Negotiations with CSEA

The District and CSEA have reached a Tentative Agreement regarding full contract negotiations for the 2021-2024 contract term.

A Tentative Agreement is when both parties have reached an agreement that is presented to membership for ratification and to the Board for approval. Both parties have a legal obligation to support the agreement that has been reached.

As articles have been negotiated and conceptual agreements have been reached, updates have been presented in previous volumes of the Negotiation News. The entire contract, showing the strikethrough of obsolete language and the insertion of new language, will be presented to CSEA members for ratification and to the Board for approval.

Highlights from March 28 Session
CSEA and the District reached the Tentative Agreement by resolving all outstanding issues in: Article X, Pay and Allowances; Article XI, Health and Welfare Benefits; and Article XII, Holidays

Pay and Allowances
For Article X, Pay and Allowances, the District will improve the 21-22 Classified Salary Schedule by 2.21%, retroactive to July 1, 2021 after four cells on the salary schedule have been increased to ensure that no cell is below minimum wage ($15 per hour).

In addition, range increases and reclassifications will also occur before the 2.21% is applied to the salary schedule.

As previously reported, the following classifications will receive range increases:

<table>
<thead>
<tr>
<th>Classification</th>
<th>New Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Groundskeeper</td>
<td>22</td>
</tr>
<tr>
<td>Maintenance Worker</td>
<td>26</td>
</tr>
<tr>
<td>Bus Driver</td>
<td>21</td>
</tr>
<tr>
<td>Bus Driver/Service Worker</td>
<td>23</td>
</tr>
<tr>
<td>Bus Driver/Instructor</td>
<td>26</td>
</tr>
<tr>
<td>Mechanic</td>
<td>29</td>
</tr>
<tr>
<td>Lead Mechanic</td>
<td>34</td>
</tr>
</tbody>
</table>

In a separate Memorandum of Understanding (MOU), the District and CSEA reached agreement on reclassifications in the Business Services division, pertaining to Payroll. One position will be identified as a Payroll Technician II at Range 37, and the second position will be a Payroll Technician I at Range 32. Both CSEA and the District agreed to reclassify the incumbents (the people who currently hold those positions), rather than posting and requiring applications and interviews.

In the same MOU, CSEA and the District agreed on Range 32 for the newly created Executive Assistant to the Chief Academic Officer position.

Health and Welfare Benefits
CSEA proposed to increase the District contribution to Health and Welfare benefits by $50 for each full-time employee and to reduce the 2.25% offered on
the salary schedule by the same cost for the health benefits.

The District accepted CSEA’s proposal and calculated the cost of the increase to Health and Welfare benefits to be .04%. With the 2.21% increase on the salary schedule described above, the total compensation equals 2.25%.

**Holidays**
The District and CSEA have been negotiating the Juneteenth holiday. For the Tentative Agreement, Article XII will remain as is, which is called status quo.

The discussion of the Juneteenth holiday is currently still in the California legislature as Assembly Bill 1655, and both parties will re-address the holiday if it becomes State law.

**One-Time, Off-Schedule Payment**
CSEA and the District have agreed upon a one-time, off-schedule payment for the 2020-2021 and the 2021-2022 school years.

**2020-2021**
All unit members who are currently employed and were employed in 20-21 shall receive a one-time payment in the following manner:

- 5.75-8.0-hour employees, $2,400
- Less than 5.75-hour employees, $1,200

Hours are determined by regular, daily contracted hours and do not include additional hours that may have been worked during 20-21.

If an employee was hired before February 1, 2021, they receive the amounts cited above; if they were hired between February 1-June 30, 2021, employees will receive half of the amounts cited above.

Unit members who retired in 20-21 will receive the full payment cited above, regardless of their retirement date, and commensurate with their daily hours.

**2021-2022**
For 21-22, currently employed unit members shall receive a one-time payment in the following manner:

- 5.75-8.0-hour employees, $3,000 (less the $1,000 that was received in Dec. 2021)
- Less than 5.75-hour employees, $1,500 (less the $1,000 that was received in Dec. 2021)

Any currently employed classified unit members hired after the original October 15, 2021 cut-off date shall be eligible to receive the full amount noted above, dependent on their daily contracted hours.

Retirees who submitted their letters of retirement after July 1, 2021 and may not currently be in District employment shall also receive the amounts noted above.

Any recently hired employee who has not yet worked with Selma Unified for three months will receive their payment on the next payroll cycle following their three-month anniversary of employment.

Any employee who is Board-approved for hire after March 28, 2022 shall not be eligible for either of the one-time payments.

Additional details are in the full MOU: Click Here to View

**Re-employment with the District**
The District and CSEA worked on language regarding re-employment of unit members who have left District employment in good standing and seek re-employment. It was determined that the language fit best in Article XXII, Layoff and Re-employment.

Selma Unified is under no obligation to reemploy a person who voluntarily resigns from District employment. Final employment decisions always rest with the employer. However, on occasion, it may be in the best interests of both the former employee and the District to re-employ the person.
If a unit member seeks re-employment with the District within six months of a resignation, and the Board approves the reemployment action, the unit member shall retain his/her permanent status, seniority date (minus the time he/she was gone), and salary step.

**Next Steps**
The CSEA Negotiating Team will meet on Thursday, March 31 to review all of the changed contract language before presenting the document to CSEA membership for review and for a ratification vote.

The document is the actual contract articles with a strikethrough format used to remove old language and new language identified with a bold, italicized, color font.

The review of the document is necessary by all parties to ensure that what was negotiated appears in the actual contract language.

The reviewed document will be presented to the Board for approval on April 4 and presented to CSEA membership for ratification on April 5.