

TENTATIVE AGREEMENT  
BETWEEN THE  
SILVER VALLEY UNIFIED SCHOOL DISTRICT  
AND THE  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER 374

On January 14, 2025 Silver Valley Unified School District (SVUSD) and the California School Employees Association and its Chapter #374 (CSEA) agreed to the following changes for the 24-25 Reopener negotiations. This includes a two year salary agreement; 10% in 2024-2025 retroactive to July 1, 2024 and 0% salary increase for the year 2025-2026. CSEA and the District will still have negotiations for the Successor Contract for the 25-26 school year, excluding salary.

Article 7: Organizational Rights

7.1 Association Rights:

7.1.6 The Association President or designee shall have a maximum of ~~seven (7)~~ **ten (10)** school days of leave during the year to be utilized for Statewide Association workshops and Statewide Association conferences provided three (3) days notice is given to the Superintendent prior to said leave(s). An additional ~~three (3)~~ **five (5)** days may be used for Association business if approved by the Superintendent or designee in advance. Days granted the Association under this section are not accruable from year to year and are not intended for use related to local chapter conferences or preparation for negotiations.

Article 9: Pay and Allowances

9.7 Pay Increases:

9.7.1 Pay increases will be reflected on the salary schedule hereto. The classified Salary schedule, Appendix ~~AB~~, shall be adjusted to reflect a ~~five percent (5%)~~ **ten percent (10%)** increase for the ~~2023-2024~~ **2024-2025** school year, effective July 1, ~~2023~~ **2024**.

9.8 Anniversary Increment: All unit members who have provided long term continuous service to the District will receive the following anniversary increments in addition to the compensation established as per Appendix B:

- 10-14 years - ~~\$250.00~~ **\$375** total payment each year.
- 15-17 years - ~~\$500.00~~ **\$750** total payment each year.
- 18-20 years - ~~\$1,000.00~~ **\$1,500** total payment each year.
- 21-23 years - ~~\$1,500.00~~ **\$2,250** total payment each year.
- 24 years and beyond - ~~\$2,000.00~~ **\$3,000** total payment each year.

Article 11: Health and Welfare Benefits

11.3 The district will provide Health and Welfare Benefits to full-time employees as described in ~~California Value Trust~~ **Self-Insured Schools of California (SISC)** PPO Benefits, the current SCSEBA Delta DPO Plan, the current VSP Vision Plan, and the current life insurance plan.

This Tentative Agreement is subject to approval by the Silver Valley Unified School District Governing Board of Education and CSEA's policy 610 review processes.

Signed by:  
Marc Lacey 1/14/2025  
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Marc Lacey Date  
Assistant Superintendent,  
Administrative Services

Signed by:  
Rebecca Rodriguez 1/15/2025  
56F57D9EB0CC4F1...  
Rebecca Rodriguez Date  
CSEA Chapter President

DocuSigned by:  
Beverly Garcia 1/15/2025  
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Beverly Garcia Date  
Negotiations Team

Signed by:  
Kevin Zucco 1/15/2025  
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Kevin Zucco Date  
Negotiations Team

DocuSigned by:  
Dawn Stoecker 1/14/2025  
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Dawn Stoecker Date  
Labor Relations Rep CSEA