

## Minutes

### CSEA Negotiations

Wednesday, May 2, 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, Dave Scroggins

- I. Welcome/Introductions
- II. Establish Norms
  - 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 various articles for corrections, removal of strikethroughs and removal of underlines
  - a. 3.2 Meet and Negotiate

It is the intent of the District and Association to negotiate within the Interest Based Bargaining format. During the term of this Agreement, the Association and the District mutually agree to meet and negotiate over any provision contained within this agreement as a means of resolving identified issues.

~~Annually, the District and Association agree to each present two (2) openers plus salaries and benefits for negotiation. Additional openers may be negotiated upon mutual agreement.~~

During the 2017/18 year, the District and Association agree that all articles of the collective bargaining agreement shall be considered open for negotiation. During the 2018/19 and 2019/20 years, the parties agree to each present two (2) openers plus salaries and benefits for negotiation. Additional openers may be negotiated upon mutual agreement.

- b. 17.1.1 The parties agree to create a new collective bargaining agreement between CSEA and the District for the period of July 1, 2014 through June 30, 2017. July 1, 2017 through June 30, 2020.

- c. 8.7 Bereavement Leave

8.7.1 An Association member shall be entitled to a maximum of three (3) days leave of absence, or five (5) days leave of absence if one way travel of 300 miles is required, without loss of salary or other benefits, in the event of the death of an immediate family member.

8.7.2 Bereavement leave is intended to be used for immediate family members of the employee, their spouse, or registered domestic partner (Immediate family of employee, spouse, or registered domestic partner means: mother, father,

grandmother, grandfather, grandchild, son, daughter, brother, sister, son-in-law, daughter-in-law, brother-in-law, sister-in-law, and any person living in the immediate household of the employee). This provision also includes any person living in the immediate household of the employee. ~~(See definitions)~~

- e. 12.9.1 The District will comply with statutory, mandated requirements pertaining to training, certification, and medical examination. *Add language that states doctor must be certified for this type of examination.*

IV. Article 12, add item 12.13

a. 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 damaged or broken tools up to one thousand dollars (\$1,000) per year for the department, upon supervisor approval and submission of receipts.

V. Salary Schedule

- a. Add history back to salary schedule
- b. Bus Driver Trainer and Accounts Payable Clerk out of sync on salary schedule; Sean to look into discrepancy
- c. In 2019-20, eliminate longevity from salary schedule and replace with steps on salary schedule equal to longevity amounts

VI. Appendix, Overtime and Comp Time

- a. The following guidelines are to be followed for overtime and earning overtime pay and accruing/using compensatory time off ("Comp Time").
  - i. The supervisor must have prior approval from the district superintendent before offering overtime. Unit member must have authorization ~~for~~ from supervisor prior to working overtime.
  - ii. Overtime hours shall be compensated at a rate of pay equal to one and one-half (1.5) times the regular rate of pay of the unit member. Comp time shall be granted at the rate of one and one-half (1.5) hours for each overtime hour worked.
  - iii. The supervisor shall offer overtime to unit members on a site seniority basis by job class, and will continue on a rotational basis, in site seniority order. After making a good faith attempt to contact a unit member, supervisor may skip that unit member and proceed to the next most senior unit member if supervisor is unable to reach the unit member.

If no unit member at the site accepts the overtime offer, the supervisor will offer the overtime to unit members throughout the district with greatest seniority to least within the same or similar job classification. After making a good faith attempt to contact a unit member, supervisor may skip that unit member and proceed to the next most senior unit member if supervisor is unable to reach the unit member using the following criteria in the following order:

- ~~1. First, unit member at site who is best qualified to perform overtime work based on skill as determined by the supervisor.~~
- ~~2. Second, unit member throughout the District who is best qualified to perform overtime work based on skill as determined by the supervisor.~~
- ~~3. Third, unit member at site with greatest seniority to least within same or similar job classification as relates to the overtime work to be performed. After making a good faith~~

~~attempt to contact a unit member, supervisor may skip that unit member and proceed to the next most senior unit member if supervisor is unable to reach the unit member.~~

4. ~~Fourth, unit member throughout District with greatest seniority to least within same or similar job classification as relates to overtime work to be performed. After making a good faith attempt to contact a unit member, supervisor may skip that unit member and proceed to the next most senior unit member if supervisor is unable to reach the unit member.~~

VII. Benefits

- a. Discuss third dental cleaning with Fringe Benefit committee