

AGREEMENT
between the
WILLOWS UNIFIED SCHOOL DISTRICT
and the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION,
and its Willows Chapter # 119

The Willows Unified School District (District) and the California School Employees Association (CSEA or Association) are parties to a collective bargaining agreement that will expire on June 30, 2011. There are limited reopeners for 2009/2010 and 2010/2011. The District and CSEA have agreed to resolve bargaining for 2009/2010, and to enter into the following agreement for 2010/2011.

The parties agree that this Agreement must be ratified by their respective constituents. If either party fails to ratify, each party's position shall revert to their last proposal.

RESOLUTION FOR 2009/2010

Bargaining for 2009/2010 shall be finally resolved without any change to the collective bargaining agreement.

AGREEMENT
FOR 2010/2011

The Parties agree as follows:

1. The annual compensation of each unit member shall be reduced by an amount equal to five (5) days of pay for 2010/2011.
 - (a) This reduction in compensation shall (if possible) be deducted equally from the employee's remaining pay checks for the 2010/2011 school year.
 - (b) Unless prohibited by law, this reduction shall be effected in a manner that does not affect the unit member's eligibility to receive a full year of service credit.
 - (c) The five (5) non-paid days shall be:
 - ! March 25, 2011
 - ! April 22, 2011
 - ! May 19, 2011

- ! May 20, 2011
- ! One Day Is To Be Determined (TBD)

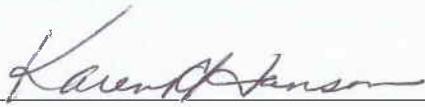
(The unit member shall schedule the TBD day with the concurrence of his/her supervisor. Typically, this must be on a day when no substitute is required.)

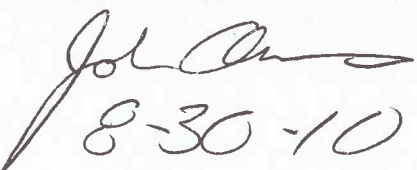
This Agreement shall be effective upon ratification.

FOR THE WILLOWS UNIFIED
SCHOOL DISTRICT

By: 
Date: 8/30/10

FOR THE CALIFORNIA SCHOOL
EMPLOYEES ASSOCIATION and its
Willows Chapter #119

By: 
Date: 8-30-10


8-30-10
Sharon Memahon
8/30/2010

CHANGES TO EXISTING AGREEMENT

The following classification in the bargaining unit shall be re-titled and modified:

Current

Revised

Groundskeeper III, Range 34

Groundskeeper III/Utility, Range 34

In addition, the classification description was modified to reflect changes in duties and responsibilities that are consistent with the addition of "utility." A copy is attached.

NON-CONTRACT ITEMS

After meeting and conferring, the parties agreed as follows:

1. The position of Continuation High School Secretary shall be reduced from seven point five (7.5) hours per day and two hundred twenty-eight (228) days per year to three point nine (3.9) hours per day and two hundred twenty-eight (228) days per year.
2. The position of Lead Custodian at Willows Intermediate School (eight [8] hours per day and twelve [12] months per year) will be eliminated. A Custodian/Substitute Bus Driver (Range 31) position will be established at Willows Intermediate School at eight (8) hours per day and twelve (12) months per year.
3. An MOU was reached that memorialized agreements regarding the effects of layoffs at the end of the 2009/2010 school year.

**WILLOWS UNIFIED SCHOOL DISTRICT
JOB DESCRIPTION**

CLASS TITLE: GROUNDSKEEPER III/Utility
Classification: Range 34

BASIC FUNCTION:

Perform a wide variety of assignments related to the upkeep, maintenance, and development of school grounds and other work as assigned. May provide direction to other workers.

REPRESENTATIVE DUTIES:

Individual positions may not perform all of the duties listed nor do these examples include all responsibilities of positions in this class.

Perform routine grounds maintenance duties on assigned District and school grounds; fertilize and plant trees, grass and shrubs.

Water lawns, trees and shrubs utilizing sprinkler systems; repair and replace sprinkler heads.

Inspect, service, repair, and assist in the installation of sprinkler systems.

Plant and fertilize trees, shrubs, and grass.

Prune, plant, trim and remove trees and shrubs.

Operate assigned mowers and other motorized equipment in the maintenance of District landscaped areas; operate and maintain hand and power tools and equipment; operate trucks, trailers, tractors and other equipment to load, unload and transport materials and equipment; assure equipment and vehicles are in proper working order.

Rake leaves and lawns; hoe weeds; spray herbicides and pesticides according to established methods and procedures.

Prepare track and playing fields for athletic events; line and aerate fields; participate in the renovation of athletic fields.

Prepare and maintain a variety of routine records, including site evaluations, spray applications and others.

Perform minor repairs on grounds tools and equipment; maintain hoses, supplies, tools and equipment in proper condition.

Inspect work to be completed; estimate material and labor costs; prioritize and schedule work; order supplies according to established procedures.

Provide work direction to assigned staff in the grounds department; plan and assist work as directed; oversee work in progress to assure compliance with work orders..

Perform related duties as assigned.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:

Methods, equipment and materials used in groundskeeping work.

Operation and maintenance of hand and power tools and equipment used in groundskeeping.

Cultivating, fertilizing, watering and spraying of flowers, trees and shrubs.

Methods and materials used in controlling pests, insects and weeds.

Proper operation of heavy grounds equipment.

Basic maintenance and repair of irrigation systems.

Basic record-keeping techniques.

Proper lifting techniques.

ABILITY TO:

Perform general grounds maintenance duties safely including mowing, edging and weeding.

Mow, edge, water, weed, fertilize, rake and cultivate lawns, flower beds, athletic fields and other landscaped areas.

Apply specialized chemicals to control and eradicate weeds, insects and other pests.

Operate heavy power equipment used in groundskeeping.

Use and maintain a variety of hand and power tools in groundskeeping work.

Perform minor repairs of grounds tools and equipment.

Sharpen mowing equipment using precision equipment.

Perform heavy manual labor.

Observe legal and defensive driving practices.

Understand and follow oral and written instructions.

Establish and maintain cooperative and effective working relationships with others.

Lift, carry, push and pull heavy objects up to 50 lbs.

Estimate materials and supply needs.

Assist other grounds and maintenance personnel with daily work assignments as directed.

Provide work direction to assigned staff.

EDUCATION AND EXPERIENCE:

Any combination equivalent to: high school diploma or equivalent and responsible experience in farming, gardening or grounds work.

LICENSES AND OTHER REQUIREMENTS:

Valid California Driver's License

WORKING CONDITIONS:

ENVIRONMENT:

Outdoor environment.

Subject to noise from equipment operation.

Driving a vehicle to conduct work.

Adverse weather conditions.

Exposure to pollen, noise, dust and fumes.

Incumbents in this class may be required to respond to emergency calls in the case of catastrophic events.

PHYSICAL DEMANDS:

Dexterity of hands and fingers to operate grounds maintenance tools and equipment.

Bending at the waist, kneeling or crouching.

Reaching overhead, above the shoulders and horizontally.

Walking over rough and uneven surfaces.

Climbing ladders.

Lifting, carrying, pushing and pulling heavy objects.

HAZARDS:

Working at heights.

Working around or with equipment having moving parts.

Subject to noise from equipment operation.

Board Approved: xx/xx/2010