

TENTATIVE AGREEMENT
between
Huntington Beach City School District
and
California School Employees Association and its Huntington Beach City Chapter 316

April 6, 2023

The Huntington Beach City School District (District) and California School Employees Association and its Huntington Beach City Chapter 316 (CSEA) agree to maintain the provisions of the current collective bargaining agreement except as follows:

ARTICLE XIV: SALARY

14.2.3 **Promotion:** Any unit member in the bargaining unit receiving a promotion to a class allocated to a higher salary range under the provisions of this Agreement shall be placed on the appropriate range and step of the new class that would result in a minimum salary increase of 5% as a result of that promotion, except that the unit member ~~may~~ **shall** be placed on the last step of the appropriate range if that is the maximum allowable for that class. The anniversary date of a unit member shall not change as a result of promotion.

14.3 In addition to the salary schedule provisions contained in Appendix B, a unit member shall be entitled to additional longevity increments at the beginning of eight (8), ten (10), fifteen (15), twenty (20), and twenty-five (25) years of service to the District. ~~Such longevity increment rates shall be earned effective on the unit member's anniversary date. The amount of said longevity increments shall be calculated as follows: determined by placing the eligible unit member on Step Five (5) of the first salary schedule range above the range on which the unit previously compensated.~~

The computation of longevity increments shall be based upon the salary schedule in effect at the time the unit member receives the annual salary increment. Longevity increments shall be granted as follows:

Beginning with a unit member's eighth (8th) year of service, the unit member shall receive an additional three (3%) percent of the unit member's monthly salary range and step.

Beginning with the unit member's tenth (10th) year of service, the unit member shall receive an additional three (3%) percent to make a total of six (6%) percent of the unit member's monthly salary range and step.

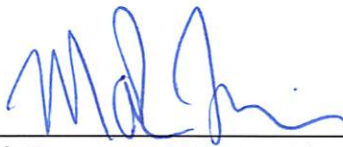
Beginning with the unit member's fifteenth (15th) year of service, the unit member shall receive an additional three (3%) percent to make a total of nine (9%) percent of the unit member's monthly salary range and step.

Beginning with the unit member's twentieth (20th) year of service, the unit member shall receive an additional three (3%) percent to make a total of twelve (12%) percent of the unit member's monthly salary range and step.

Beginning with the unit member's twenty-fifth (25th) year of service, the unit member shall receive an additional three (3%) percent to make a total of fifteen (15%) percent of the unit member's monthly salary range and step.

Such longevity increment rates shall be earned effectively on the unit member's anniversary date.

No employee shall be negatively impacted by the change from top-range to percentage-based longevity increments effective July 1, 2023.



Mark Francovig, CSEA President

4-6-2023

Date



Robert Miller, Assistant Superintendent, HR

4-6-2023

Date



Tiffany Lopez, CSEA Labor Representative

4/6/23

Date