
Public Hearing Initial Contract Proposals

Agreement: July 1, 2016 - June 30, 2019
CSEA: Chapter 745
Re-openers for 2018-2019

June 6, 2018

Presented to the Board of Trustees
by
Bill Young,
Deputy Superintendent



Background

Re-openers for 2018-19

As outlined in the current California Schools Employee Association (CSEA) Chapter 745 Collective Bargaining Agreement Article XXV - Ratification:

The parties agree to end negotiations for the 2016-2017 and 2017-2018 negotiations year.

The parties agree to the following re-openers for the 2018-2019 contract year. Each party may open:

- Article VII-Health and Welfare Benefits
- Article XIX-Salaries
- and two (2) other Articles

Articles to Open and Negotiate

- **Article XIX – Salaries:**
 - On October 3, 2016, the District ratified negotiated agreements with CSEA #745 that included a 2% increase to the 2018-19 salary schedule.
 - The District proposes to explore increased compensation through professional development opportunities, including but not limited to, a compensated professional development day(s) for classified employees with a 180-day annual work schedule.

Articles to Open and Negotiate

- **Article VII – Health and Welfare Benefits:**
 - Increase the District's current annual contribution towards funding classified employees pre-tax health care by \$600 per year

Articles to Open and Negotiate

- **Article IX - Filling Bargaining Unit Vacancies**, through a “Pathway to Promotion” and removing barriers created by current transfer language
- **Article XXIII - Professional Growth**, to provide professional development opportunities in alignment with a “Pathway to Promotion”