

BOARD MEETING DATE: February 15, 2022

FOR ACTION

SUBJECT: Approval of the Proposed Tentative Agreement and Memorandum of Understanding (MOU) with the California School Employees Association (CSEA)

BACKGROUND INFORMATION: The District recently concluded discussions with its employee units. The District began negotiations with the California School Employees Association Chapter #527 (CSEA) on November 3, 2021. At the September 13, 2021 Board meeting, the District and the Association sunshined the contract articles and topics that were to be discussed. The administration concluded these negotiations on February 9, 2022, and is presenting the following agreements and Memorandum of Understanding to the Board for consideration and approval. This completion of negotiations is pending member and Board approval. Copies regarding this pending settlement are available in the Superintendent's office.

REPORT/PROPOSAL: The Board accept and approve the changes in the Negotiated Agreement between the District and the CSEA as presented along with the Memorandum of Understanding. The new contract contains a 5% salary increase for 2021-22, 2022-23 and 2023-24 along with a look back provision. These changes are effective July 1, 2021 unless otherwise noted.

FINANCIAL IMPACT: The financial impact of the proposed revisions is presented in the Disclosure of Collective Bargaining Agreement on the following pages. This report meets the AB1200 and AB 2756 requirements that the cost of implementing a collective bargaining agreement be disclosed at a public meeting. Administration has determined that there are sufficient dollars in the General Fund's undesignated ending balance to cover the changes in all salary schedules and maintain the three (3%) percent reserve level required by law

SUPERINTENDENT'S RECOMMENDATION: The Superintendent recommends that the Board of Trustees accept and approve the tentative agreements between the District and CSEA.