Negotiations with CSEA

Pay and Allowances

_CSEA proposed a compensation package of 8.05%, with 7.95% of that amount placed on the salary schedule and 0.10% towards an increase to the District’s contribution for Health and Welfare benefits._

The District countered with the following proposal and statement:

A _2.25% ongoing increase_, which can be divided between the salary schedule and Health and Welfare benefits, as requested by CSEA.

The following statement was given to the CSEA bargaining team in the form of a Memorandum of Understanding (MOU):

“To recognize the commitment of Selma Unified classified staff members to the students and community through a challenging pandemic, the District governance team, comprised of the Board of Trustees and the Superintendent, offers the following to our valued classified staff through its bargaining representative, CSEA:

A one-time, off-salary schedule payment of:

- **$3,000** for all eligible staff members who work 5.75 hours per day or more as part of their regular, contracted hours, _less the $1,000 that was received in December, 2021, effectually $2,000_.

**$1,500** for all eligible staff members who work less than 5.75 hours per day as part of their regular, contracted hours, _less the $1,000 that was received in December, 2021, effectually $500_.

Eligible classified employees include:

- Any currently permanent or probationary employee on payroll (Board approved by March 28, 2022) with at least three (3) months of service with the District on the date of CSEA ratification or Board approval, whichever is later.

- Employees who have been Board-approved for hire on or by March 28, 2022 but have not completed three (3) months of service shall receive their payment on the next available payroll cycle following the three-month anniversary of their date of hire.

- Retirees who submitted their letters of retirement/resignation after July 1, 2021 but may not be in current employment at the time of CSEA ratification or Board approval.

Employees who are Board-approved for hire _after March 28, 2022_ shall not be eligible for the one-time, off-schedule payment.

The payment is subject to all payroll taxes and withholdings.”
Range Increases
Both parties presented the conceptually agreed-upon range increases for the following classifications: Groundskeeper, Maintenance Worker, Bus Driver, Bus Driver Service Worker, Bus Driver Instructor, Mechanic, Lead Mechanic, Payroll Technician, and Lead Custodian.

Based on recent Board actions, the District and CSEA also negotiated the salary ranges for the classifications of Payroll Technician I and II and the Executive Assistant to the Chief Academic Officer.

The Parties reached a conceptual agreement that the current Payroll Technician position will become the Payroll Technician II at a Range 37, the current Accounting Technician who has assumed payroll responsibilities will be reclassified to a Payroll Technician I at a Range 32, and the Executive Assistant to the Chief Academic Officer will be at a Range 32. These salary ranges are pending Board approval and ratification by CSEA and will be retroactive to July 1, 2021.

Hours and Overtime
CSEA and the District reached a conceptual agreement on Article VIII, Hours and Overtime. Given the anticipated changes to the District’s foggy day policy, language was modified regarding shifts for classified staff members.

Language was added regarding the compensation for unit members whose services are needed during student overnight activities (i.e. field trips, outdoor education, etc.)

Language was also included to state that all extra time and overtime must be pre-approved, in writing, by the immediate supervisor and the appropriate District-level administrator.

Reinstatement After a Breach in Service
The District and CSEA are negotiating regarding a situation where an employee voluntarily resigns then wants to return to District employment, and the District wants to rehire the person. The Education Code is silent regarding classified employees in this situation, so the Parties are negotiating about the length of the breach of service, the salary step placement, and what rights and benefits the employee would retain.

Budget Information Shared
CSEA requested budget information from Ms. Affrunti, Asst. Supt. Business & Support Services, who recently presented information at a school board meeting regarding the Governor’s proposed 22-23 budget and the District’s First Interim Report. She made the same presentation to the CSEA negotiations team and reviewed them in depth.

Future Negotiations
The District and CSEA will coordinate schedules to get additional negotiations dates on the calendar.