TENTATIVE OF AGREEMENT
between the
NEVADA JOINT UNION HIGH SCHOOL DISTRICT
and the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and its
NEVADA UNION #165

The Nevada Joint Union High School District ("District") and the California School Employees Association and its Nevada Union Chapter No. 165 ("CSEA") agree to the following terms and conditions:

10.11 Adjustment in Hourly Rate of Pay for Bilingual Services

Whenever the District designates an employee to provide language translation services and that employee’s job description does not list language translation as among the its required duties, the District shall increase the employee’s hourly rate of pay (including longevity, if any) by a factor of 15% 20% for every hour the employee provides such services. Employees so designated by the District to provide language translation services shall be responsible for maintaining a record of the time spent providing such service in increments of not less than one (1) hour. Bilingual services provided by an employee must receive prior approval from their immediate supervisor or Superintendent’s designee.

By: [Signature] Nevada Joint Union High School District
By: [Signature] CSEA Chapter #165

Date: 4/29/19 Date: 4/29/18

4/29/19