December 4, 2018
District’s Negotiations with CSEA
Volume 1, Issue 3

This is the District’s third update regarding 2018-2019 bargaining, and it addresses issues discussed by the teams during November 5 and 27, 2018 sessions.

The Remaining Issue

The teams have met four times to complete negotiations for 2018-2019. There has been no disagreement about the five percent (5%) ongoing salary schedule increase the District proposed for all unit members, effective July 1, 2018. Also, the District withdrew its initial proposals related to Transfers/Promotions (Article 9) and Leaves (Article 12).

The remaining issue relates to an additional amount (approximately 1% or $122,000) and how to use that amount for unit members.

From the beginning of these negotiations, the District team has expressed its support for education stipends for classified employees who have earned or who one day attain certain degrees (e.g., associate and bachelor degrees).

The District has proposed a 1% one-time payment to each unit member currently employed as of the date of approval/ratification of this tentative agreement, whichever is later, and the immediate formation of a skills/education stipend task force (this school year) to explore and develop an educational stipends framework that incentivizes classified unit members to obtain additional education and skills. The educational stipends are to be implemented beginning with the 2019-2020 school year.

Bargaining Teams

The District’s team members are:
Carmen Ghysels, Chief Human Relations Officer
Rebecca Westover, Principal
Stevenson Elementary
Arianna Mayes, Interim Director, Special Education
Jonathan Pearl, District’s Legal Counsel

CSEA’s team members are:
Manny Velasco, CSEA President
Veronica Del Rio, Special Education Department Secretary, CSEA Secretary
Kathy Cooper, Instructional Assistant Special Education
Elizabeth Reeves, Transportation Dispatcher
Janell Hampton, CSEA Representative
Significantly, the District has been focused on options related to education stipends because education stipends were recently negotiated with the certificated bargaining unit, and incentivizing classified employees to pursue more education and skills would result in a comparable concept for both classified and certificated employees.

CSEA has offered a number of ideas and proposals relative to the additional 1%: a Medical Benefits Stipend to provide further assistance to unit members with the cost of benefits; a 6% ongoing salary schedule increase (rather than 5%); and an annual 1% off schedule increase (indefinitely) until the Education Stipend framework addressed above is implemented.

Both teams seem committed to creating the task force and implementing the education stipends framework at the start of the 2019-2020 school year.

The District remains hopeful that negotiations will be completed soon so that it may begin to implement the 5% salary schedule increase (fully retro to July 1, 2018) and the 1% one-time payment for 2018-2019, and to move forward with the work of the task force to implement education stipends for 2019-2020 and thereafter.

Next Session— December 5, 2018

The teams will meet again on December 5, 2018.