

**Tentative Agreement
Between California School Employee Association and its Chapters 471, 731, 258
And Sweetwater Union High School District**

May 3, 2021

ARTICLE 6

HOURS OF EMPLOYMENT

6.1, 6.2, 6.3, 6.4 No change to current language

6.5 4-10 Workweek:

A four (4) day/ten (10) hour workweek may be implemented by a department of the District with the following provisions:

- A. The 4-10 workweek must be mutually agreed to by the employee(s) involved and the site principal/department director.
- B. The workweek must be approved by the Director of Human Resources and the Assistant Superintendent, Human Resources or his/her designee.
- C. During the week in which there is an approved holiday, all participants will work a standard eight (8) hour per day, five (5) day per week schedule.
- D. Overtime will be paid for all hours worked over ten (10) hours during the ten (10) hour days or over forty (40) hours in a one (1) week period.
- E. All schedule changes resulting from Section 6.5 must be mutually agreed upon between the District (as indicated in Section 6.5.A.) and the individual employee. Failure to mutually agree shall constitute cause for cancellation of the program or exclusion of an individual from participating.
- F. Unit members who work a ten (10) hour day in accordance with this Agreement shall be entitled to take an additional ten (10) minute break during the final two (2) hours of the workday (during the ninth and tenth hour).
- G. Other alternative schedules may be possible. Proposals for such schedules shall be brought to the site principal/department director who will work with the Assistant Superintendent, Human Resources or his/her designee prior to approval. Such alternative schedules must be mutually agreed to by CSEA, the employee involved, and the Assistant Superintendent, Human Resources or his/her designee.
- H. With the Adult Education Division being a four (4) day Monday through Thursday operational workweek. It is agreed that reverting to a five (5) day workweek as outlined in C. above is not practical. Therefore, when a holiday is scheduled on one**

of the four (4) work days, employees working a four (4) day work week will be permitted to work either additional time the week before, or the week of the Holiday, or take vacation pay to make up for the hours that are part of their weekly guarantee. When a holiday is scheduled for a Friday, employees will modify/reduce their workweek during the week of the holiday to work their weekly guarantee.

No change to remainder of article.

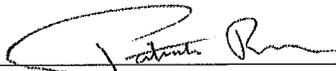
For the Association:



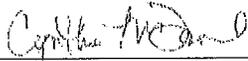
Ron Silva
CSEA President, Chapter 258



Troy Johnson
CSEA President, Chapter 471

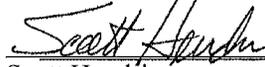


Patrick Brown
CSEA President, Chapter 731



Cynthia McDaniel
CSEA Labor Relations Representative

For the District:



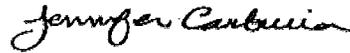
Scott Hendries
Director of Labor Relations



Anna Pedroza
Director of Human Resources



Jenny Salkeld
Chief Financial Officer



Jennifer Carbuccia
General Counsel