

Tentative Agreement

Between

Torrance Unified School District

And

California School Employees Association and its' Chapter 845

Having met and negotiated in good faith, the Torrance Unified School District ("TUSD") and California School Employees Association ("CSEA") and its' Chapter 845 agree to the following terms and conditions for the 2016-2017 school year, subject to ratification:

1. Article 7 – Calendar/Hours and Overtime:

a. TUSD and CSEA and its' Chapter 845 agree to add new section 7.2:

- i. "Any Behavior Analyst on their probationary period and/or before their fourth (4th) year of service can work during the TUSD Winter and/or Spring Break of the given year.

The work site location will be mutually agreed upon with the Behavior Analyst's supervisor if the Behavior Analyst elects to work during the TUSD Winter and/or Spring Break."

b. TUSD and CSEA and its' Chapter 845 agree to add new section 7.2.1:

- i. "Any Behavior Analyst on their probationary period and/or before their fourth (4th) year of service who does work during the TUSD Winter and/or Spring Break, of the given year, shall not work in excess of their earned vacation time for the given year. Any day that a Behavior Analyst works during this time will be charged against that employee's earned vacation time.

Additionally, if a Behavior Analyst on their probationary period and/or before their fourth (4th) year of service decides not to work during the TUSD Winter and/or Spring Break they must comply with Article 14.1.2."

2. Article 8 – Payments and Allowances:

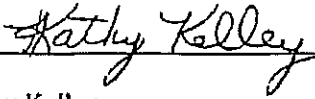
a. Due to budget constraints, salary enhancements were not offered.

- i. For the 2016 – 2017 school year, "Me Too" language to adjust salary and benefits (i.e. total compensation) to the highest settlement after all bargaining units have settled.



Date 5-4-17

Dr. Tim Stowe
Torrance Unified School District
Deputy Superintendent



Date 5-4-17

Kathy Kelley
CSEA Chapter 845
President



Date 5/4/2017

Anthony Goodin
CSEA Chapter 845
Labor Relations Representative

Ratified on 6-14-17 with Yes

Kathy Kelley Chapter President