



**TENTATIVE AGREEMENT**

Between the  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION  
AND ITS SAUGUS CHAPTER #112  
And the  
SAUGUS UNION SCHOOL DISTRICT

The following Tentative Agreement reflects the full and complete agreement of the California School Employees Association and its Saugus Chapter #112 (hereinafter "Association") and the Saugus Union School District (hereinafter "District") regarding the 2024/2025 negotiations.

The parties agree to the attached article changes to take effect upon ratification of their Tentative Agreement by the parties:

1. The parties agree to the Article changes as attached hereto. Any subject or topic discussed by the parties during the negotiations that culminated in this agreement, but not included herein, is considered withdrawn by the parties. All other terms of the Collective Bargaining Agreement will remain as stated, except as modified by this agreement.
2. This Agreement becomes final upon ratification of the Association membership (pursuant to Association Policy 610) and adoption by the Saugus Union School Board.

Dated: April 18, 2025

FOR THE ASSOCIATION:

*Cathy Chesser*  
*Edy Moore*  
*Demetrius*  
*Delmy Calderon*  
*[Signature]*  
*[Signature]*

FOR THE DISTRICT:

*[Signature]*  
*[Signature]*  
*[Signature]*  
*[Signature]*

**2024-2025 PROPOSALS TO THE  
SAUGUS UNION SCHOOL DISTRICT (SUSD)  
April 18, 2025 @ 1:00 pm**

The California School Employees Association and its Chapter 112 ("CSEA") proposes the following to the Saugus Union School District ("District").

**Article 21 - Salary**

21.1 The District and CSEA agree to a new Salary Schedule A & B. All bargaining unit members, whether remaining on Salary Schedule A or being placed on Salary Schedule B, will receive at least the agreed upon **2% on schedule ~~1% on schedule and a one-time 1% off schedule~~** salary increase retroactive to July 1, ~~2023~~ 2024.

21.7 Special Education Paraeducators working in the Regional Autism Program (RAP), the Building Academic and Social-Emotional Success program (BASES), and Moderate/Severe **Preschool and** TK-6th Grade Special Day Class shall receive a stipend of \$1,500 per year. The stipend shall be paid monthly (\$150/month for 10 months). If an employee is transferred out of these programs at any time, they will no longer receive the stipend. **Moderate/Severe Preschool Paraeducators shall be eligible for the stipend referenced above, effective July 1, 2024. The stipend will be prorated based on the portion of time spent in a Moderate/Severe classroom.**

**Article 23 - Long Service Recognition**

**Prior to July 1, 2024,** Long service recognition (longevity) shall be granted to all bargaining unit employees (part-time and full-time) in the following manner:

- 3% after 9 years
- 7% after 14 years
- 9% after 19 years
- 10% after 24 years

**Effective July 1, 2024, long service recognition (longevity) shall be granted to all bargaining unit employees (part-time and full-time) in the following manner:**

- 3% after 9 years**
- 4% after 14 years for a total of 7%**
- 2% after 19 years for a total of 9%**
- 3% after 24 years for a total of 12%**




Longevity is calculated on a year for year basis.

**Article 32 - Term**




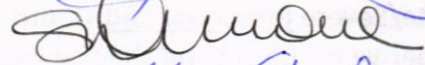

This Agreement shall remain in full force and effect from July 1, 2022 through June 30, 2025, and shall remain in effect on a day-to-day basis until a successor Agreement is reached between the District and CSEA, with two (2) reopeners for each party the second (2nd) and third (3rd) years of the contract, in addition to salary and benefits. Additional reopeners by mutual agreement.

Tentative Agreement: April 18, 2025

For the District:

  
  
Abruna  


For CSEA Chapter 112:

  
  
  
  
Cuffin Chosler  




**2024-2025 PROPOSALS TO THE  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA)  
AND ITS CHAPTER 112**

January 14, 2025 @ 12:30 pm

The Saugus Union School District ("District") proposes the following to the California School Employees Association and its Chapter 112 ("CSEA").

**Article 10 - Hours of Employment**

**10.7.1**

Overtime shall be distributed as equally as possible to qualified employees in the bargaining unit within each classification or job site.

Maintenance and Operations employees may occasionally have the opportunity to work overtime. The Maintenance and Operations department supervisor shall assign them overtime on a rotational basis starting with the most senior unit member in that job family.

Overtime distribution for custodial staff shall be assigned in the following order:

Planned Worksite events (facilities use agreement completed) - Overtime offers shall be made by the site administrator or designee to custodians assigned to the site on a seniority rotational basis. The rotation shall commence with the most senior custodial employee first and then successive senior worksite-employees until the assignment is voluntarily accepted. If eligible worksite employees do not volunteer for the assignment, the Maintenance and Operations department shall then offer the assignment on a rotational seniority to all custodians district-wide. **Overtime assignments not accepted by eligible school site custodians will be offered as extra duty to part time custodians enrolled in the CalPERS retirement system following the school site seniority list.**

District-Wide Events - Overtime offers shall be made by the Maintenance and Operations department via text message to the bargaining unit member's personal phone on a rotational basis starting with the most senior unit member in the custodial job family until there is a voluntary acceptance of the assignment. The employee shall have 30 minutes to respond to district-wide events. If nobody volunteers for the assignment, the least senior shall be assigned.

Emergency Basis (less than 24 hours' notice) - The Maintenance and Operations department shall contact eligible employees about overtime via text message to bargaining unit member's personal phone. If the overtime being offered is due to an immediate or emergency situation, the employee shall have 3 minutes to respond. If the employee does not respond in the allotted time, the Maintenance and Operations department will move to the next person on the list. For rotational purposes, the unit member will be treated as if he/she accepted the overtime and be placed at the bottom of the list.

For rotational purposes only, if an eligible unit member declines the overtime opportunity, the unit member will be treated as if he/she accepted the overtime and be placed at the bottom of the list. If the overtime assignment is cancelled after he/she has already accepted the assignment they will not lose their place on the rotation list and be offered the next available overtime assignment. A unit member is not eligible for overtime if he/she is working in his/her District position when the overtime would have to be performed. In such situations, the unit member will not lose their place on the rotation list.

The District shall maintain records of overtime that is offered to unit members. These records shall be available for unit member inspection upon request. Any concerns regarding the distribution of overtime shall be brought to meet and confer for resolution prior to filing a grievance. In the event of a dispute, the chapter president may request detailed reports of overtime that is offered to employees at each site.

Tentative Agreement → 1/14/25

SUSD

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*[Handwritten signature]*

~~*[Handwritten signature]*~~

J. Bruna

CSEA Chap. # 112

~~*[Handwritten signature]*~~

Maria A. Chavez Merriand

~~*[Handwritten signature]*~~

Dunne

Capit. Crespo

Jerome Smith

Date



**2024-2025 PROPOSALS TO THE  
SAUGUS UNION SCHOOL DISTRICT ("District")**

February 7, 2025 @ 1:00 pm

California School Employees Association and its Chapter 112 ("CSEA") proposes the following to The Saugus Union School District ("District").

**Article 17 – Safety Conditions**

**17.6 To ensure the safety of bargaining unit members, employees may refer a student to school administration if a student’s behavior threatens or results in violence or physical contact. Within five (5) business days of a referral, the administrator shall document actions taken in response, including any in-school interventions or corrective measures in the student’s record. The referring employee will be informed of actions taken to support the employee verbally or in writing or, if no action is taken, the reason why no action was taken in compliance with Education Code 48900. Verbal notification will be followed up with an email.**

**Bargaining unit employees shall receive training in de-escalation techniques to help them handle potentially unsafe situations. Additional training may be provided to bargaining unit members upon mutual agreement between the bargaining unit member and the Assistant Superintendent of Human Resources or designee.**

For CSEA:

For the District: