

**TENTATIVE AGREEMENT BETWEEN
THE COPPER MOUNTAIN COMMUNITY COLLEGE DISTRICT
AND THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS COPPER MOUNTAIN COLLEGE CHAPTER 800 (CSEA)
May 16, 2023**

This tentative agreement between the Copper Mountain Community College District to the California School Employees Association and its Copper Mountain College Chapter 800 (CSEA), is made expressly pursuant to the Educational Employment Relations Act and the current Collective Bargaining Agreement between the parties. The following article shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

**ARTICLE 18
Compensation and Benefits**

18.1. All salary schedule steps shall be in increments of 5.3%. The adjustment shall begin at the Step A Level on the salary schedule; each step on the salary schedule shall reflect a 5.3% increase from the previous step.

18.1.1 For the 2022-2023 fiscal year, the Classified Salary Schedule will be increased by 6.0%. Such increase shall be effective July 1, 2022. In addition, a 3% off-schedule payment will be paid out after the close of the same fiscal year, based on each unit member's base salary rate on July 1, 2022 (adjusted per this agreement) to include all "flexed up" hours for the 2022-23 fiscal year. Off schedule pay shall not include overtime or out of class compensation.

18.1.2 For the 2023-2024 fiscal year, the Classified Salary Schedule will be increased by 2.75%. Such increase shall be effective July 1, 2023. ~~The parties further agree to an automatic mutual reopener on Article 18 if the Cost of Living Allowance ("COLA") funded by the State (meaning, COLA received by the District, subject to the final Revenue Deficit Percentage) exceeds 3.75%. The parties further agree that as a result of the Cost of Living Allowance ("COLA") funded by the State and received by the District coming in at higher than 3.75%, the on-schedule amount for 2023-2024 shall be increased by 4.25%, for a total of 7%.~~

18.1.3 For the 2024-2025 fiscal year, the Classified Salary Schedule will be increased by 2.75%. Such increase shall be effective July 1, 2024. The parties further agree to an automatic mutual reopener on Article 18 if the Cost of Living Allowance ("COLA") funded by the State (meaning, COLA received by the District, subject to the final Revenue Deficit Percentage) exceeds 3.75%.

[.....]

[The remainder of Article 18 shall remain unchanged.]

Copper Mountain Community College
District

The California School Employees Association
and its Copper Mountain College Chapter 800

Jenn Baker

Brittney Blakeley
Brittney Blakeley (May 20, 2024 10:00 PDT)

Jane Kwon
Jane Kwon (May 20, 2024 10:48 PDT)

Fawn Cambon
Fawn Cambon (May 20, 2024 10:01 PDT)

Randy Erickson
Randy Erickson (May 16, 2024 15:49 PDT)

Sara Hutson
Sara Hutson (May 20, 2024 10:04 PDT)

Shades Johnson












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Final Audit Report

2024-05-20


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 Agreement completed.

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