

NEGOTIATIONS UPDATE

Escondido Union High School District & CSEA

January 7, 2020

District Team:

1. Charan Kirpalani, Dir. HR
2. Amanda Phillips, Asst. Supt., Business
3. Jerry Conradi, Legal representative

CSEA Team:

1. Rachel Macias, President/Bargaining Chair
2. Mandy Brown, EHS
3. Julio Macias, DSC
4. Chris North, SPSHS
5. Juan Vargas, DLA
6. Alfredo Alvarez, CSEA Labor Representative

January 7, 2020 was the first session of negotiations between the District and CSEA for the 2019-2020 school year. Our negotiation session started at 1:00 p.m. with introductions of all team members.

The District provided copies of the 2018-2019 and 2019-2020 tentative agreement and a memorandum of understanding outlining which articles may be opened by CSEA and the District for the 2019-2020 school year.

The District shared a budget presentation regarding the First Interim Report that was presented to the Governing Board on December 17, 2019.

Both parties presented their initial proposals and asked clarifying questions.

We set a date for the next negotiation session:

- February 19, 2020 8:00 a.m. – 3:00 p.m.

Documents included in this update:

- District Proposal presented 1/7/2020
- CSEA Proposal presented 1/7/2020

Given to CSEA
1/7/20 @ 2:07 pm

**Escondido Union High School District
Initial Proposal
to
California School Employees Association, Chapter 219
for the 2019-20 school year**

January 7, 2020

Article II - Employment Rights

A. Definitions

12. Probationary Employee

The parties shall discuss the applicability of AB1353 on this section.

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 regular basis during the course and scope of their duties.

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.

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.

CSEA presented
1/7/20 @ 1:30 pm

CSEA Proposal #1;
01/07/2020; Page 1

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and its
ESCONDIDO
CHAPTER #219**

**CSEA Proposal to EUHSD #1
January 7, 2019**

CSEA proposes the following:

Cover page:

July 1, 2016 – June 30, 2019 July 1, 2019 – June 30, 2022

Article II – Transfer

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.

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.

ARTICLE XIV – TERM OF AGREEMENT

This Agreement shall commence on July 1, 2016 ~~2019~~ and continue in effect until June 30, ~~2019~~ **2022**, subject to the parties' right to negotiate provided below.

There shall be automatic reopeners for the ~~2017-2018~~ **2020-21** and ~~2018-2019~~ **2021-2022** school years on Article XI (Wages and Employee Expenses), Article VII (Insurance Benefits), and one optional article selected by each party.

CSEA will counter on District proposals as follows:

Article II - Employment Rights

A. Definitions

Article VIII – Leaves of Absence, Holidays, and Vacation

A. Paid Leaves of Absence

Tentatively agreed on January 7, 2020

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

Escondido Union High School District
Human Resources Director, Charan Kirpalani