

**Tentative Agreement
between the
Wheatland School District (District) and the
California School Employees Association and its
Wheatland Chapter No. 626 (CSEA)
for 2022-23 Successor Agreement**

Article 5 – PAY AND ALLOWANCES:

- Use 8% increase money to rebench the Classified Salary Schedule to better align with neighboring Districts. Some salary cells will receive less than 8% and some salary cells will receive more based the study the Superintendent completed of surrounding Districts in like positions. These increases to Classified Salary Schedule shall retroactive to July 1, 2022
- Retroactive Pay will come in the January Pay Cycle
- 8% increase to all listed stipends on the salary schedule

Article 5.10

Para Educators that work 5 hours or more per day and are required to cover the classroom, when the Teacher is not present and no substitute is provided, will receive differential pay for the uncovered hours at ~~\$10/hr~~ \$15/hr. The District will pay for up to two employees per instance. For rooms that have more than 2 employees that qualify, they will be paid on a rotational basis. (This is not retroactive)

Article 7 – EMPLOYEE BENEFITS:

- Add \$2000 to the Required District Contribution for Premiums (From \$12,000 to \$14,000)
- Add the following language: 7 – In lieu of contribution
 - 7.1 - If a bargaining unit member that has at least a 190 workday calendar takes an insurance plan, through the district, that is less than the cap amount, the unit member shall receive 50% of the savings of the difference between the District's insurance cap and the insurance plan cost. The difference amount shall be paid out monthly.
 - Any Unit Member that participates in 7.1 are subject to proof of insurance coverage if not taking the insurance through the District.

Article 10 – LEAVES

- 10.8 Difference Pay Changes: Difference Pay: If the employee has utilized all of his/her accumulated sick leave and is absent on account of illness or accident for ~~five (5) months~~ 100 days or less, then the amount of salary deducted during that period shall not exceed the District's daily rate for substitutes (first step on salary schedule). It is understood that the District only makes the deduction when a substitute is actually hired. District reserves the right to require medical verification. Consistent with the statute providing this benefit and attorney general opinions interpreting it, the ~~five (5) month~~ 100 day period commences to run upon the first day of absence due to illness/injury.
- 10.10 Association Leaves: The Association may utilize up to a total of ten (10) days each school year for a unit member(s) to (1) attend local and state conferences or (2) to conduct other business related to the Association. ~~that has, as a core value, improving employer/employee relations between the District and CSEA.~~
- ~~10.10.2 — Except in extraordinary circumstances, and with the Superintendent's approval, these days shall not be used for local chapter matters.~~

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- 10.10.32 These shall be paid days of release not charged to any employee's leave balances.

Article 12 - PROBLEM RESOLUTION/GRIEVANCE PROCEDURE

- Strike article 12.6.3 ~~The Board of Trustees makes the final decision on the grievance.~~

Article 19 – Duration

- 19.1 Length of Agreement: This Agreement shall be effective on ratification, and shall continue in effect to and including June 30, ~~2022~~, and from year to year thereafter unless alteration or amendment is requested in writing by either party and agreed upon in accordance with this Article. The duration of this agreement shall be July 1, 2022 through June 30, 2025.
- 19.2 Reopeners:
- 19.2.1
- Reopeners for ~~20/21~~ 23-24 Salary, Benefits and Two Articles which are subject to each party's choice
 - Reopeners for ~~21/22~~ 24-25 Salary, Benefits and Two Articles which are subject to each party's choice
- 19.3 Copies of Contract: The District shall, within thirty (30) calendar days of ratifying, share the link with CSEA that contains a copy of this Agreement for each current bargaining unit member. Each new bargaining unit member shall be provided with a copy at time of hire.

APPENDIX A BARGAINING UNIT CLASSIFICATIONS

- Add Van Driver – See attached Job Description @ Range 10 **A-1**
- Add Speech Language Pathology Aide – See attached Job Description @ Range 16 **A-2**

APPENDIX B – SALARY SCHEDULE

- See attached for new schedule with 8% and rebenching

Signed Off on 10/27/2022

For CSEA

Rachel Kennedy Rachel Kennedy

For CSEA Local #626:

Peggy Rutter Peggy Rutter

Brenda Pyatt Brenda Pyatt

Carmela Perkins Carmela Perkins

Delores McCray Delores McCray

Laura Robinson Laura Robinson

For Wheatland School District

Craig Guensler Craig Guensler - Superintendent

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**WHEATLAND SCHOOL DISTRICT
JOB DESCRIPTION**

CLASS TITLE: VAN DRIVER

Classification: Range 10

BASIC FUNCTION:

Drive a school van to transport students safely and efficiently to and from school. Participate in the routine cleaning and fueling of the school van as appropriate. A passenger van does not require the operator to possess a School Bus Driver Certificate or Commercial Driver's License.

REPRESENTATIVE DUTIES:

Individual positions may not perform all of the duties listed nor do these examples include all responsibilities of positions in this class.

Drive a school van along a designated route, picking up and discharging students in accordance with established time schedules; observe legal and defensive driving practices; assure compliance with applicable traffic and student transportation laws, codes and regulations.

Maintain order and discipline among passengers on the van and while waiting at van stops in accordance with District policies related to disciplining students; escort students across streets.

Conduct daily safety inspection of van; inspect the interior, exterior, brakes, headlamps, taillights; report mechanical malfunctions or other problems as required.

Participate in the routine cleaning and servicing of the school van; fuel; check oil and fluid levels; clean windshield and headlamps; maintain van in clean and safe operating condition.

Adhere to established procedures related to the release of special education students to teachers and parents.

Transport students at scheduled departure and arrival times as assigned.

Determine appropriate action in potential or real medical emergency situations according to established guidelines; administer first aid as needed; conduct routine emergency evacuation drills as assigned.

Prepare and maintain records and reports related to vehicle operation and condition; maintain routine records of mileage and student counts, conduct reports and others as required.

Communicate with parents and teachers and resolve issues or concerns as needed.

Attend safety meetings and programs as assigned.

Perform related duties as assigned.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:

- Safe and defensive driving practices.
- Proper operation of school vans.
- Provisions of the California Vehicle Code and Education Code applicable to the operation of vehicles in transporting students.
- First aid procedures.
- Procedures related to the release of special education students to teachers and parents.
- Basic record-keeping techniques.
- Interpersonal skills using tact, patience and courtesy.

ABILITY TO:

- Drive a school van safely and efficiently.
- Maintain van in clean and proper working condition.
- Conduct safety inspections and perform routine preventive maintenance.
- Maintain safe discipline level among passengers.
- Learn and apply District policies and procedures related to student discipline.
- Observe legal and defensive driving practices.
- Learn and follow designated routes, stops and time schedules.
- Read and interpret maps.
- Administer first aid to ill or injured children.
- Maintain routine records.
- Understand and follow oral and written directions.
- Communicate effectively with others.
- Establish and maintain cooperative and effective working relationships with others.
- Lift, carry, push and pull heavy objects up to 50 lbs.

EDUCATION AND EXPERIENCE:

High school diploma or equivalent.

LICENSES AND OTHER REQUIREMENTS:

Possess an appropriate, valid California Class C driver's and CPR/First Aid Certificates.

Incumbents in this class must present and maintain a satisfactory driving record which insures maintenance of liability insurance coverage.

Incumbents in this class must maintain a negative drug and alcohol test certification (only tested upon suspicion or an accident).

Incumbents must maintain a clear fingerprint record.

WORKING CONDITIONS:

ENVIRONMENT:

School van environment.

Driving a vehicle to conduct work.

Constant interruptions.

Incumbents in this class may be required to respond to emergency calls in the case of catastrophic events.

PHYSICAL DEMANDS:

Sitting for extended periods of time when operating a transportation vehicle.

Bending at the waist, kneeling or crouching.

Reaching, pulling and pushing to open van doors.

Lifting moderately heavy objects.

HAZARDS:

Traffic hazards.

Driving a vehicle during adverse weather conditions.

**WHEATLAND SCHOOL DISTRICT
SPEECH AND LANGUAGE PATHOLOGY ASSISTANT**

CLASS TITLE: SLPA
Classification: Range 16

BASIC FUNCTION

Under general direction, assists in providing speech and language therapy services and assessments to students with communication disorders; follows documented treatment plans developed by credentialed Speech and Language Therapist; performs related duties as assigned.

ESSENTIAL FUNCTIONS:

Any one position may not include all of the duties listed nor do all of the listed examples include all tasks that may be found in positions of this class.

- Provides speech therapy services as directed and developed by a certificated therapist
- Assists the therapist in assessment of student communication skills
- Conducts speech-language screenings using a variety of tools and protocols
- Provides direct treatment assistance to eligible students
- Prepares therapy materials and/or equipment for use in therapy activities
- Compiles, maintains, and files records and documents concerning student progress toward meeting goals outlined in IEPs (Individual Education Plan), and reports this information to the supervising therapist
- Assists therapist in planning and development of schedules, materials, and activities
- Routinely checks and maintains the performance of communication devices and equipment
- Attends program related meetings, trainings, and workshops
- Attends meetings with professionals, parents, and various service providers
- Assists with departmental operations such as scheduling activities and preparing charts, records, graphs, and other displays of student performance
- Collects data for quality improvement
- Travel to District sites to conduct therapy sessions
- Provides assistance to educational staff when needed
- Complies with federal and state law, Visions In Education policies and procedures, and California Speech-Language Pathology and Audiology Board regulations
- Maintains confidentiality
- Performs other duties as assigned

QUALIFICATIONS

EDUCATION AND EXPERIENCE:

- Associate degree from a speech-language pathology assistant program; one year experience as a speech aide or assistant is preferred

SKILLS, KNOWLEDGE AND ABILITIES:

- Knowledge of laws, rules, and regulations applicable to providing speech and language therapy services
- Knowledge of speech and language therapy theories and practices
- Knowledge of general techniques for working with groups and individuals with hearing, speech, language, cognitive, voice, or articulation disorders

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**WHEATLAND SCHOOL DISTRICT
SPEECH AND LANGUAGE PATHOLOGY ASSISTANT**

- Knowledge of communication equipment and procedures
- Knowledge of speech and language development in children, including articulation development and learning patterns in student behavior
- Knowledge of behavior management strategies
- Knowledge of correct English usage, spelling, grammar, and punctuation
- Knowledge of interpersonal skills using tact, patience, and courtesy
- Knowledge of basic math skills, record keeping and record management practices
- Knowledge of personal computer hardware and software, including work processing, learning and education software, and specialized communication devices and system
- Knowledge of modern office procedures, practices and equipment
- Knowledge of departmental educational goals and objectives
- Ability to communicate effectively both verbally and in writing
- Ability to understand and follow oral and written instructions
- Ability to use specialized communication systems and equipment
- Ability to compile program reports
- Ability to establish and maintain records

OTHER CHARACTERISTICS AND PHYSICAL ABILITIES:

- Communicate to exchange information in person and on the telephone
- Hearing and speaking to model clear English speech
- Prepare and inspect documents and other writtens materials
- Operate office and communication equipment requiring repetitive hand movement and fine coordination
- Remain in a stationary position for extended periods of time
- Transport or move communicative devices and other objects up to 25 pounds

WORK ENVIRONMENT:

- Indoor office and classroom environment
- Ability to drive a vehicle to conduct work

LICENSES AND CERTIFICATES:

- Must possess valid registration as a Speech-Language Pathology Assistant with the California Speech-Language Pathology and Audiology Board
- Possession of or willingness and ability to obtain a valid California Class C Driver's License

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Appendix B

Wheatland School District Classified Salary Schedule 2022-23

** LONGEVITIES **

| Range | Classification Title POSITION / SUB-TITLE | Time | 1 | 2 | 3 | 4 | 5 | 6 | 7-10 | 11-14 | 15-18 | 19-22 | 23-26 | 27-30 |
|-------|--|------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 6 | Yard Duty Supervisor | Hrly | \$17.01 | \$17.13 | \$17.26 | \$17.39 | \$17.51 | \$17.64 | \$17.76 | \$17.88 | \$18.14 | \$18.41 | \$18.95 | \$19.52 |
| 8 | A Afterschool Activity Aide B Food Service Worker C Asst Grant Coordinator | Hrly | \$17.29 | \$17.76 | \$18.67 | \$19.62 | \$20.60 | \$21.62 | \$22.72 | \$23.27 | \$23.86 | \$24.44 | \$24.99 | \$25.75 |
| 10 | A Library Technician B Para Educator C Para Educator Bilingual D Para Educator Life Skills E Para Educator Preschool F ELL Coord/FRC Asst G Van Driver | Hrly | \$17.53 | \$18.43 | \$19.36 | \$20.32 | \$21.37 | \$22.40 | \$23.52 | \$24.10 | \$24.62 | \$25.17 | \$25.71 | \$26.48 |
| 12 | A Garden Nursery Assistant B Groundskeeper C Custodian D Health Aide E After School Lead F Education Technology Aide G Para Educator Special Education | Hrly | \$18.98 | \$19.92 | \$20.95 | \$21.96 | \$23.06 | \$24.20 | \$25.43 | \$25.97 | \$26.48 | \$27.02 | \$27.56 | \$28.37 |
| 14 | A Bus Driver B Bus Driver/General Maintenance C Cook Manager D Technology Facilitator | Hrly | \$20.57 | \$21.60 | \$22.67 | \$23.80 | \$24.99 | \$26.24 | \$27.51 | \$28.11 | \$28.64 | \$29.27 | \$29.83 | \$30.74 |
| 16 | A Maintenance B Mechanic C Preschool Teacher D Speech Language Pathology Aide | Hrly | \$26.13 | \$26.25 | \$28.05 | \$29.04 | \$30.08 | \$31.16 | \$32.29 | \$32.84 | \$33.40 | \$34.00 | \$34.56 | \$35.61 |

Longevity increments are earned as follows: #1 after the completion of the tenth year of service; #2 after the completion of the fourteenth year of service; #3 after the eighteenth

year of service; and #4 after the completion of the twenty-second year of service; and #5 after the completion of twenty-sixth year of service. Employees with current years of service with WSD will receive an additional

yearly 30 or greater longevity stipend of \$2,601.13. Employees with 35 or greater years of service will receive an additional yearly stipend of \$3969.00. Masters & PHD Degree earns \$1,897.58 annually

Preschool Site Lead - \$5,113.39 Annually

Current Salary Schedule

WHEATLAND SCHOOL DISTRICT CLASSIFIED SALARY SCHEDULE 2021-22

** LONGEVITIES **

| Range | Classification Title | Time | 1 | 2 | 3 | 4 | 5 | 6 | 7-10 | 11-14 | 15-18 | 19-22 | 23-26 | 27-30 |
|-------|-----------------------------------|------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 3.0 | Yard Duty Supervisor | Hrly | \$15.75 | \$15.86 | \$15.98 | \$16.10 | \$16.21 | \$16.33 | \$16.44 | \$16.56 | \$16.80 | \$17.05 | \$17.55 | \$18.07 |
| 5.0 | A Afterschool Activity Aide | Hrly | \$16.01 | \$16.22 | \$16.63 | \$16.85 | \$17.01 | \$17.21 | \$18.09 | \$18.64 | \$19.19 | \$19.77 | \$20.37 | \$20.97 |
| 11.5 | A Food Service Worker | Hrly | \$16.01 | \$16.44 | \$17.29 | \$18.17 | \$19.07 | \$20.02 | \$21.04 | \$21.55 | \$22.09 | \$22.63 | \$23.14 | \$23.84 |
| | B Para Educator | | | | | | | | | | | | | |
| | C Para Educator Bilingual | | | | | | | | | | | | | |
| | D Para Educator Life Skills | | | | | | | | | | | | | |
| | E Para Educator Preschool | | | | | | | | | | | | | |
| 11.52 | A ELL Coord/FRC Asst | Hrly | \$16.26 | \$17.06 | \$17.93 | \$18.80 | \$19.70 | \$20.67 | \$21.67 | \$22.18 | \$22.71 | \$23.26 | \$23.77 | \$24.41 |
| | B Para Educator Special Education | | | | | | | | | | | | | |
| 13.0 | A Custodian | Hrly | \$16.86 | \$17.72 | \$18.62 | \$19.54 | \$20.55 | \$21.54 | \$22.62 | \$23.17 | \$23.67 | \$24.20 | \$24.72 | \$25.46 |
| | B Library Technician | | | | | | | | | | | | | |
| 14.5 | A Afterschool Site Lead | Hrly | \$17.27 | \$18.14 | \$19.06 | \$20.02 | \$21.03 | \$22.07 | \$23.16 | \$23.70 | \$24.20 | \$24.73 | \$25.24 | \$25.99 |
| | B Education Technology Aide | | | | | | | | | | | | | |
| | C Health Aide | | | | | | | | | | | | | |
| 15.0 | A Garden Nursery Assistant | Hrly | \$18.61 | \$19.53 | \$20.54 | \$21.53 | \$22.61 | \$23.73 | \$24.93 | \$25.46 | \$25.96 | \$26.49 | \$27.02 | \$27.81 |
| | B Groundskeeper | | | | | | | | | | | | | |
| 15.5 | A Bus Driver | Hrly | \$19.05 | \$20.00 | \$20.99 | \$22.04 | \$23.14 | \$24.30 | \$25.47 | \$26.03 | \$26.52 | \$27.10 | \$27.62 | \$28.46 |
| | B Bus Driver/General Maintenance | | | | | | | | | | | | | |
| | C Cook Manager | | | | | | | | | | | | | |
| | D Technology Facilitator | | | | | | | | | | | | | |
| 16.5 | A Maintenance | Hrly | \$24.19 | \$24.31 | \$25.97 | \$26.89 | \$27.85 | \$28.85 | \$29.90 | \$30.41 | \$30.93 | \$31.48 | \$32.00 | \$32.97 |
| | B Mechanic | | | | | | | | | | | | | |
| | C Preschool Teacher | | | | | | | | | | | | | |

Longevity increments are earned as follows: #1 after the completion of the tenth year of service; #2 after the completion of the fourteenth year of service; #3 after the eighteenth year of service, and #4 after the completion of the twenty-second year of service, and #5 after the completion of twenty-sixth year of service. Employees with current years of service with WSD will receive an additional yearly 30 or greater longevity stipend of \$2,408.45. Employees with 35 or greater years of service will receive an additional yearly stipend of \$3675. Masters & PHD Degree earns \$1,757.02 annually

Preschool Site Lead - \$4,734.62 Annually

Increase 5% Effective July 1, 2021