

Minutes

CSEA Negotiations
Wednesday, April 25, 2018
9:00 a.m. – 2:00 p.m.
District Board Room

Attendance: CSEA: Char Feigles, Natalie Hadden Cesar Mata, Dee Spillers,
District: Pat Cahill, Candice Harris, Sean Martin, Michele Miller (*Absent*)
Dave Scroggins

- I. Welcome/Introductions
- II. Establish Norms – *Group agreed to the norms outlined below.*
 - a. Operate from a position from mutual respect and transparency
 - b. Take time to ensure that everyone is included
 - c. Pause for clarification if needed
 - d. Give full attention to the person who has the floor
 - e. Respect the Caucus
 - f. Check in for agreement
 - g. Use last 30 minutes of each session to review, edit, and approve mutually agreed upon minutes to communicate progress
- III. Discussed Article 12 and agreed to following revisions:
 - a. 12.3.4 ~~Kindergarten~~ **Mid-day** routes will be bid separately from the a.m. /p.m. routes unless a particular bus has been assigned according to 12.3.1.
 - b. 12.5.6 If a driver loses a field trip because of ~~illness~~, cancellation, or rescheduling of the trip ~~or they are not rated for that trip~~, the next available trip will be offered to that driver. If a field trip has been accepted by a driver and the driver requests personal time off for the same time, the driver will lose that field trip and it will be offered to the next driver available on rotation. If a field trip falls on a day the assigned driver has requested a personal time off, the driver loses eligibility for that trip.
 - c. 12.5.9 Late trip requests received and departing prior to the next bid date will be offered to the driver next on the field trip rotation list. The driver's placement on the rotation list will not be affected when refusing or accepting a late trip. **Drivers who accept or pass on a late trip shall not qualify for another late trip until it has been offered to all drivers on the rotation list.** ~~Drivers accepting a late trip will move to the bottom of the rotation list.~~
 - d. 12.7 ~~Kindergarten~~ **Mid-day** Substitutions
 - 12.7.1 If the regular driver is absent from their ~~kindergarten~~ **Mid-day** run, regular employees will be given the opportunity to substitute if additional time will be gained by substituting employee as long as it does not cause the driver's time to exceed eight (8) hours.
 - e. 12.9.1 The District will comply and reimburse for any with statutory, mandated requirements pertaining to training, certification, **commercial licensing** and medical examination.
 - f. **12.9.2 An employee who chooses to utilize his/her personal physician (must be "federally certified") shall be eligible for reimbursement (with receipts) not to exceed the amount charged by the district's medical**

contractor. Reimbursement shall be limited to costs related to the job required physical.

- g. ~~12.9-2.3~~ Bus routes will include a thirty minute initial bus checkout, a ten minute safety check before leaving on the afternoon runs and a fifteen minute period at the end of each route for engine cool down and bus cleaning.
 - h. 12.12 Layover pay
 - 12.12.1 Due to the wear and tear of buses and fuel costs associated with returning to the bus yard, the District will pay any layover time of thirty (30) minutes or less between assignments and trips.
 - i. 12.13 Personal Property Reimbursement
 - 12.13.1 When mechanics are required to furnish tools or equipment in the carrying out of employment, the District shall replace or reimburse up to one thousand dollars (\$1,000) per year for the department, upon supervisor approval and submission of receipts.
- IV. Discussed Article 8, Leaves and agreed to the following:
- a. 8.4.2.3 Personal Leave (Discretionary Days): Five (5) days of the nine total days may be used by the unit member for personal leave, for personal matters and other than those listed in Article 8.4.2.2. The unit member shall secure prior approval from his/her supervisor of such personal leave no later than the day before the leave. If more than one unit member per work location per day requests personal leave or if consecutive days are requested, it may not be granted if it causes
 - b. Add MOU to appendix
- V. Discussed Article 13, Reassignment and agreed to the following addition:
- a. 13.2.1.1 Any employee on an improvement plan or with formally documented discipline issues within the past six months shall not be permitted to transfer without approval of the supervisor at the site or department which the employee is seeking to transfer.
- VI. Articles 15 and 16, benefits and salary, will be addressed at our next meeting on May 2.