



Calaveras Unified School District

3304-C Highway 12
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San Andreas, CA 95249
(209) 754-2300
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January 31, 2017

The Calaveras Unified School District and the California School Employees Association (CSEA) met on January 31, 2017 at 9:00 am the district office. Below is a summary of items to date both agreed upon and those still subject to further negotiations. The full details regarding respective proposals and counter-proposals appear below the summary.

Present were:

CSEA: Melanie Hernandez (Food Service), Roxanne Stanphill (Transportation), Patricia Jackson (Transportation), Marcelle Papp (JLE Paraprofessional), Liz Lingard (JLE Paraprofessional), Terri Henderson (CSEA President), Kyle Harvey (CSEA Labor Rep)

District: Kassandra Booth, Director of Fiscal Services; Kathy Griggs, Director of Personnel; Tessie Reeder, Transportation Supervisor and Ric Stitt, Chief Technology Officer

Areas of Agreement (to date)

Article XVII: Grievance Procedure---sharing costs of binding arbitration

Areas to Negotiate (to date)

Article XIV: Layoff and Reemployment
Article XV: Health and Welfare Benefits
Article XVIII (XIX): Classified Salary Schedule
Article XXII: Duration

Our next negotiation session will take place in March, 2017. We look forward to the continuing dialogue and collaborative attempts to achieve resolution.

Respectfully,

Mark Campbell
Superintendent

California School Employees Chapter # 405, 2016-2019

Successor Contract Initial Proposal to Calaveras Unified School District

November 17, 2016

ARTICLE XIV

LAYOFF AND RE-EMPLOYMENT

14.8 REDUCTION IN HOURS:

~~Any reduction in regularly assigned time shall be considered a layoff under the provisions of this Article. The District decision, and impacts and effects of the decision, upon the bargaining unit, to reduce in assigned time any bargaining unit members hours, days, or months per year, must be fully negotiated with CSEA prior to implementation.~~

ARTICLE XV

15. HEALTH AND WELFARE BENEFITS

15.4 BENEFIT PLAN CONTINUATION UPON RETIREMENT:

The District agrees to provide retired employees the opportunity to participate in the health insurance plan provided for retired employees with District contribution of costs based upon the following formula:

Years of District Service	Percent Paid by District
20+	100%

Increase employer contribution for the Medical Plan by \$100 per month.

Increase the District vision and dental contribution to cover all costs for the current plans.

Provide a District contribution for ambulance insurance, \$100, and Medi-Flight insurance, \$150

ARTICLE XVII

1. GRIEVANCE PROCEDURE

17.2.5 Discuss cost sharing of arbitration in accordance with PERB negotiated agreement.

ARTICLE XVIII

2. CLASSIFIED SALARY SCHEDULE

A fair and equitable increase to the salary schedule of 5%.

Make necessary adjustments to Salary schedule steps based on impacts and effects of the new minimum wage law.

Longevity increases to Para Professional salary schedule.

ARTICLE XXII

3. DURATION

3.1. LENGTH OF AGREEMENT:

This Agreement shall become effective on July 1, ~~2013~~ 2016 and shall continue in effect to and including June 30, ~~2016~~ 2019 and from year-to-year thereafter unless alteration of amendment is requested in writing in accordance with Article 21.

3.2. RE-OPENERS FOR NEGOTIATIONS:

The District and CSEA agree to re-open negotiations on the issue of wages, fringe benefits, and two (2) Articles each for the 2017-18 and 2018-19 school years.

Calaveras Unified School District Counter Proposal

On January 31, 2017 To

California School Employees Chapter # 405, 2016-2019

Successor Contract Initial Proposal to Calaveras Unified School District

Presented on November 17, 2016

ARTICLE XIV

LAYOFF AND RE-EMPLOYMENT

14.8 REDUCTION IN HOURS:

~~Any reduction in regularly assigned time shall be considered a layoff under the provisions of this Article. The District decision, and impacts and effects of the decision, upon the bargaining unit, to reduce in assigned time any bargaining unit members hours, days, or months per year, must be fully negotiated with CSEA prior to implementation.~~

CUSD Response: The District proposes the following: The District agrees to meet and negotiate the effect of any decision to reduce hours assigned to a bargaining unit member.

ARTICLE XV

15. HEALTH AND WELFARE BENEFITS

15.4 BENEFIT PLAN CONTINUATION UPON RETIREMENT:

The District agrees to provide retired employees the opportunity to participate in the health insurance plan provided for retired employees with District contribution of costs based upon the following formula:

Years of District Service	Percent Paid by District
20+	100%

CUSD Response: The cost of the proposed change for current employees eligible, as of January 2017 (11 employees), would be \$53,995. Said cost would be compounded by future eligible employee retirements; for example the number of employees at 19 years is 5, 18 years 1, etc. The District cannot afford the proposed increase based upon current and projected fiscal conditions.

Increase employer contribution for the Medical Plan by \$100 per month.

CUSD Response: The District proposes no change to the District's health benefits contribution. The annual cost of the CSEA proposal is \$163,200 per year, which the District cannot afford based upon current and projected fiscal conditions.

Increase the District vision and dental contribution to cover all costs for the current plans.

CUSD Response: The District proposes no change to the District's contribution to vision and dental plans. The cost of CSEA's proposal to cover all costs of vision and dental plans is \$5,100 per year, assuming no one changes their current plans. There is the potential for 61 employees to upgrade their plans if full coverage were to be offered. The District cannot afford the proposed increase based upon current and projected fiscal conditions.

Provide a District contribution for ambulance insurance, \$100, and Medi-Flight insurance, \$150

CUSD Response: If the proposal applies only to employees who currently have medical coverage the annual cost would be:

Ambulance: 136 employees times \$100 = \$13,600

Medi-Flight: 136 employees times \$150 = \$20,400

Total cost for both: \$34,000 annually

The District cannot afford the proposed increase based upon current and projected fiscal conditions.

ARTICLE XVII

1. GRIEVANCE PROCEDURE

17.2.5 Discuss cost sharing of arbitration in accordance with PERB negotiated agreement.

CUSD Response: The District proposes to continue cost sharing of arbitration in accordance with PERB negotiated agreement through the 2016-2019 collective bargaining agreement.

ARTICLE XVIII

2. CLASSIFIED SALARY SCHEDULE

A fair and equitable increase to the salary schedule of 5%.

CUSD Response: The District proposes the addition of range J as presented on proposed Appendix C salary schedule with the placement of Payroll Specialist on Range I, and the Technology Support Specialist II on Range J. The proposed salary schedule shall be effective July 1, 2017.

The District proposes no other change to the current salary schedule. The annual cost of the 5% increase to the salary schedule proposed by CSEA is calculated to be \$324,680. The District cannot afford the proposed increase based upon current and projected fiscal conditions.

Make necessary adjustments to Salary schedule steps based on impacts and effects of the new minimum wage law.

CUSD Response: The District proposes to not place any employee on steps below minimum wage.

Longevity increases to Para Professional salary schedule.

CUSD Response: The District proposes no changes to the Para Professional salary schedule.

ARTICLE XXII

3. DURATION

3.1. LENGTH OF AGREEMENT:

This Agreement shall become effective on July 1, ~~2013~~ 2016 and shall continue in effect to and including June 30, ~~2016~~ 2019 and from year-to-year thereafter unless alteration of amendment is requested in writing in accordance with Article 21.

3.2. RE-OPENERS FOR NEGOTIATIONS:

The District and CSEA agree to re-open negotiations on the issue of wages, fringe benefits, and two (2) Articles each for the 2017-18 and 2018-19 school years.

California School Employees Chapter # 405, 2016-2019, Counter Proposal to

Calaveras Unified School District Counter Proposal

January 31, 2017

ARTICLE XIV

LAYOFF AND RE-EMPLOYMENT

14.8 REDUCTION IN HOURS:

~~Any reduction in regularly assigned time shall be considered a layoff under the provisions of this Article. The District decision, and impacts and effects of the decision, upon the bargaining unit, to reduce in assigned time any bargaining unit members hours, days, or months per year, must be fully negotiated with CSEA prior to implementation.~~

CUSD Response: The District proposes the following: The District agrees to meet and negotiate the effect of any decision to reduce hours assigned to a bargaining unit member.

CSEA Response: The District counter proposal is a continuence of a waiver of CSEA rights to negotiate the decision to reduce in the assigned time of our members which is within the scope of negotiable subjects. CSEA has notified the District in writing prior to negotiations and provides notice, for the second time, that the District insistence to impasse on a negotiable subject of bargaining would force CSEA to file an Unfair Practice Charge. CSEA stands by its proposal as offered above.

ARTICLE XV

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The District agrees to provide retired employees the opportunity to participate in the health insurance plan provided for retired employees with District contribution of costs based upon the following formula:

Years of District Service	Percent Paid by District
20+	100%

CUSD Response: The cost of the proposed change for current employees eligible, as of January 2017 (11 employees), would be \$53,995. Said cost would be compounded by future eligible employee retirements; for example the number of employees at 19 years is 5, 18 years 1, etc. The District cannot afford the proposed increase based upon current and projected fiscal conditions.

CSEA Counter Proposal: 15.4

BENEFIT PLAN CONTINUATION UPON RETIREMENT:

The District agrees to provide retired employees the opportunity to participate in the health insurance plan provided for retired employees with District contribution of costs based upon the following formula:

Years of District Service	Percent Paid by District
20+	100%
15	50%
16	55%
17	60%
18	65%
19	70%
20	75%
21	80%
22	85%
23	90%
24	95%
25	100%

Increase employer contribution for the Medical Plan by \$100 per month.

CUSD Response: The District proposes no change to the District's health benefits contribution. The annual cost of the CSEA proposal is \$163,200 per year, which the District cannot afford based upon current and projected fiscal conditions.

CSEA Counter Proposal: We will conduct a budget analysis and respond to the District proposal that it cannot afford this cost.

Increase the District vision and dental contribution to cover all costs for the current plans.

CUSD Response: The District proposes no change to the District's contribution to vision and dental plans. The cost of CSEA's proposal to cover all costs of vision and dental plans is \$5,100 per year, assuming no one changes their current plans. There is the potential for 61 employees to upgrade their plans if full coverage were to be offered. The District cannot afford the proposed increase based upon current and projected fiscal conditions.

CSEA Counter Proposal: We will conduct a budget analysis and respond to the District proposal that it cannot afford this cost.

Provide a District contribution for ambulance insurance, \$100, and Medi-Flight insurance, \$150

CUSD Response: *If the proposal applies only to employees who currently have medical coverage the annual cost would be:*

Ambulance: *136 employees times \$100 = \$13,600*

Medi-Flight: *136 employees times \$150 = \$20,400*

Total cost for both: *\$34,000 annually*

The District cannot afford the proposed increase based upon current and projected fiscal conditions.

CSEA Counter Proposal: We will conduct a budget analysis and respond to the District proposal that it cannot afford this cost.

ARTICLE XVII

1. GRIEVANCE PROCEDURE

17.2.5 Discuss cost sharing of arbitration in accordance with PERB negotiated agreement.

CUSD Response: *The District proposes to continue cost sharing of arbitration in accordance with PERB negotiated agreement through the 2016-2019 collective bargaining agreement.*

CSEA Response: We agree to share the costs of arbitration equally and propose that the language in the contract be amended to reflect this agreement.

ARTICLE XVIII

2. CLASSIFIED SALARY SCHEDULE

A fair and equitable increase to the salary schedule of 5%.

CUSD Response: *The District proposes the addition of range J as presented on proposed Appendix C salary schedule with the placement of Payroll Specialist on Range I, and the Technology Support Specialist II on Range J. The proposed salary schedule shall be effective July 1, 2017.*

The District proposes no other change to the current salary schedule. The annual cost of the 5% increase to the salary schedule proposed by CSEA is calculated to be \$324,680. The District cannot afford the proposed increase based upon current and projected fiscal conditions.

CSEA Counter Proposal: We will conduct a budget analysis and respond to the District proposal that it cannot afford this cost.

Make necessary adjustments to Salary schedule steps based on impacts and effects of the new minimum wage law.

CUSD Response: The District proposes to not place any employee on steps below minimum wage.

CSEA Counter Proposal: We propose that the District agree to an impacts and effects agreement to keep the Salary schedule squared between classifications as is currently in place. CSEA proposes that as ranges are eliminated due to being less than the state mandated increase in the minimum wage, that Ranges be adjusted upward for all classifications so that the separation between classifications remain the same.

Longevity increases to Para Professional salary schedule.

CUSD Response: The District proposes no changes to the Para Professional salary schedule.

CSEA Counter Proposal: We will conduct a budget analysis and respond to the District proposal that it cannot afford this cost.

ARTICLE XXII

3. DURATION

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3.2. RE-OPENERS FOR NEGOTIATIONS:

The District and CSEA agree to re-open negotiations on the issue of wages, fringe benefits, and two (2) Articles each for the 2017-18 and 2018-19 school years.

CSEA Counter Proposal: We agree to this proposal, however, we wish to keep this Article open in case other sections of this agreement are amended that might affect it.