to the other of the termination by May 15 of any particular year.


For the District

10/20/05
Date


For CSEA Chapter #280

10/20/05
Date