Welcome to our first edition of Negotiation News!
We hope to distribute this newsletter following each meeting we have with our labor partners.

Discussions with CSEA
August 19, 2021

In advance of full contract negotiations, we are negotiating some additional items with CSEA.

Cameras
We successfully reached a Tentative Agreement on the use of cameras in an interior portion of the transportation facility, as a pilot until December 31, 2021. After the pilot period, the team agreed to meet again to negotiate any additional ramifications of camera use that may arise. The Tentative Agreement is pending approval by CSEA leadership, ratification by local unit members, and Board of Trustees approval.

Effects Bargaining

Effects bargaining involves certain decisions that are within management’s right to make. This is common for some business decisions like laying off or transferring employees.

The team discussed a recent layoff of classified positions. We discussed a classified position that the District has proposed moving from a 12-month position to a 204-day position to correspond with the work days of the assigned administrator.

Draft job descriptions for two new classified positions at Selma High were reviewed, with final drafts of the job descriptions to be shared at the next negotiations session. The District and CSEA reached an agreement as to positions that could be offered to both unit members affected by the layoff and the proposed reduction in days. Effects negotiations will continue.

Proposed Salary Range Increases

The District presented CSEA with a proposal to increase the salary ranges of eight classifications: Bus Driver, Bus Driver/Service Worker, Groundskeeper, Maintenance Worker, Bus Driver Instructor, Mechanic, Lead Mechanic, and Payroll Technician.

The proposed increase in salary ranges is above and beyond what the District and CSEA will negotiate for percentage increases for all employees when we enter full contract negotiations. Both CSEA and the District shared comparability study information, which is used to compare wages of like classifications in neighboring areas.

Vaccination Verification

CSEA requested to bargain the effects of the implementation of the vaccination verification that the District is required to do, as well as Covid-19 testing that is a part of the State Public Health Officer’s Order from August 11, 2021. No proposals have been submitted yet.

Evaluations Timeline

The District presented a Memorandum of Understanding to CSEA to move the deadline for evaluations to October 29 for specific groups of permanent classified employees. This deadline extension has been requested because new administrators and managers have been hired and weren’t present or supervising during the 2020-21 evaluation period.

One-Time Payment Requested

CSEA proposed a $5,000 one-time, off-salary schedule payment for their members professional dedication during COVID-19. This is in addition to any ongoing cost of living increases that will be a part of regular negotiations. CSEA’s proposal was the same dollar amount for full- and part-time employees, hired as of
May 1, 2021. The cost of this additional payment for classified employees would be **$2,377,546** (356 classified employees x $5,000 x 33.57% in employer-required statutory benefits). If this one-time payment is viewed from the “fair share” concept where all employees receive the same dollar amount, the total would be **$4,658,907**, which also includes statutory benefits.

The Board of Trustees has authorized the District negotiating team to provide CSEA with a counter-proposal at the next negotiations session.

**Discussions with SUTA**

The District has presented SUTA with an MOU to pay teachers their per diem hourly rate of pay rather than the contractual $41.38 per hour for short-term Independent Study Program (ISP) work. The District has realized that potentially large numbers of students could be under a quarantine order due to exposure to COVID-19 from home or school, and the best continued educational plan for them is to be on short-term ISP with Selma Unified teachers providing instruction and support. The District and SUTA exchanged proposals twice and reached a Tentative Agreement on August 27, 2021.

**Negotiations Teams**

The CSEA negotiations team is comprised of
Gerri Garcia, CSEA Chapter #231 President
Oscar Prado, CSEA Chapter #231 Vice-President
Tracie Howell, School Administrative Assistant, Elem.
Barbara James, Library Technician II, ALMS
Alejandro (Alex) Rodela, Custodian, Jackson
Chrystal (Kristy) Winter, Snack Bar Operator, ALMS
Estella Lorona-Kessler, CSEA Chief Union Steward
Catherine McGuire, Senior Labor Relations Rep/

The SUTA negotiations team is comprised of:
Nichole Klein, Lead Negotiator
Adam Alcoser, Soc. Science Teacher, SHS
Don Eskender, 7th Grade Soc. Science Teacher, ALMS
Phillip Kopper, 6th Grade Teacher, Indianola
Kristin Peterson, SLP, Roosevelt
Ben Navarrette, Intervention Teacher, Jackson
Josh Kob, CTA Representative

The District negotiations team is comprised of
Peter Denno, Senior Counsel, AALRR
Teresa Wood, Asst. Superintendent, Human Resources
Andrea Affrunti, Asst. Superintendent, Business Services
Jaeson Hoopes (Classified Negotiations)

**Future Negotiations Dates**

CSEA/District: Negotiations scheduled for 8/27/21 were cancelled by the CSEA Team due to illness. The District is in communication with CSEA for future dates.

SUTA/District:
Sept. 20th
Sept. 22nd
Sept. 27th
Sept. 30th