

**MONSON-SULTANA JOINT UNION ELEMENTARY SCHOOL DISTRICT**  
**Board of Trustees - Special Board Meeting Agenda**

**Zoom Link:**

<https://zoom.us/j/8587803370?pwd=cEJ1SFIEUGdxUjgrSWI2ZStjU1pYZz09>

AGENDA            December 18, 2023            School Campus - New Classroom (West)            8:00 A.M.

Special Note: One Board member will be attending the meeting by teleconference at the following location:

Jeff Belknap  
40175 Rd 112  
Dinuba, CA 93618

The teleconference location is open to the public and any member of the public has an opportunity to address the School Board from a teleconference location in the same manner as if that person attended the regular meeting location. The School Board will control the conduct of the meeting and determine the appropriate order and time limitations on public comments from the teleconference location.

**1.0 Call Public Session to Order**

1.1 Roll Call to Establish Quorum

**2.0 Public Comment On Closed Session Topics**

General public comment on any closed session item will be heard. Pursuant to Board Policy, the Board may limit individual comments to no more than 3 minutes and individual topics to 15 minutes. It is recommended you begin your comments by stating your name.

**3.0 Adjourn to Closed Session**

3.1 Conference With Labor Negotiator (Government Code 54957.6)

1. Agency Negotiator: Roberto Vaca, Superintendent
2. Employee Organizations
  - a. MSAT
  - b. Classified Members

**4.0 Convene Regular Session (Estimated start time :00 PM)**

- 4.1 Flag Salute
- 4.2 Report Action Taken in Closed Session (If any)
- 4.3 Introduce Guests

**5.0 Opportunity for Members of the Public to Address the Board**

At this time, members of the public may comment on any item not appearing on the agenda. Under state law, matters presented under this item cannot be discussed or acted upon by the Board at this time. For items appearing on the agenda, the public is invited to make comments at the time the item comes up for Board consideration. Any person addressing the Board will be limited to a maximum of three (3) minutes so all interested parties have an opportunity to speak with a total of fifteen (15) minutes allotted for the Public Comment Period. Please state your name and address for the record.

**6.0 Personnel**

- 6.1 2023-2024 Salary Schedules: Certificated Management, Classified, Confidential, and Confidential Management. (A)
- 6.2 Agreement with Monson-Sultana Classified Employees (A)

**7.0 Adjournment (A)**

\*Persons who are in need of a disability-related modification or accommodation in order to participate in the board meeting may make a request to the Superintendent at P.O. Box 25, 10643 Avenue 416, Sultana, CA 93666, (559) 591-1634. Such a request should be in writing if possible, or may be made in person or by telephone (e-mail or text message requests will not be allowed). The request for accommodation should specify the nature of the modification or accommodation requested, including any necessary auxiliary aids or services required, and the name, address and telephone number of the person making the request. The request should be made as soon as possible and if possible no later than one day before the meeting.

**MONSON-SULTANA JOINT UNION ELEMENTARY SCHOOL DISTRICT**  
**Board Meeting Agenda Item Summary**  
**December 18, 2023**

**AGENDA SECTION:** PERSONNEL

**AGENDA ITEM:** 6.1 2023-2024 SALARY SCHEDULES

**ATTACHMENTS:** CERTIFICATED MANAGEMENT SALARY SCHEDULE  
CLASSIFIED SALARY SCHEDULE  
CLASSIFIED CONFIDENTIAL SALARY SCHEDULE  
CONFIDENTIAL MANAGEMENT SALARY SCHEDULE

**DISCUSSION:**

Administration recommends approval of the updated 2023-2024 salary schedules. All schedules represent a 10% increase from the prior fiscal year.

**RECOMMENDATION:** The Superintendent recommends that the Board **APPROVE** the salary schedules as presented.

**PROPOSED ACTION:** **APPROVE**

# Monson-Sultana Joint Union Elementary 2023-2024 Certificated Management Salary Schedule

Step	1	2	3	4	5
Learning Director 195 days 8 hours per day	118,279	121,235	124,267	127,659	131,056

10% Percentage Increase

\$ 1,500 Stipend for Master's Degree

\*\*The District will process salary payments in accordance with the Tulare County Office of Education's Uniform Salary Payment Schedule\*\*  
Board Approved: December xx, 2023

**Monson-Sultana Joint Union Elementary  
2023-2024 Classified Salary Schedule**

Step	1	2	3	4	5	6	7	8	9	10
Instructional Assistant	\$20.03	\$20.54	\$21.04	\$21.58	\$22.12	\$22.66	\$23.23	\$23.80	\$24.40	\$25.03
Behavioral IA	\$21.76	\$22.30	\$22.86	\$23.44	\$24.01	\$24.62	\$25.23	\$25.86	\$26.51	\$27.18
Technology Assistant	\$24.55	\$25.18	\$25.80	\$26.43	\$27.09	\$27.79	\$28.46	\$29.18	\$29.91	\$30.66
Office Clerk/Receptionist	\$20.03	\$20.54	\$21.04	\$21.58	\$22.12	\$22.66	\$23.23	\$23.80	\$24.40	\$25.03
Health Services Aide	\$24.45	\$25.06	\$25.67	\$26.32	\$27.01	\$27.68	\$28.36	\$29.05	\$29.80	\$30.54
Cook I /Cafeteria Clerk	\$20.03	\$20.54	\$21.04	\$21.58	\$22.12	\$22.66	\$23.23	\$23.80	\$24.40	\$25.03
Food Service Assistant	\$18.74	\$19.22	\$19.69	\$20.17	\$20.68	\$21.22	\$21.74	\$22.28	\$22.85	\$23.42
Grounds/Maintenance	\$ 4,211	\$ 4,318	\$ 4,425	\$ 4,534	\$ 4,647	\$ 4,763	\$ 4,883	\$ 5,006	\$ 5,132	\$ 5,260
Bus Driver/Custodian	\$ 4,044	\$ 4,145	\$ 4,250	\$ 4,354	\$ 4,465	\$ 4,574	\$ 4,689	\$ 4,808	\$ 4,927	\$ 5,050
Bus Driver	\$23.32	\$23.93	\$24.51	\$25.11	\$25.76	\$26.41	\$27.06	\$27.73	\$28.42	\$29.15
Custodian	\$17.58	\$18.02	\$18.46	\$18.92	\$19.40	\$19.88	\$20.38	\$20.89	\$21.42	\$21.95

\* Superintendent has discretion to determine on substitute pay rate based on work experience

Substitute Rates: *	
Bus Driver	\$23.32
Cook	\$20.03
Custodian	\$17.58
Food Service Assistant	\$18.74
Instructional	\$20.03
Asst.	
Student	\$16.00

\* Effective January 1, 2024 Minimum Wage

10 % Percentage Increase

Board Approved:

Longevity Pay:

\$25 per month upon the completion of the 10<sup>th</sup> year of service

\$50 per month upon the completion of the 15<sup>th</sup> year of service

\*\*The District will process salary payments in accordance with the Tulare County Office of Education's Uniform Salary Payment Schedule\*\*

**Monson-Sultana Joint Union Elementary  
2023-24 Confidential Management Salary Schedule**

Step	1	2	3	4	5	6	7	8	9	10
<b>Business Manager</b> 260 days 8 hours per day	\$7,823	\$7,984	\$8,147	\$8,313	\$8,482	\$8,654	\$8,833	\$9,013	\$9,192	\$9,376
<b>Food Service Director</b> 221 days * 8 hours per day	\$4,491	\$4,604	\$4,817	\$4,938	\$5,059	\$5,188	\$5,313	\$5,451	\$5,587	\$6,192
<b>MOT Director</b> 260 days 8 hours per day	\$28,05	\$28,75	\$29,47	\$30,21	\$30,96	\$31,74	\$32,51	\$33,34	\$34,18	\$35,02
<b>Director of Technology</b> 260 days 8 hours per day	\$5,313	\$5,446	\$5,585	\$5,720	\$5,864	\$6,009	\$6,162	\$6,315	\$6,475	\$7,050
	\$7,366	\$7,549	\$7,737	\$7,931	\$8,129	\$8,333	\$8,542	\$8,755	\$8,974	\$9,197

*10 % Percentage Increase*

**Longevity Pay:**

- \$25 per month upon the completion of the 10<sup>th</sup> year of service
- \$50 per month upon the completion of the 15<sup>th</sup> year of service
- \$100 per month upon the completion of the 30<sup>th</sup> year of service

\* Includes Vacation and Holiday Day Pay

**\*\*The District will process salary payments in accordance with the Tulare County Office of Education's Uniform Salary Payment Schedule\*\***  
Board Approved:

**Monson-Sultana Joint Union Elementary  
2023-2024 Classified Confidential Salary Schedule**

Step	1	2	3	4	5	6	7	8	9	10
Administrative Asst. 260 days 8 hours per day	\$5,695	\$5,837	\$5,983	\$6,133	\$6,285	\$6,442	\$6,604	\$6,768	\$6,938	\$7,112

*10 % Percentage Increase*

**Longevity Pay:**

- \$25 per month upon the completion of the 10<sup>th</sup> year of service
- \$50 per month upon the completion of the 15<sup>th</sup> year of service
- \$100 per month upon the completion of the 30<sup>th</sup> year of service

**\*\*The District will process salary payments in accordance with the Tulare County Office of Education's Uniform Salary Payment Schedule\*\***  
Board Approved:

**MONSON-SULTANA JOINT UNION ELEMENTARY SCHOOL DISTRICT**  
**Board Meeting Agenda Item Summary**  
**December 18, 2023**

**AGENDA SECTION:** PERSONNEL

**AGENDA ITEM:** 6.2 AGREEMENT WITH MONSON SULTANA CLASSIFIED EMPLOYEES

**ATTACHMENTS:** CLASSIFIED NEGOTIATED AGREEMENT

**DISCUSSION:**

Attached is the final negotiated settlement with Monson-Sultana Classified Employees for the 2023-2024 school year. The Superintendent recommends approval of the agreement.

**RECOMMENDATION:** The Superintendent recommends that the Board **APPROVE** the negotiated settlement with classified employees.

**PROPOSED ACTION:** **APPROVE**

**Classified Negotiations 2023-2024**

<u>Classified Initial Request September 28, 2023</u>	<u>Board Response</u>
<p><b>1. Health Insurance</b> The Classified Bargaining Unit requests that the District increase the Health and Welfare Contribution, currently \$16,657.80, to cover the \$32.90 per month (October-June) increase, a total of \$296.10, for all Classified employees with benefits for the 2023-2024 year. The new total for the Health and Welfare benefits will be \$16971.90.</p>	<p>The Board approves this request pending ratification at an upcoming special board meeting.</p>
<p><b>2. “Me Too” Clause</b>                      The Classified Bargaining Unit asks that we receive the same percentage raise that the Certificated staff receives.                       We would like to clarify that the Classified Staff is also requesting to receive any stipend, off schedule payment Certificated staff are awarded.</p>	<p>The District is prepared to offer a 10% increase to the salary schedule retroactive to July 1st, 2023 which is equivalent to what we have offered our certificated unit.                       We have not yet settled with certificated, so if there is a change to the salary offer for certificated, we will revise the salary schedule increase with classified accordingly.</p>
<p><b>3. Request to Revise Salary Schedule</b>                      The Classified Bargaining Unit requests a \$2.00 per hour adjustment to our current Classified salary schedule in addition to the “Me Too” percent raise. This is for <b>SUPPORT STAFF</b> in all departments such as IA's, MOT, Food Service, Technology Assistant, Office Receptionist, ELPAC Coordinator.</p>	<p>The district respectfully declines this request since the 10% salary increase is a competitive offer.</p>



**4. Non-Grievance Leave**

The Classified Bargaining Unit requests 3 Classified staff members be allowed to take a non-grievance day at the same time, one **per department**. Currently only one classified employee can take a non-grievance day at a time.

The district agrees with this request under the understanding that it requires pre-approval from the superintendent/principal or designee and that any request may be not approved based on the needs of the district on any given day.

Roberto Vaca Roberto Vaca  
Olga Pruneda Olga Pruneda  
Zavala Zavala

Mary Lopez Mary Lopez  
Kari Gonzales-Quintana Kari Gonzales-Quintana