NEGOTIATIONS UPDATE
Escondido Union High School District & CSEA
January 16, 2020

District Team:
1. Charan Kirpalani, Dir. HR
3. Jerry Conradi, Legal representative

CSEA Team:
1. Rachel Macias, President/Bargaining Chair
2. Gabriel Robles, Transportation
3. Julio Macias, DSC
4. Chris North, SPHS
5. Juan Vargas, DLA
6. Alfredo Alvarez, CSEA Labor Representative

January 16, 2020 was the second session of negotiations between the District and CSEA for the 2019-2020 school year. Our negotiation session started at 9:50 a.m. with introductions, and agreement on the day’s agenda.

The District shared updated budget information received from the Governor’s Budget Workshop. The District provided a handout regarding the District’s absence management system.

CSEA provided the District with their 2nd proposal. The District and CSEA reviewed this proposal. The District provided handouts regarding current contract language on transfers, transportation, and extra work.

The District caucused to further review CSEA’s proposal.

The District provided CSEA with their 2nd proposal. The District and CSEA reviewed this proposal.

CSEA will further review the District’s proposal and provide a counter proposal at our next negotiation session on February 19, 2020.

Documents included in this update:
- District Proposal #2 presented 1/16/2020
- CSEA Proposal #2 presented 1/16/2020
Escondido Union High School District
Proposal #2
to
California School Employees Association, Chapter 219
for the 2019-20 school year
January 16, 2020

Article II - Employment Rights

A. Definitions

11. Permanent Employee

Current contract language – TA 1/16/2020

12. Probationary Employee

Current contract language – TA 1/16/2020

20. Bilingual Stipend

To be eligible to receive a bilingual stipend an employee must be identified by the District as needing to perform duties requiring proficiency in English and a second language on a routine and consistent basis in the course and scope of their duties.

Effective as of July 1, 2020, any employee who serves in a position that requires fluency in a language other than English shall be required to demonstrate the ability to read, write, and speak English and the second language by passing a District administered Language Assessment.

Notwithstanding the above, all unit members currently receiving the bilingual stipend shall be grandfathered in and shall continue to receive the stipend.

C. Transfers:
   a. Requesting a Voluntary Transfers:

   An employee wishing to transfer to another school or work location in the same classification may annually, on or before June 1 - September 1, file a Transfer Request form with the Human Resources Department.

Article VIII – Leaves of Absence, Holidays, and Vacation

A. Paid Leaves of Absence
7. Sick Leave
   c. Notification of Immediate Supervisor: Employees who must be absent from work are required to notify their school or department in advance of the absence by utilizing the District absence management system so that arrangements can be made for substitutes where necessary.

   The District will work with CSEA to promote employee awareness of the absence management system and to consider options available within the system.

Article X – Transportation
A. Assignment of Routes:
   7. Long Term Temporary Assignments:

   When a School Bus Driver is on a paid or unpaid leave of absence that extends 12 consecutive weeks or longer, their bus route will follow the bidding process outlined in Article X.A.2. of this Agreement.

   When the School Bus Driver returns to work, the driver will be able to exercise their right to a daily bus route assigned to a driver with less seniority.

8. Maintain current practice as outlined in Article X.B.1 and Article V.C.

Article XII – Negotiations
D. Classification, Reclassification:
   2. Reclassification:

      Maintain current contract language.

Article XIV – Term of Agreement

See MOU dated July 24, 2019
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and its
ESCONDIDO
CHAPTER #219

CSEA Proposal to EUHSD #2
January 16, 2019

CSEA proposes the following:

Cover page:
July 1, 2016—June 30, 2019 July 1, 2019 – June 30, 2022

Article II – Employment Rights

C. TRANSFERS:
 a. Requesting a Voluntary Transfers:
An employee wishing to transfer to another school or work location in the same classification
may annually, on or before June 1, file a Transfer Request form with the Human Resources
Department. apply for transfer anytime of year if a vacancy exist by filing a form with the
Human Resources Department.

Article X - Transportation

J. Coverage [New Language]
 a. Bus Drivers on Extended Leave
When a Bus Driver is on an extended leave, the District shall open the Route up for bidding of
the Bus Driver that is out on extended leave.

1. Extended Leave shall be defined as being out of work for (2) two months or longer.

2. When Bus Driver out on Extended Leave returns to work, Bus Drivers return to their prior
assignments.

b. Bus Driver Preference for Additional Hours
When there is a need or a for a Bus to be driven, available Bus Drivers shall have priority over
other classifications to driving a bus.

ARTICLE XII - Reclassification

2. Reclassification:
"Reclassification" means a gradual increase in higher level duties being performed by a unit
member that increases the responsibility and/or skill level.
It is the intent of this section to examine a unit members’ pay range to determine if it accurately reflects the duties of the classification being performed by incumbents to the level of other comparable school districts.

Effective July 1, 2015 2020, the District and CSEA shall conduct job analyses every School Year three-years beginning with the 2017-2018 2020-2021 school year. CSEA and the District shall meet to negotiate reclassification beginning in the 2021-2022 school year for all classifications. The District shall send the Job Analysis Form* to all classified employees no later than October 31. Employees seeking reclassification must return the completed Job Analysis Form and any supporting documentation to the CSEA negotiating team and the District no later than December 10. CSEA shall submit to the District up to 30 bargaining unit positions to be considered for reclassification no later than January 31. CSEA and the District shall meet to negotiate and finalize the reclassifications beginning in the month of February. *(Form to be agreed upon by both parties).

Any increase in compensation as a result of the reclassification process shall become effective upon ratification by CSEA, Chapter 219 and approval by the Governing Board of the District. July 1 of the respective year in which reclassification negotiations is taking place.

The District may propose a reclassification at any time. Reclassifications shall be contingent upon available funding.

CSEA counter proposal on District proposal is as follows:

**Article II - Employment Rights**

**A. Definitions:**

12. Probationary Employee: Status Quo

**F. Bilingual Stipend [New Language]**

1. All bargaining unit members currently receiving the Bilingual Stipend shall be grandfathered and shall continue to receive the Bilingual Stipend which is compensated by (2) ranges of the CSEA salary schedule.

2. The District will develop a list of all bargaining unit members that are currently receiving the Bilingual Stipend and distribute list to CSEA per request.

3. Bilingual Stipend shall be granted to bargaining unit members when a Site Administrator or Department Director identifies that there is a need for additional bilingual support and also identifies a bargaining unit member that could fulfill bilingual services.

4. A Bilingual Stipend shall increase compensation by (2) two ranges of the CSEA salary schedule for bargaining unit members who only use their bilingual skills verbally.
5. The District may test bargaining unit members for a bilingual reading and writing skills. Bargaining unit members that pass the bilingual stipend test shall have increased compensation by (4) four ranges of the CSEA salary schedule

Article VIII – Leaves of Absence, Holidays, and Vacation
A. Paid Leaves of Absence: Status Quo

Tentatively agreed on January 16, 2020

CSEA, Chapter Escondido #219, Chapter President, Rachel Macias

Escondido Union High School District
Human Resources Director, Charan Kirpalani