

TENTATIVE AGREEMENT
Between The
LEMOORE UNION HIGH SCHOOL DISTRICT
And The
LEMOORE UNION HIGH SCHOOL FEDERATION OF CLASSIFIED EMPLOYEES

September 16, 2019

The following is a Tentative Agreement between the Lemoore Union High School District (“District”) and Lemoore Union High School Federation of Classified Employees (“Federation”) fully and finally resolving the parties’ negotiations for a successor contract commencing July 1, 2018 through June 30, 2021.

ARTICLE VIII – Salaries

Revise the first and sixth paragraphs of Article VIII as follows:

~~Each bargaining unit member who is regularly employed by the District as of the date of ratification of this Tentative Agreement by both parties shall be paid a one time only, off the salary schedule, lump sum payment of \$500 effect subject to all normal deductions and withholdings and shall be paid at the time the June 2018 payroll warrants are issued by the District.~~

Effective July 1, 2019, Appendix A, entitled Lemoore Union High School District Classified Salary Schedule shall be increased by 3.26%. Retroactive pay to July 1, 2019, shall exclude any extra-time, overtime or additional compensation of any kind whatsoever and shall be paid by the time of the November 2019 payroll warrants are issued by the District. Retroactive pay shall apply to those who are employed as of the date of board ratification.

ARTICLE IX – Employee Benefits

Effective July 1, 2019, the District will contribute \$991.75 per month toward the cost of health, dental, vision, prescription, and \$50,000 in life insurance for eligible employees serving a regular assigned workday/week in excess of (5 ½) five and one half hours per day, five (5) days per week, or more than (27 ½) twenty-seven and one half hours per week, their spouse, and their dependents as members of "Self Insured Schools of California (SISC) and \$50,000 in life insurance for eligible employees. The annual cap for medical benefits will be \$991.75 per month equal to \$11,901 annually.

ADDITIONAL CHANGES

The Bus Driver/Trainer/SB 198 position salary shall increase as follows:

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
\$ 22.00	\$ 22.50	\$ 23.03	\$ 23.52	\$ 24.08	\$24.68	\$25.21	\$ 25.75

The Attendance Secretary position at Jamison High School shall be reclassified to Bilingual Attendance Secretary which shall result in a 5% increase in salary.

ARTICLE XXI - TERM OF AGREEMENT

This Agreement shall be effective from **July 1, 2018** through **June 30, 2021**. The Federation and District shall have the right to reopen negotiations for **2020-21** on salary, employee benefits and two articles each.


The Federation and the District shall present their initial reopener proposals for **2020-21** by **March 15, 2020**.


The Federation and the District shall notify each other in writing by **March 15, 2021** of their intention to present a successor contract proposal and shall present their initial successor contract proposals prior to **April 1, 2021**.


All other terms and conditions of the parties' 2018-21 agreement shall remain status quo.

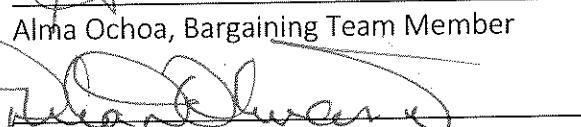
FOR THE CLASSIFIED FEDERATION:


Dated: Sept 16th, 2019


Bernard Benson, Federation President


Israel Gonzalez, Bargaining Team Member



Alma Ochoa, Bargaining Team Member


Debra Oliveira, Bargaining Team Member

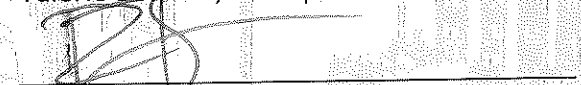

Catherine Zaharris, Bargaining Team Member


FOR THE LEMOORE UNION HIGH SCHOOL DISTRICT:


Dated: Sept. 16, 2019


Erin Brewer, Director of Human Resources


Valerie Botelho, Principal


Rodney Brumit, Principal


Chuck Gent, Assistant Superintendent


Mark Howard, Director of Business Services