

TENTATIVE AGREEMENT
BETWEEN
TWO ROCK UNION SCHOOL DISTRICT
AND

THE CLASSIFIED SCHOOLS EMPLOYEE'S ASSOCIATION (CSEA)

Article 7 COMPENSATION AND ALLOWANCES

7.1. All unit members are paid once per month on or before the last working day of the month. If the normal pay date falls on a holiday, the paycheck is issued on the preceding workday.

7.2. A classified employee salary schedule is attached as Appendix A. Placement on the salary schedule will generally begin at Step 3 ~~4~~; but at the discretion of the Superintendent/Principal, initial placement may be at a higher step based on previous employment experience in the same or similar position.

The 2020-2021 salary schedule shall be increased by six percent (6%) effective July 1, 2021.

The 2021-2022 salary schedule shall be increased by two and one half percent (2.5%) effective July 1, 2022.

The 2022-2023 salary schedule shall be increased by two and one half percent (2.5%) effective Jul 1, 2023.

The 2023-24 salary schedule shall be increased effective July 1, 2024 (2024-25 Fiscal Year) by two and one-half percent (2.5%); steps 1 and 2 shall be eliminated with the first step beginning at step 3 (i.e. the first step of the salary schedule will be step 3); longevity increments of two and one-half percent (2.5%) each shall be added at 15 years and 20 years respectively.

No change to the remaining language of Article 7.

Article 16 TERM AND REOPENERS

16.1 Term

This ~~The~~ term of this Agreement shall be July 1, 2021 ~~2024~~, to June 30, 2024 ~~2027~~.

16.2. Reopeners

~~2021-2022~~~~2025-26~~ – No Reopeners The parties agree to reopen Article 7 & 8 only

~~2022-2023 - No Reopeners~~ **2026-27 The parties agree to reopen Article 7 & 8 and one article of each party's choice.**

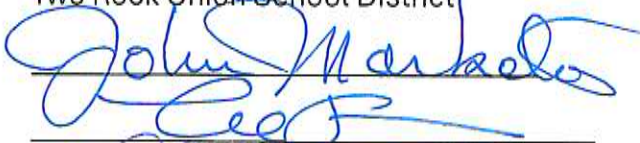
~~2023-2024 - One article of each party's choice except Article 7, which shall remain closed for the duration of the agreement. The parties can meet on an as-needed basis to negotiate implementation of any new laws that affect the contract.~~

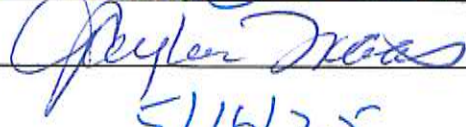
Article 2 ASSOCIATION RIGHTS - 2.7.2 AB 119 – New Employee Orientation - On-Boarding Process Tentative Agreement attached

Article 8 HEALTH AND WELFARE BENEFITS - 8.2 Tentative Agreement attached

This Agreement concludes all negotiations between the parties for 2024-25 fiscal year.

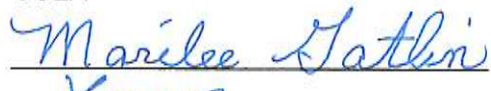
Two Rock Union School District





5/16/25

CSEA





**TWO ROCK UNION SCHOOL DISTRICT
TENTATIVE AGREEMENT 05/16/2025**

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**PROPOSED SALARY SCHEDULE
EFFECTIVE JULY 1, 2024**

**ELIMINATE STEPS 1,2; KEEP EXISTING STEPS 3-20
ADD 2.5% COLA TO EXISTING CELLS
Add Longevity Agreements at years 15 and 20 (see below)**

	A	B	C	D	E	F	G	H								
3	4.65%	17.07	4.08%	17.76	5.85%	21.34	3.40%	22.12	3.81%	22.08	3.57%	27.25	5.24%	29.73	5.24%	30.92
4	4.08%	17.76	4.27%	18.52	5.48%	22.51	3.29%	22.85	3.76%	22.91	3.49%	28.20	2.49%	30.47	2.46%	31.68
5	2.14%	18.14	1.99%	18.89	2.64%	23.10	1.66%	23.23	3.67%	23.75	3.33%	29.14	2.46%	31.22	2.49%	32.47
6	2.09%	18.52	1.95%	19.26	2.62%	23.71	1.59%	23.60	0.46%	23.86	0.51%	29.29	2.56%	32.02	2.53%	33.29
7	1.99%	18.89	2.02%	19.65	2.51%	24.30	1.61%	23.97	0.54%	23.99	0.51%	29.44	2.50%	32.82	2.52%	34.13
8	1.95%	19.26	1.83%	20.01	2.45%	24.90	1.54%	24.34	0.46%	24.10	0.48%	29.58	2.50%	33.64	2.52%	34.99
9	0.59%	19.37	0.67%	20.14	0.62%	25.05	0.63%	24.50	0.54%	24.23	0.51%	29.73	0.59%	33.84	0.60%	35.20
10	1.28%	19.51	1.18%	20.24	1.24%	25.20	1.26%	24.65	0.45%	24.34	0.50%	29.88	0.59%	34.04	0.57%	35.40
11	0.58%	19.62	0.61%	20.37	0.53%	25.34	0.54%	24.78	0.53%	24.47	0.50%	30.03	0.65%	34.26	0.62%	35.62
12	0.63%	19.74	0.60%	20.49	0.61%	25.49	0.58%	24.93	0.49%	24.59	0.53%	30.19	0.53%	34.44	0.53%	35.81
13	1.68%	19.83	1.77%	20.60	1.75%	25.65	1.70%	25.07	0.45%	24.70	0.43%	30.32	0.61%	34.65	0.61%	36.03
14	0.72%	19.98	0.60%	20.73	0.60%	25.80	0.70%	25.25	0.57%	24.84	0.56%	30.49	0.58%	34.85	0.56%	36.23
15	0.56%	20.09	0.69%	20.87	0.56%	25.94	0.49%	25.37	0.44%	24.95	0.49%	30.64	0.60%	35.06	0.63%	36.46
16	0.56%	20.20	0.54%	20.98	0.63%	26.11	0.65%	25.53	0.56%	25.09	0.46%	30.78	0.60%	35.27	0.60%	36.68
17	1.69%	20.32	1.78%	21.09	1.75%	26.25	1.71%	25.68	0.44%	25.20	0.52%	30.94	0.62%	35.49	0.63%	36.91
18	0.61%	20.44	0.63%	21.23	0.62%	26.41	0.60%	25.83	0.48%	25.32	0.52%	31.10	0.54%	35.68	0.54%	37.11
19	0.65%	20.57	0.58%	21.35	0.62%	26.58	0.63%	25.99	-3.44%	24.45	0.45%	31.24	0.50%	35.86	0.54%	37.31
20	1.87%	20.69	1.80%	21.47	1.87%	26.74	1.84%	26.15	4.58%	25.57	0.54%	31.41	0.56%	36.06	0.51%	37.50

CLASS

A	INSTRUCTIONAL ASSIST/ DAYCARE ASSISTANT/LUNCH ASSIST
B	SPECIAL EDUCATION INSTRUCTIONAL ASSISTANT
C	LIBRARIAN/MEDIA SPECIALIST
D	SECRETARY/ACCOUNT TECHNICIAN/ ASSISTANT DAYCARE DIRECTOR
E	CUSTODIAN/GROUNDS
F	FACILITIES MANAGER
G	SLP ASSISTANT I
H	SLP ASSISTANT II

LONGEVITY:

2.5% @ YEAR 15
2.5% @ YEAR 20