

**Tentative Agreement Between  
Fremont Unified School District and  
Service Employees International Union  
For 2015-2018**

1:47 pm

September 20, 2016

**ARTICLE 8: PAY AND ALLOWANCE**

8.1 Add 2% to the SEIU salary schedule effective July 1, 2016.

8.25 All HVAC Technicians with EPA certification will receive a 3.75% differential effective July 1, 2016.

**ARTICLE 22: SUBSTITUTE EMPLOYEES**

22.1 Substitute employees, excluding Child Nutrition substitutes, shall be placed on Column 2(B) of the SEIU salary schedule minus \$1.95. Current substitutes at a higher level than column 2(B) shall retain their higher step, which is equivalent to the appropriate step of the SEIU salary schedule minus \$1.95. ~~be provided step increases in the following manner: Upon the completion of each two thousand (2000) hours of work, the employee shall be advanced to the next step of the respective salary scale. However, no employee shall receive a step increase more frequently than every eighteen (18) months.~~


Any substitute employee who ~~has advanced to a step above step A of the salary scale and who is subsequently~~ is hired into a permanent position as ~~a custodian or bus driver~~ shall be placed, upon hire into the permanent position, at the same step the employee last held as a substitute employee. Article 22.1 shall be effective upon ratification.

Signed on September 20, 2016

**For SEIU:**

  
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Greg Cross, SEIU Field Rep.

  
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Michele Hartmangruber

  
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Jeremy Schneider

  
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Patrick McNamara


  
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Matt Doeschot

  
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Scott Cantacessi

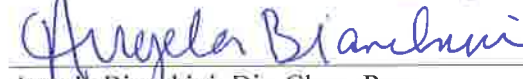
  
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Rhett Spitzack

  
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Jon Stedman

**For District:**

  
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Raúl M. Zamora, Asst. Supt. HR

  
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Raul Parungao, Associate Supt.

  
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Angela Bianchini, Dir. Class. Pers.

  
\_\_\_\_\_  
Chuck Graves, Principal


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11.4.2 Bus Driver Vacation/Compensatory Time/Floating Holiday Time  
Bus Drivers shall be granted time off based on the availability of substitute employees. However, a minimum of two (2) Bus Drivers will be granted time off on any day. Time off shall be granted to employees based on the order in which the request is received.

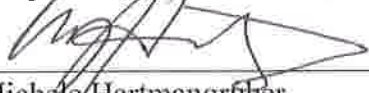
Effective July 1, 2015 Article 11.4.2 is suspended for the 2015-16 and 2016 – 17 school year. A one-year pilot program will be as follows; the approval of vacation will be “first-come, first-serve” at the discretion of the supervisor. Bus drivers have the opportunity to cash out some of their vacation leave balance in December pay period/warrant, to be paid out in January.

Signed on August 16, 2016

For SEIU:

  
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Scott Cantacessi, President SEIU

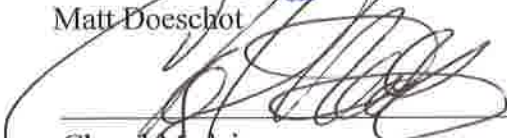
  
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Michele Hartmangruber

  
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Patrick McNamara


  
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Matt Doeschot

  
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Cheryl Medeiros

  
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Rhett Spitzack

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John Steadman

For District:

  
\_\_\_\_\_  
Raul M. Zamora, Asst. Supt. HR

  
\_\_\_\_\_  
Raul Parungao, Associate Supt.

  
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8.13 The District shall provide as a one-year pilot program for Custodians, Campus Supervisors and Supply Clerks who are permanent or become permanent between now and June 30, 2017 a one-time \$100 safety boot voucher. The District shall contribute up to thirteen thousand dollars (\$13,000) for the one-year pilot program.

Signed on August 16, 2016

**For SEIU:**



Scott Cantacessi, President SEIU




Greg Cross, SEIU Field Rep.



Michele Hartmangruber



Jeremy Schneider



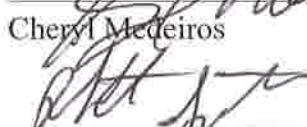
Patrick McNamara



Matt Doeschot



Cheryl Medeiros



Rhett Spitzack

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John Steadman

**For District:**



Raul M. Zamora, Asst. Supt. HR



Raul Parungao, Associate Supt.



Angela Bianchini, Dir. Class. Pers.



Chuck Graves, Principal

**Tentative Agreement Between**  
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**Service Employees International Union**

**For 2015-2018**

**June 28, 2016**

12.8.10.1 Bargaining unit members may donate accumulated and unused sick leave to another bargaining unit member who has suffered a long-term illness or disability or who must care for a spouse, child or parent and who has exhausted all fully paid leaves.

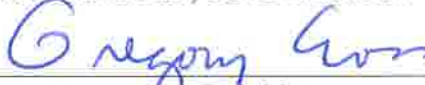
Donated sick leave shall be converted for utilization on an hour-for-hour basis, resulting in the recipient being paid at his/her regular rate of pay but shall not exceed one hundred and fifty (150) days per annum for the Unit. Local 1021 shall maintain records and decide eligibility and inform FUSD (Payroll Supervisor) in writing which employee's sick leave account is to be debited and which credited.

**When donations are used for anyone other than the unit member including employee's spouse, child or parent, the employee must be on an approved FMLA leave and will only be entitled to donated leave for up to 12 work weeks.**

Signed June 28, 2016

For SEIU:


  
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Scott Cantacessi, SEIU President

  
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Greg Cross, SEIU Field Rep.

  
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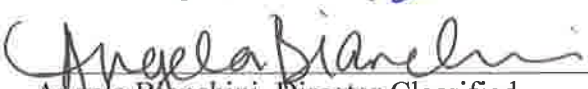
  
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Rhett Spitzack

  
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Mara Randel, SEU Field Rep.

For District:

  
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Raul Parungao, Assoc. Supt.

  
\_\_\_\_\_  
Angela Bianchini, Director Classified

  
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Chuck Graves, Principal

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**ARTICLE 22: SUBSTITUTE EMPLOYEES**

22.6 Assignments for substitute custodians for assignments of less than four weeks shall be rotated among all substitute custodians using the substitute tracking system.

Assignments for substitute custodians of four (4) weeks or more shall be equitably rotated among all substitute custodians. To create such rotation, a list of all substitute custodians shall be made, commencing with the most senior custodian at the top of the list. Seniority for purposes of this section shall be defined as date of hire as a substitute. Assignments shall be made starting with the employee at the top of the list and progressing down the list. The position where the final assignment is made ~~at the end of the day~~ shall become the starting point on the list for the next assignment of four (4) weeks or more ~~the following day.~~

For SEIU:

 6-28-16  
\_\_\_\_\_  
Scott Cantacessi, President SEIU / Date

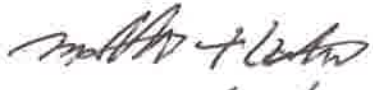
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Greg Cross, SEIU Field Rep. / Date

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For District:

 6/28/16  
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Raul M. Zamora, Asst. Supt. HR / Date

 6/28/16  
\_\_\_\_\_  
Raul Parungao, Associate Supt. / Date