

V.1 CSEA to MESD October 17, 2024 8:15 am

V.2 MESD to CSEA October 17, 2024 11:25 am

V.3 CSEA to MESD November 19, 2024 9:26 am

V.4 MESD to CSEA November 19, 2024 10:51am

V.5 CSEA to MESD November 19, 2024 11:30am

V.6 MESD to CSEA December 3, 2024 9:23 am

V.7 CSEA to MESD December 3, 2024 10:05 am

V.8 MESD to CSEA December 3, 2024 Tentative Agreement (TA) 10:26 am

ARTICLE 9 – SALARY

9.6 Longevity:

Unit members who have served in the Millbrae School District for six (6) consecutive years will be granted a longevity stipend in addition to the regular salary per the following schedule:

2.5 ~~4~~ **3** percent/month 7th through 11th years

5.0 ~~8~~ **5-5** **6** percent/month 12th through 17th years

7.5 ~~12~~ **8** **9** percent/month 18th through 24th year

10.0 ~~16~~ **10-5** **12** percent/month 25th through 29th year

12.5 ~~20~~ **13** **15** percent/month 30th year and after

The foregoing stipend will be computed on a straight percentage basis without compounding, and will be effective the first day of the calendar month following the month in which the appropriate service is obtained. (New longevity percentages effective ~~July~~ **January** **July 1, 2025**)

[Note: Agreement on Section 9.6 Longevity does not preclude the parties from negotiating any other section of Article 9 for the 2025-2026 year].

[new section proposed below]

~~9.14 Cell Phone Stipend~~

~~Unit members who are asked by management to use their personal cell phone for District business have the right to decline and be issued a District-owned device. Unit members who agree to use their personal cell phone for District business shall receive a stipend of fifty dollars (\$50) per month.~~

~~9.14 Cell Phone Usage~~

~~Unit members are not required to respond to emails, phone calls, or text messages on their personal cell phone during work hours or after work hours. Unit members who have made prior arrangements with their supervisor to conduct District business using their personal cell phone outside of their regular work schedule shall record the time and submit a timesheet for compensation (regular or overtime rate as applicable).~~

9.14 Cell Phone Stipend

Policy: Classified employees who hold positions that include the need for a cell phone (see eligibility criteria below) may receive a cell phone stipend of \$40 per month to compensate for business-related costs incurred when using their individually-owned cell phones.

Eligibility: District administration is responsible for identifying employees who hold positions that include the need for a cell phone. Employees whose job duties include the frequent need for a cell phone, as determined and approved by the Superintendent or designee, may receive a cell phone stipend to compensate for business-related costs. An employee is eligible for a personal cell phone stipend if at least one of the following criteria is met:

1. The job function of the employee requires considerable time outside of their assigned office or work area and it is important to the District that they are accessible during those times and no other means of communication are available during normal working hours;
2. The job function of the employee requires them to be accessible outside of scheduled or normal working hours where time-sensitive decisions/notifications are required;
3. The employee is designated as a district contact for intrusion/fire alarm monitoring and 911 emergencies.

The stipend allowance is neither permanent nor guaranteed. The District reserves the right to remove a participant from this plan and/or cancel the stipend for business reasons. The participant shall be notified of the District's intent to cancel the stipend before the start of the pay period in which the cancellation takes effect. The District will not accept any liability for claims, charges, or disputes between the service provider and the employee.



Any cell phone that has data capabilities must be secured based on current security standards including password protection and encryption. If a cell phone with data capabilities is stolen or missing, it must be reported to the Human Resources Director, the wireless service provider, and to the Technology Director as soon as possible.



Once approved, the stipend amount will be paid monthly at a flat rate per month. The stipend will be effective the pay period following district approval.



Cancellation: Any stipend agreement will be immediately canceled if:

1. An employee receiving a cell phone stipend terminates employment with the district
2. The employee changes positions within the district, which no longer requires the use of a cell phone for business reasons
3. Use of the phone in any manner contrary to local, state, or federal laws and the district's acceptable use agreement will constitute misuse and will result in immediate termination of the stipend and potential disciplinary action.

FOR DISTRICT

FOR CSEA

