



PARAMOUNT UNIFIED
SCHOOL DISTRICT

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Rosemary Green, Director of Personnel
Cindy DiPaola, Director of Operations

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Study Project contact:

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Paramount Unified School District Classification Study Project Newsletter

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Board Approves Classification Study Implementation

On October 14, 2008, the Board of Education approved the Tentative Agreement between the District and CSEA, Chapter 447 on the Classification Study. The District and CSEA have met frequently over the past year to settle negotiations aspects of the Classification Study. CSEA chapter members voted to ratify the Tentative Agreement by an overwhelming majority on September 16, 2008. The terms of the Agreement are as follows:

- 1) Adopt the new classification titles and class descriptions
- 2) Adopt the job families recommendations
- 3) Adopt the Allocation Listing for each position
- 4) Adopt the salary range recommendations
- 5) Adopt the new classified salary table/schedule
- 6) Seniority: For this classification study project only, every employee in this class study will retain their current seniority that they have attained in their current classification when they move to the new classification and/or job title
- 7) Continuation of Permanent Status: Unless an employee is currently in probationary status, any employee who will be reclassified as a result of implementing the Classification Study will not have to serve a probationary period, but shall instead maintain their permanent status
- 8) Placement on New Salary Schedule: Employees will be placed on the new salary schedule in the recommended range for their classification; and employees will be placed on the step in the new
- 9) Agree to no retroactive effective dates as it relates to implementation

range that is equal to or closest to their current salary

A similar agreement was approved for Confidential and Supervisory employees.

The agreement was disclosed to the public and financial information on the fiscal impact was provided. On November 18, 2008, a public hearing was held on the implementation of the Classification Study. Following the public hearing, the Board voted unanimously to approve the implementation of the Classification Study by January 2009. The approval and implementation of a Classification Study of this size and scope is a historic event for the Paramount Unified School District. Classified employees are to be congratulated on their efforts in making this happen.

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Human Resources and Fiscal Services Prepares for Implementation

Human Resources and Fiscal Services staff have been meeting and collaborating with representatives from the Los Angeles County Office of Education to prepare for the implementation of the Classification Study. It is an enormous task to enter new job and salary data on 700 positions. There is only a small window of days in December to enter all the data to make the January implementation target. "We have been preparing for the implementation of the Classification Study for many months and we anticipate a smooth transition," stated Rosemary Green, Director of Personnel.