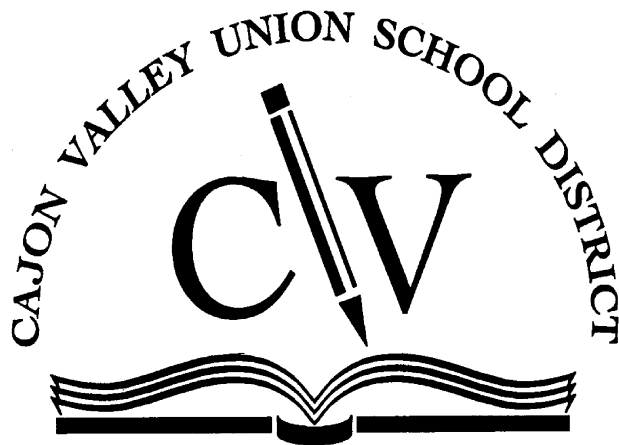


**A CONTRACT BETWEEN THE
CAJON VALLEY UNION SCHOOL DISTRICT
BOARD OF TRUSTEES
AND THE
CAJON VALLEY SUPERVISORY ASSOCIATION**



Amended Based on 2008 - 2009 Negotiations

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ARTICLE I: PREAMBLE

This is an agreement entered into this 23rd day of November 1982 between the Governing Board of the Cajon Valley Union School District and the Cajon Valley Supervisor's Association.

ARTICLE II: RECOGNITION

The Board recognizes the Cajon Valley Supervisor's Association as the exclusive bargaining agent for all employees holding those positions described in Appendix A.

ARTICLE III: ASSOCIATION RIGHTS

1. Membership in the Association shall be a matter of voluntary personal choice of each employee.
2. The Association recognizes the responsibilities of an exclusive bargaining agent for the unit as described and realizes that to provide maximum opportunities for continuing employment, working conditions, and wages, the Association shall cooperate with the district in reducing absenteeism, eliminating tardiness, and other practices which interfere with, or reduce, the effectiveness of the work program.
3. The Association shall have the right to post appropriate notices of their activities and matters of Association concern on Association bulletin boards at least one of which shall be provided in each administrative unit. The Association shall have the right to reasonable use of district mail service, and for a qualified operator to use office equipment necessary to produce Association notices and publications at a no cost, non-interference with district business basis.
4. Upon proper notification, the Association shall have the right to reasonable use of school facilities for meetings subject to requirements of the Board's Civic Center policy.
5. Accredited representatives of the Association shall have access to administrative units of the district at reasonable times during working hours, provided they obtain approval from the site administrator or his/her designated representatives.
6. Release time of four (4) days for one (1) delegate for workshops in other districts at no cost to the district.
7. Association officers may be authorized release time not to exceed one (1) hour per month to coordinate Association/Board business. Release time shall be subject to approval by the employee's immediate supervisor.

ARTICLE IV: BOARD RIGHTS

Except as limited by the provisions of this Agreement, the management of the district and the direction of the working force, including the right to hire, promote, transfer, discharge, discipline for proper cause, and to maintain efficiency of the employees, is the responsibility of the Board. In addition, the work to be performed, the location of the work, the method and processes, and the decision to make or buy are solely and exclusively the responsibility of the district provided that in the exercise of such functions, the district shall not discriminate against employees because of participation in legitimate activities on behalf of the Association. The foregoing enumeration of Board rights shall not be deemed to exclude other rights of the Board not specifically set forth herein. The Board, therefore, retains all rights not otherwise specifically limited by this Agreement and the non-utilization of any Board right does not mean that the Board shall not maintain said right.

ARTICLE V: HOURS OF WORK

1. Workweek

The district workweek shall begin at 12:01 a.m. on Sunday and end at 11:59 p.m. the following Saturday. The individual workweek shall consist of forty (40) hours of five (5) consecutive days within the district workweek. Normally, individual workweeks shall be Monday through Friday. However, individual workweeks may be assigned other than Monday through Friday when needs of the district so require.

2. Workday

Eight (8) consecutive hours, except for the meal period, shall constitute a normal workday.

3. Hours of Work

Unit members who are assigned work at least four (4) days per week in shifts requiring at least three (3) hours of service after six (6 p.m.) shall receive in addition to the regular rate of pay, a shift differential of five (5) percent effective July 1, 1999.

4. Meal Period

Each employee working five (5) or more consecutive hours shall be entitled to a thirty (30) minute meal period. This period of time will be in addition to their workday.

5. Rest Periods

Each employee shall be entitled to two (2) rest periods per eight (8) workday. Each rest period will consist of fifteen (15) minutes and will normally be taken toward the midpoint of each four (4) hour work period. Employees who have a workday of three (3) hours or more, and less than four (4) hour shall receive a five (5) minute rest break. Employees working less than a three (3) hour workday will receive no rest period.

6. Overtime

Overtime will be compensated at a rate of pay equal to time and one-half of the regular rate of pay of the employee involved. Overtime is defined as time worked in excess of a normal eight (8) hour day, or in excess of forty (40) hours in any workweek. An employee shall be compensated for any work required to be performed on the sixth and seventh day following the commencement of the workweek, at a rate of time and one-half of the regular rate of pay for the employee involved. Hours worked on holidays or when assigned to work during a vacation period will be compensated for at the overtime rate in addition to holiday/vacation pay.

7. Call in Time

Any employee who is called and reports to work outside the regular work assignment shall receive a minimum of two (2) hours pay at the appropriate rate.

8. Compensatory Time

Compensatory time is time earned for work in addition to the scheduled workday or workweek by an employee. Compensatory time may be authorized in lieu of cash compensation. Eight (8) hour employees, when authorized, and with approval of their department head, may elect to earn compensatory time in lieu of payment for overtime on a

1-½ time basis, provided the time is one hour or more. Compensatory time may be taken with the approval of the immediate supervisor at a mutually agreeable time and shall normally be used within one (1) year of date earned.

9. Payroll Calculation

For the purpose of payroll calculations, 2080 hours per year shall be used.

ARTICLE VI: EMPLOYEE COMPENSATION

1. The base of the 2007/2008 salary schedule shall be continued for the 2008/2009 school year effective July 1, 2008.

2. The longevity schedule, effective July 1, 2006, is as follows:

Completion of eight (8) years of service in Cajon Valley	4.5% of base
Completion of twelve (12) years of service in Cajon Valley	4.5% of base
Completion of sixteen (16) years of service in Cajon Valley	4.5% of base
Completion of twenty (20) years of service in Cajon Valley	4.5% of base
Completion of twenty-four (24) years of service in Cajon Valley	4.5% of base

(See also Article X: Retirement Longevity Option)

3. Health and Dental Programs

During the 2006/2007 benefit year, the parties agreed to join the Voluntary Employee Benefits Association insurance trust (commonly referred to as "VEBA"). Participation in insurance plans is subject to all VEBA rules and regulations. The plans available to unit members for the 2008/2009 benefit year shall be the Kaiser 10/10 plan, the PacifiCare Focused Value Network and the PacifiCare Value POS-15 plan. Eligible employees may select dental coverage through the Delta Dental or Safeguard Dental plans. Booklets providing information regarding the plans are available to employees by request from the Payroll Department.

a. District Contribution

The District shall contribute toward the actual cost of health benefits up to a maximum of \$7,212 per eligible full-time employee per year and up to a maximum of \$3,200 per eligible part-time employee per year, any additional cost of the individual health plan will be paid by the employee through a payroll deduction. Payroll deductions shall be determined using the composite rate provided by VEBA for the plan selected or on a composite rate calculated as follows: 1) for full-time employees and part-time employees eligible for full family benefits, the total annual cost of health benefit premiums for district employees enrolled effective September 1 will be calculated for each health plan; 2) that total cost for each plan will be divided by the number of employees enrolled in that plan as of September 1; and 3) this figure will be the composite rate cost per employee for each plan. The District and CSEA agree to meet and discuss the VEBA rate structure prior to open enrollment.

b. Employee Coverage and Premiums

• Full-time employee coverage:

Employees working full time (eight (8) hours per day), for at least four (4) days per week, are eligible for composite (family coverage) medical and dental benefits. Employees may elect coverage under either the Kaiser 10/10 plan, PacifiCare Focused Value Network, or PacifiCare Value POS-15 plan, and under the Delta Dental or Safeguard Dental Plan. Effective December 1, 2008, the cost of premiums for these plans will be shared by the

employee as follows: (rates are based on 11 annual payments, August-June)

Kaiser 10/10 monthly composite rate:	\$ 108.54
PacifiCare Focused Value Network monthly composite rate:	\$ 211.37
PacifiCare Value POS-15 monthly composite rate:	\$ 416.44

- Part-time employee coverage:

Employees working part time, 4 to 7.99 hours per day, for at least four (4) days per week, will be eligible for individual (employee only) medical and dental benefits. Employees may elect coverage under either the Kaiser 10/10, PacifiCare Focused Value Network, or PacifiCare Value POS-15 plan, and under the Delta Dental or Safeguard Dental Plan. Effective December 1, 2008, the cost of premiums for these plans will be shared by the employee as follows: (rates are based on 11 annual payments, August-June)

Kaiser 10/10 monthly composite rate:	\$ 49.50
PacifiCare Focused Value Network monthly composite rate:	\$ 127.80
PacifiCare Value POS-15 monthly composite rate:	\$ 222.73

These part-time employees may elect, at their own cost, to cover eligible family members under the District's medical and dental plans.

c. Waiver of Benefits

Effective December 1, 2006, District employees who are eligible for benefits, and who have chosen to waive benefits to receive a \$1,200 annual stipend may continue that practice. Under VEBA rules, no additional employees will be permitted to waive benefits. Once a "grandfathered" employee ceases to waive health benefits they have lost their ability to return to this status in the future. Employees continuing to waive benefits must follow established District rules each year regarding written proof of other insurance coverage.

- Employees continuing to exercise this option must show written proof that they are insured through an outside entity.
- Employees continuing to exercise this option must complete and submit a Medical Insurance Waiver Statement to the district's Payroll Department during the open enrollment period.
- Employees who do not provide the required documents within the specified open enrollment period each year will permanently lose their ability to waive benefits.

d. Employees Enrolled as a Dependent of Another Cajon Valley Employee

District employees who are eligible for benefits, and whose spouse/California registered domestic partner is also a District employee eligible for benefits, may each enroll in their own benefit account and will each pay an employee co-premium. Effective December 1, 2006, District employees who are eligible for benefits, and who are already enrolled only as a dependent of another district employee and does not pay a co-premium may continue that practice. Under VEBA rules, no additional employees will be permitted to enroll only as the dependent of another district employee. Once a "grandfathered" employee ceases to enroll only as the dependent of another employee, they have lost their ability to return to that status in the future.

In any year in which there is no agreement regarding health benefits, the Association shall have the right to negotiate with the District through November 30, and the District will not implement an increase in the benefit payroll deduction. Effective December 1 of that year, the District shall have the right to adjust the monthly payroll deduction to reflect the increased cost of benefits that exceed the maximum District contribution. This adjustment will begin on the December paycheck, for health and dental program increases taking effect on January 1.

ARTICLE VII: PROFESSIONAL GROWTH PROGRAM

The district will budget a \$4,000 annual cap for Professional Growth. Reimbursement will be limited to \$300 per course, and a maximum of \$900 per year for tuition and required course materials. Reimbursement is to occur after completion of the course with a grade of "B" or pass/credit if the course is on a pass/fail or credit/non-credit basis. The course must be pre-approved by the Assistant Superintendent responsible for the department to which the unit member is assigned, and relate to the applicant's current classification or a classification they aspire to.

ARTICLE VIII: VACATION PLAN

1. All employees, permanent or probationary, shall earn vacation at the prescribed rates. Vacation shall not be a vested right of employees not completing the six month probationary period. Vacation benefits shall be earned annually from July 1 through June 30.
2. Accumulation schedule:

1 - 3 years	-	15 days
4+ years	-	24 days

Vacation time for employees who work less than 12 months a year will be prorated.

3. Earned vacation time may be carried over not more than one school year.
4. Vacation pay shall be at the employee's current rate. An employee whose vacation is earned and begun under a given status shall suffer no loss of earned vacation salary by reason of subsequent changes in employment. An employee shall not be paid in cash in lieu of earned vacation unless the needs of the school, the administrative unit, or district are such that the employee is not permitted to take his/her full annual vacation. Such vacation time not taken may be paid for in cash.
5. Vacation schedules shall be reviewed with the employee and prepared by the administration. Vacation periods may be taken at times convenient to the employee, consistent with the needs of the service and workload of the administrative unit. Vacation may be taken in units of not less than one-half day.
6. Upon termination, if eligible, an employee shall be paid for his/her accumulated vacation credit at the rate of pay applicable to his/her last regular assignment.
7. When a Board designated local or legal holiday falls during the scheduled vacation of any employee, the holiday will not be charged against the employee's earned vacation.
8. Employees may be permitted to interrupt or terminate vacation leave in order to begin another type of paid leave without a return to active service. The employee must supply notice and supporting information as a basis for such interruption or termination.

ARTICLE IX: LEAVES

1. Sick Leave

This includes all personal illness, off duty accidents, and medical appointments for the employee.

- A. Regular full time employees of the district are entitled to yearly sick leave with full pay at the rate of one (1) day per month accumulated without limit. Regular employees working less than 12 months, or less than eight (8) hours per day, shall be credited for sick leave prorated in accordance to hours worked.
- B. All employees may use sick leave from the first day of their work year, even though they are unable to report for duty. For accounting purposes, the department manager or the personnel office must be notified. Both annual and accumulated sick leave may be used, but the annual sick leave will be refunded by the employee if not earned during the school year it is taken.
- C. All probationary employees shall be eligible to take not more than six (6) days or the proportionate amount of sick leave which they are entitled until the first day of the calendar month following six (6) months probation.
- D. An employee shall once a year be credited with a total of not less than 100 working days of sick leave, not accumulative. In the event illness occurs, current and accumulative sick leave at full pay will be deducted from the 100 working days and compensation for the remainder of the 100 days shall be at 66 2/3 percent. Any differential pay used must be supported by a written statement from a medical advisor.
- E. When an employee's absence rate appears to be excessive, a written statement from a medical advisor, verifying the nature and degree of illness may be required. Absence may require the employee to submit to a physical examination by a qualified medical advisor selected by the district. The cost of such examination will be paid for by the district.
- F. An employee reporting for duty who cannot continue because of illness through the first 25% of the workday will be considered absent for one whole day. An employee report for duty who cannot continue because of illness from more than 25% to 75% of the workday will be considered absent for one-half day. An employee who completes more than 75% of the workday shall not be charged sick leave.
- G. An employee may voluntarily donate a maximum of five (5) sick leave days per year (recorded in hours) from his/her accumulated balance to another employee who has suffered a long-term catastrophic illness or disability and has exhausted all other paid leaves. Such donations shall be irrevocable and shall not impact the donor's eligibility for the district's attendance incentive program.

2. Industrial Accident and Industrial Illness Compensation Leave

All regularly employed personnel shall be entitled to industrial accident and illness leave under the following rules and regulations:

- A. Allowable leave for each industrial accident or industrial illness shall be during the days which the schools of the District are required to be in session, or when the employee otherwise would have been performing work for the District and shall not

exceed sixty (60) such days for eligible personnel.

- B. The accident or illness must have arisen out of and in the course of the employment of the employee, and must be accepted as such by the Workers' Compensation Agency.
- C. Allowable leave shall commence on the first day of absence and shall be reduced by one day for each day of authorized absence, regardless of accumulation from year to year.
- D. When an employee is absent from duty on account of industrial accident or illness, the employee shall be paid such portion of the salary due for any month in which the absence occurs. This, when added to the temporary disability indemnity, shall result in a payment of not more than full salary.
- E. During any paid leave of absence, the employee shall endorse to the District the temporary disability indemnity checks received on account of industrial accident or illness. The District, in turn, shall issue the employee appropriate salary warrants for payment of salary and shall make retirement and other authorized deductions.
- F. When an employee is absent from duty on account of an industrial accident or illness, he or she shall submit within the first seven (7) days of leave, a statement from a licensed physician or other evidence as may be required by the District affirming that the industrial accident or illness does exist and did occur while performing work for the Cajon Valley Union School District. The Board of Education may require the employee to submit to a physical examination by one of several physicians selected by the Board at any time during leave at District expense.
- G. Upon termination of the industrial accident or illness leave, the employee shall be entitled to the benefits provided for sick leave and absence. Sick leave may commence upon termination of industrial accident or illness leave. If the employee continues to receive temporary disability indemnity, that employee may elect to take as much accumulated sick leave, which, when added to temporary disability indemnity, will result in payment of not more than full salary.

3. Personal Necessity Leave

During any year an employee may elect to use or not to use accumulated sick leave benefits for personal necessity. The days allowed for this purpose shall be limited to a maximum of seven (7) days. These days shall be deducted from and may not exceed the number of full paydays of sick leave to which the employee is entitled. Personal necessity is intended for use in situations beyond the employee's immediate control which would compel an individual to be absent from his or her duties. It is not intended to provide employees time off for vacation, recreational or social activities, or for activities related to work slowdown or stoppage, or job training for a position not connected to the School District.

Examples include:

- A. Serious illness in the immediate family
- B. Medical or dental appointment requiring at least a half-day
- C. Accident involving employee or his property, or one of his immediate family
- D. Appearance in court
- E. Religious holiday
- F. Adopting a child
- G. Graduation of self or immediate family

- H. A leave for three (3) days within the seven (7) day maximum may be granted as personal necessity leave for confidential reasons. Disclosure of the general nature of the absence may be requested by the supervisor.
- I. Other personal necessities not listed above, and in such cases there will be a determination of necessity based upon the facts peculiar to the situation.

The employee shall complete a request stating the reason for the personal necessity with his or her signature attesting to the validity. The leave must be approved by the Superintendent or designee before the leave is taken unless the leave is of an emergency nature.

4. Jury Duty/Court Subpoena Leave

Employees shall be paid full salary for absence caused by jury duty. Payment for jury duty will be retained by the employee, and the corresponding amount will be deducted from the employee's next paycheck, as an employee cannot receive jury pay in addition to his or her regular salary. Leave of absence to serve as a witness in a court case shall be granted an employee when he has been served a subpoena to appear as a witness, not as the litigant, in the case. The length of the leave shall be for the number of days in attendance in court as certified by the clerk or other authorized officer of the court. The employee shall receive full pay during the leave period, provided that the subpoena or court certification is filed with the School District. Request for leave of absence to serve as a witness should be made by presenting the official court summons to the supervisor. Additional allowances made by the court for travel, meals, parking, etc., shall be retained by the employee.

5. Bereavement Leave

All supervisory employees shall be entitled to five (5) days of bereavement leave. Bereavement leave may be taken upon the death of a member of the immediate family, defined as follows:

- 1. Husband
- 2. Wife
- 3. Mother*
- 4. Father*
- 5. Sister
- 6. Brother
- 7. Son
- 8. Daughter
- 9. Mother-in-law
- 10. Father-in-law
- 11. Grandmother
- 12. Grandfather
- 13. Brother-in-law
- 14. Sister-in-law
- 15. Son-in-law
- 16. Daughter-in-law
- 17. Grandchild
- 18. Any dependent/relative of either spouse living in the immediate household of the employee
- 19. California registered domestic partner

*Mother and father are defined to include stepmother and stepfather and court-appointed legal guardians.

6. Military Service Leave

Employees may be granted leaves with pay in accordance with Federal and State law for mandatory military service and training.

7. Personal Leave Without Pay

- A. Personal leave without pay may only be taken by permanent employees.
- B. Personal leave without pay may be granted by the immediate supervisor up to five (5) days without Board approval.
- C. Personal leave without pay may be granted by the Superintendent or designee up to thirty (30) days without Board approval.
- D. Personal leave without pay for more than thirty (30) days must have Board approval. The District will consider unusual circumstances upon request. Except in an emergency, a thirty (30) day notice shall be given prior to leave start. Personal leaves beyond one (1) year will not be granted. While on any leave without pay, an employee shall have the option of remaining an active participant in the District's fringe benefit program by contributing the total cost of the program.
- E. Permanent employees granted personal leave for more than ninety (90) days by the District must notify the classified Personnel Administrator whether or not they intend to return to work sixty (60) days before their leave ends. If they elect to return to work, the employee shall be assigned to the same job classification as that held prior to the leave.

ARTICLE X: RETIREMENT LONGEVITY OPTION

Effective in the 2006-2007 school year, unit members may receive a 20-year longevity increment of six percent (6%) for their last year of employment providing they have attained fifty-four (54) years of age at the time of application and have completed nineteen (19) years of service with the District, of which the last four years have been consecutive. To receive the 20-year longevity, qualifying employees must submit an application/resignation to the Director of Personnel twelve (12) months prior to their retirement date.

ARTICLE XI: HEALTH BENEFITS FOR RETIRED SUPERVISORY EMPLOYEES

Employees retiring shall be eligible and may apply for paid medical-health and dental benefits on the following basis:

- 1. The employee who has ten (10) years of service in the District (the last five years must be consecutive) and who has no other fully funded, non-contributory benefit plan and has reached the age of fifty-five (55) years.
- 2. The health and dental coverage provided will be the same as the retiree held during the last year of employment. The District will pay the total cost until the employee reaches age sixty-five (65). Should a retired employee who was participating in the District's Health and Dental Programs die before age 65, their surviving spouse shall be provided the same Health and Dental benefits until age 65.
- 3. Effective March 1, 2005, District employees who are eligible for benefits, and whose spouse/California registered domestic partner is also a District employee eligible for benefits, may each enroll in their own benefit account and will each pay an employee co-premium. Employees may also choose to enroll in one family account, with one employee enrolling as

the primary person and the other employee enrolling as their dependent. In this case, only one employee premium co-payment will be made.

4. The eligible retired employee residing outside of the insurance carriers coverage area that was in full-time status at retirement will receive a cash stipend equal to the composite rate of the highest cost HMO for full-time active unit members minus the co-premium rate.

The eligible retired employee residing outside of the insurance carriers coverage area that was part-time and receiving benefit coverage at the time of retirement will receive a cash stipend equal to the single subscriber rate for the highest cost HMO for part-time active unit members minus the co-premium rate.

The cash stipend is provided to enable eligible retirees to purchase alternative medical-health insurance. To be eligible to receive the cash stipend, eligible retirees residing outside of the insurance carriers coverage area will be required to submit annual verification that such coverage has been purchased.

5. All of the above sections under this Article shall be limited in eligibility to the policy the District provides and by any rules and regulations set by the insurance carrier or legal counsel. The retiree shall be required to perform all acts necessary on the employee's part to meet any such requirements set by the employer.
6. Eligible dependents of retired employees who are enrolled in District medical plans may continue coverage in the plan as long as the retiree is enrolled. If the eligible dependent of a retiree becomes eligible for Medicare, they should enroll in Medicare parts A and B to continue coverage under the District plan. If the eligible dependent does not enroll in Medicare parts A and B they may continue coverage under the District plan, but must pay the difference between the premium with Medicare coverage and the premium without Medicare coverage. If the dependent is already eligible for Medicare at the time that the employee retires, the dependent must immediately enroll in Medicare parts A and B in order to continue to be covered by the District sponsored plan, or must pay the difference in premium cost as outlined above.

ARTICLE XII: HEALTH BENEFITS FOR CERTAIN DISABLED SUPERVISORY EMPLOYEES

Disabled retiring employees shall be eligible for paid medical-health (not dental) insurance benefits on the following basis:

1. The employee has not reached age fifty-five (55).
2. The employee has ten (10) years of service with the District (the last five years of which must be consecutive).
3. District paid/employee co-paid benefits will be limited to one (1) year after retirement, (allowing time for PERS disability certification). At the end of the one year District paid/employee co-paid benefits, if the PERS disability retirement certification is delayed, or denied, the employee may continue benefits through COBRA. If the PERS disability certification is received after the one year, the District would continue the District-paid portion of health benefits and refund the COBRA payments retroactive to the PERS disability certification date.

Upon receiving PERS disability retirement certification, the District-paid/employee co-paid benefits would continue for the remainder of the five (5) calendar years as stated in ARTICLE XII (5), beginning with the initial one (1) year waiver period.

4. The health coverage provided will be the same as the retiree held during the last year of employment.
5. The cost of the coverage shall be paid by the District for a maximum of five (5) calendar years. Any increase in premium after the first calendar year shall be paid by the retiree.
6. Coverage paid by the District will terminate in less than two (2) years in the event that medical coverage becomes effective or the disability is terminated.

ARTICLE XIII: SAFETY

1. The District agrees to establish and maintain safe working conditions for all employees.
2. An employee who discovers a condition on the job which he/she thinks is not safe, or might unduly endanger health, will report the unsafe condition to his/her supervisor immediately. The supervisor will evaluate the condition, make any necessary corrections, and restore the job to a normal safe condition.
3. If the correction is beyond the level of the immediate supervisor to accomplish, an immediate report will be made to the Safety Officer (Assistant Superintendent/Business Services) for corrective action.

ARTICLE XIV: SAVINGS CLAUSE

In the event that any legislation, government regulation or court decision causes invalidations of any Article or Section of this Agreement, the Board and the Association agrees to meet to negotiate any Article or Section so affected; all other Articles and Sections not so invalidated shall remain in full force and effect. The Board and the Association agree to meet within thirty (30) days following the announcement of legal action to negotiate a replacement of invalidated Article or Section.

ARTICLE XV: NO STRIKE - NO LOCKOUT

During the terms of this Agreement the Cajon Valley Supervisors' Association will not cause, permit, threaten, or participate in any strike, including the refusal to cross any other labor organization's picket lines, walkout, slowdown, boycott, picket, work stoppage, refusal to work, or any other interference with the cooperation of the District. Members of the Association will not support any other labor organization's picket lines.

The Governing Board agrees that it will not lock out supervisory employees, nor will it do anything to prevent continuity of performance by the supervisory employees required in the normal and usual operation of the district.

ARTICLE XVI: WAIVER

The parties agree that this Agreement constitutes the entire contract between them, governing wages, hours and conditions of employment of the employees in the bargaining unit during the term specified herein, and settles all demands and issues on all matters subject to collective bargaining. Accordingly, the Board and Association expressly waive the right during the term of this Agreement to demand negotiations upon any subject matter, whether or not such subject matter has or has not been raised or discussed by either party during negotiations leading up to the execution of this Agreement.

ARTICLE XVII: REOPENER

On or about April 1, 2009, Article VI of this contract plus two articles selected by the Association and two articles selected by the Governing Board shall be reopened for a negotiated adjustment to the 2009-2010 year extension of this agreement. Both the Association and the Governing Board may use one of their two re-openers to introduce a new article.

ARTICLE XVIII: DURATION

This contract and all addendums to this contract, shall remain in full force and effect from ratification until June 30, 2010, subject to re-opener rights as provided in Article XVII of this agreement.

Cajon Valley Governing Board

Governing Board Representative

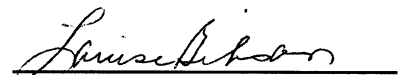
Cajon Valley Supervisory Association


Marsha L. Saben

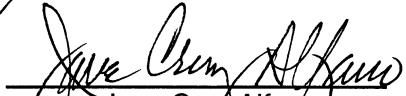

Kari S. Hull


Jeanette Moss

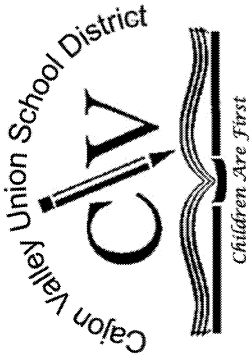

Laoma Dana Davidson


Louise Gibson


Jill Barto


Jane Cruz Alfano


Jeff Kover



SUPERVISORY SALARY SCHEDULE 2008-2009

750 E. Main St., El Cajon, CA 92020 www.cajonvalley.net

Effective: July 1, 2008 (No COLA)

STEP	RANGE											
	01	02	03	04	05	06	07	08	09	10	11	20
Sub Hrly	17.73	18.80	19.92	21.12	22.38	23.73	25.15	26.67	28.26	29.96	31.76	20.92
1	3,074	3,258	3,453	3,660	3,880	4,113	4,360	4,622	4,899	5,193	5,505	3,626
2	3,258	3,453	3,660	3,880	4,113	4,360	4,622	4,899	5,193	5,505	5,835	3,843
3	3,453	3,660	3,880	4,113	4,360	4,622	4,899	5,193	5,505	5,835	6,185	4,074
4	3,660	3,880	4,113	4,360	4,622	4,899	5,193	5,505	5,835	6,185	6,556	4,319
5	3,880	4,113	4,360	4,622	4,899	5,193	5,505	5,835	6,185	6,556	6,949	4,578
6 to 8	4,113	4,360	4,622	4,899	5,193	5,505	5,835	6,185	6,556	6,949	7,366	4,853
*9 to 12	4,298	4,556	4,830	5,119	5,427	5,753	6,098	6,463	6,851	7,262	7,698	5,072
*13 to 16	4,483	4,752	5,038	5,340	5,660	6,000	6,360	6,742	7,146	7,574	8,029	5,290
*17 to 20	4,668	4,949	5,246	5,560	5,894	6,248	6,623	7,020	7,441	7,887	8,360	5,508
*21 to 24	4,853	5,145	5,454	5,781	6,128	6,496	6,885	7,298	7,736	8,200	8,692	5,727
*25 to 36	5,038	5,341	5,662	6,001	6,361	6,744	7,148	7,577	8,031	8,513	9,023	5,945
*Retire Long	5,285	5,603	5,939	6,295	6,673	7,074	7,498	7,948	8,425	8,930	9,465	6,236

CLASSIFICATION

Network Engineer
 Construction Projects Supervisor
 Systems and Network Analyst
 Maintenance & Operations Supervisor
 Programmer/Analyst
 Accounting Supervisor
 Operations Supervisor
 Maintenance Supervisor
 Child Nutrition Services Supervisor
 Payroll Supervisor/Lead Accountant
 Computer/Network Technician Supervisor
 Grounds Foreman

RANGE

11
 10
 10
 10
 10
 9
 8
 8
 7
 7
 6
 6

DUTY DAYS

260
 260
 260
 260
 260
 260
 260
 238
 260
 260
 260

CLASSIFICATION

Lead Heavy Duty Mechanic
 Maintenance Foreman
 Warehouse Supervisor
 Custodial Supervisor
 Duplicating Services Supervisor
 Central Kitchen Supervisor
 Instructional Media Services Supervisor
 Transportation Operations Supervisor
 Night Custodian Foreman
 Early Childhood Programs Supervisor
 Extended Day Program Supervisor
 Food Production/Dispatch Supervisor

RANGE

6
 6
 6
 5
 4
 4
 4
 4
 20
 3
 3
 1

DUTY DAYS

260
 260
 260
 260
 260
 238
 238
 260
 260
 260
 260
 238

*Longevity schedule:

A four and one-half percent (4.5%) longevity increment will be added on the anniversary date for each employee upon completion of eight (8) years and twelve (12) years of regularly employed service in the District and four percent (4%) added on the anniversary date upon completion of sixteen (16), twenty (20), and twenty-four (24) years of regularly employed service with the District. An additional retirement longevity of six percent (6%) is available upon completion of twenty-seven (27) years, per contract language.

Vacation Days: 1 – 3 years, 15 days; 4+ years, 24 days

A retiring employee is eligible to receive District health and dental coverage as outlined by contract language.

The District will provide medical insurance for retirees *only*, sixty-five and older who qualify for Medicare and who served the District for at least fifteen years, has been in the supervisory unit for the last five years and is currently a member of CVSA. This coverage would be provided through Kaiser's Health Pledge Program at a maximum District cost of \$600 annually for each eligible employee, and will be deducted in future years from total annual compensation.