

# **Proposal for Negotiations**

From: CSEA Chapter #343 AUES Unit

**(For immediate negotiation, opening immediately)**

Salary: Fair and Equitable Compensation

**(For 2016-19, opening no later than April 1)**

Salary: Fair and Equitable Compensation

Medical benefits

NB... The following are proposals designed to sync the Arena and High School Contracts. New language proposals follow this section.

Article 5.10.2 To sync with High School, language to read:

“An employee assigned duties not a part of his/her class shall have his/her salary adjusted upward for the entire period he/she is required to work out of class.”

Article 5.16.3 To sync with High School, language to read:

“Before professional growth increments can be awarded, the employee must complete appropriate forms and submit them to to the Superintendent/designee for approval. The Superintendent pre-authorizes, dates and signs the forms.”

Article 7.2 To sync with High School, language to read:

“STATE DISABILITY INSURANCE:

The District agrees to provide a program of disability insurance equal to the State program for all employees, such program to be funded by the employees through payroll deduction. Processing of all aspects of the

disability insurance program will be according to current California State Law/Education Code.

This program shall provide for a coordination of disability insurance basic benefits and accumulated sick leave to the effect that there shall be deducted from the employees accumulated sick leave only that portion of a day's leave which, when combined with the disability insurance benefit, equals a regular day's pay, for each day of absence during which the employee is eligible to draw disability insurance benefits."

Article 7.2.1 To sync with High School, language to read:  
"An employee receiving benefits under this provision shall endorse and promptly deliver to the District all disability insurance basic benefit checks. The District shall, in turn, issue the employee normal payroll deductions from that portion of the warrant amount in excess of the disability insurance basic benefit amount. At no time is the employee entitled to have more monies than their regular income. Disability benefits will be combined with regular pay and the employee may be requested to endorse benefit checks to the District."

Article 9.8.4 To sync with High School, Article to be stricken

Article 22.3 To sync with High School, language to read"  
"ME TOO  
Me too -positive."

The following proposals are common to Arena and High School Contracts

Article 3.1.5 (or 3.2)

New language requiring district to create a new-hire orientation packet, including CBA, leave policies, job descriptions and annual contract. Require District to attach job description to annual contract upon signing for all employees. This is so that people will have it very clear what their jobs are and are not

Article 4.2 Work Week

Arena and HS contracts point to a different clause number. Negotiation to clarify.

Article 4.4

Clarification of language surrounding adjustment of assigned time. Several members are being asked to repeatedly use side letters to add time as opposed to it becoming permanent, as the article states

Article 4.24.3

Clarification of summer assignments and their relationship to Service Credit for pension purposes

Article 5.8

Longevity; the practice of reducing the step raises of 10-year and up employees, needs to be stopped. 1.25% raises per annum do not even cover inflation, and the practice suggests that the District does not value long-term employees.

Article 8.5

Discussion of storm day language. What we have is not fair to all employees across the board, unsafe for students, and needs to be addressed.

Article 9.3

Discussion of Vacation Days, and when they may be taken

Article 9.8

Vacation scheduling should be at the discretion of the immediate supervisor, not the District.

Article 10

Leaves. Current language points to Board Policy. Leave language needs to be stand-alone in the CBA. Discussion of use of sick and/or personal leave.

Article 11 (all clauses)

Clarification of transfer language, in-house job posting language, and of application materials required of in-house applicants.

*Phil Burrows*  
3/20/2016

*Shelley Luce*  
3/2/2016