Negotiations with CSEA

Three MOUs Ratified
A Memorandum of Understanding (MOU) is used in negotiations when both parties are working on issues in-between regular contract negotiations. MOUs address issues that emerge during the term of the agreement, and represent mutual understanding between the parties on that issue.

MOUs are tentative agreements that still need ratification by union membership and approval by the Board of Trustees.

Recent topics of MOUs with CSEA include: the use of cameras in the Transportation shop; the salary range for the Lead Custodian positions; and the one-time, off-schedule payment to classified unit members.

All three MOUs were taken to CSEA for ratification, and all three passed on Monday, November 22nd. The MOUs pertaining to the cameras in Transportation and the Lead Custodian salary ranges were presented to the Board on previous dates, and both were approved.

Lead Custodian salary ranges are now Range 21 for the elementary and alternative education sites and Range 23 for the middle and high school sites.

The MOU pertaining to a one-time payment will be presented to the Board for approval on Dec. 6th at a their special Board meeting.

MOU: One-time, Off-Schedule Payment
CSEA and the District agreed to a one-time, off-schedule payment of $1,000 for unit members who are employed with the District as of Dec. 6, with the following exceptions and provisions:

- Unit members who have worked for the District less than 3 months from the anticipated Board-approval of Dec. 6 (hired 9/7 or later) will receive their payment on their 3-month anniversary date.
- Employees hired after 10/15/21 are not eligible for the one-time payment.
- Unit members who retired after 7/1/21 and are not currently employed by the District are still eligible for the one-time payment.

The CSEA leadership and negotiating team worked with speed and efficiency to obtain approval to move forward with the MOU for the one-time payment. The MOU was conceptually agreed upon Friday afternoon Nov. 19, and CSEA reported voting results to the District by 9:30 a.m. on Nov. 22. This very rapid turn-around time allowed the one-time payment to be processed on the Dec. 10 supplemental payroll. We salute payroll technician Pam Howard who worked over a weekend to meet a payroll deadline, ensuring CSEA members receive their payment as soon as possible.

Conceptual Agreement Reached
CSEA and the District have reached a conceptual agreement on the following article:

Article XIII Vacation Plan: Black-out days for vacation use were conceptually agreed upon as the last week of July through one week after the start of school and the two weeks prior to the end of school. Unit members with life-changing events such as births, marriages, and promotions and/or
graduations shall notify the immediate supervisor at least 30 days in advance for approval of vacation time.

**Additional Articles Being Negotiated:**

**Article IV Employee Rights and Responsibilities:** Proposed contract language has been exchanged regarding personnel files and employee safety. **CSEA proposes next.**

**Article VIII Hours and Overtime:** Both parties continue to negotiate language regarding the pre-authorized, written approval of extra time and overtime from both the immediate supervisor and the appropriate District-level administrator. **CSEA proposes next.**

**Article X Pay and Allowances and Article XI Health and Welfare Benefits:** CSEA is waiting to receive budget update information and then will continue proposals on these articles. The District’s most recent proposal was a 2.25% increase on the salary schedule. **CSEA proposes next.**

**Article XII Holidays:** The District is obtaining information from FCSS regarding the proposed Juneteenth holiday. **District proposes next.**

**Negotiations Resume**

Negotiations resume with CSEA on November 30. The District and SUTA are exchanging potential dates through December.