Negotiations with CSEA

Negotiation Dates & Topics

Full contract negotiations with CSEA will continue on Nov. 5, 19, 29, and 30. In addition to regular contract negotiations, negotiations will continue on the following items: salary range increases for specified classifications; a one-time, off the salary schedule award; and the reduction of a 12-month classified position to match the administrative work year of the unit member’s supervisor.

In addition, the District will submit a demand to negotiate the salary range for the Lead Custodian and Transporter positions. Without the salary range determined for a position, the open positions cannot be posted.

CSEA had demanded to bargain the effects of implementing the State-mandated testing for unvaccinated employees, but no proposals have been submitted to date.

Finally, CSEA membership did not ratify the MOU regarding the placement of cameras in the shop area of the transportation department. The MOU had been written and agreed to by both the District and CSEA bargaining teams and was in the form of a Tentative Agreement. The District will address the MOU in the next bargaining session on November 5.

Negotiations with SUTA

SUTA Compensation & Benefits Proposal

On Oct. 18, SUTA presented a proposal to the District that would award unit members the following:

- 5.07% for the Cost of Living Adjustment (COLA) for 21-22, plus any COLA in subsequent years that would be applied to the Local Control Funding Formula (LCFF); plus
- 3% on the salary schedule; plus
- Health and Welfare benefits improved by 3%, raising the District contribution per person from $14,800 to $15,244; plus
- Elimination of the Schedule C hourly rate of $41.38 to reflect the unit member’s hourly rate (daily rate of pay, including all stipends ÷ 7).

In addition, SUTA proposed that the Speech Language Pathologists be paid on a separate pay scale and that two additional steps be added for School Psychologists. No proposals were submitted for District review.

SUTA also proposed that all anticipated Dual Immersion teachers be paid a $2,000 annual stipend and that two new Department Chairs be created, one for SHS and one for ALMS, both in the ELD Department.

In exchange for all of the financial benefits noted above, SUTA would agree to the proposed Peer Assistance and Review (PAR) language to reflect entry into the PAR process with two consecutive
evaluations with a “1” Unsatisfactory or a “2” Needs Improvement on the Overall Standard Rating. SUTA would retain the majority membership on the PAR committee.

SUTA would also agree to the Evaluation language proposed by the District, which mirrors the PAR language noted above regarding the Overall Standard Rating of a “1” or “2.”

Finally, SUTA would agree to the additional evening for a school carnival or a promotion/graduation event, not to exceed 2 hours, and paid at the proposed new Schedule C hourly rate, which would be the unit member’s hourly rate of pay based on his/her annual salary plus stipends.

The District will present a counter-proposal on Wednesday, Oct. 27th when SUTA-District negotiations continue.