



Pasadena Unified School District
Human Resources
Education-Employees-Excellence

FROM: Steve Miller, Ed.D., Chief Human Resources Officer
TO: Brian McDonald, Ed.D., Superintendent
Board of Education
DATE: April 15, 2019
RE: CSEA Negotiations Update (February 20th, April 8th & April 10th)

The District has held ongoing negotiations with CSEA regarding negotiating the effects of closing the Personnel Commission and reopener articles.

Effects of the Removal of the Personnel Commission:

The following are a list of articles which have been discussed and signed off with Tentative Agreements:

Article XV: Promotion and Posting of Vacancies (TA, February 20th)
Article XXVIII: Summer School (TA, February 20th)
Article XXX: Effects of the Agreement (TA, February 20th)
Article XXII: Professional Growth (TA, February 20th)
Article XVI: Layoff and Reemployment and Effects Related Thereto (TA, February 20th)

Reopener Negotiations

April 8

Article VIII: Disciplinary Action

Disciplinary Action remains a point of conversation. CSEA continues to request that employee discipline be assigned to binding arbitration for unit members facing suspension or termination. The District agreed to discuss with the Board options provided by CSEA.

Article XIX: Classification

CSEA stated that the District should begin looking at the Ewing study and identify areas where action can be taken. The District stated that the Ewing study is obsolete and the District discussed options such as a classification committee to review job description development and reclassification studies. On April 8th, CSEA presented the classification provision in the Saddleback Valley Unified School District as their

proposal. The District rejected this proposal and requested CSEA present a formal proposal. The District recommended both parties review the negotiations protocols at the next negotiations session.

Article XVII – Pay and Allowance

The District presented a proposal of 1% off schedule for 2018-2019 retroactive to July 1, 2018 and 2% on schedule for 2019-2020 effective July 1, 2019. The District stated all other provisions of Article XVII shall remain in effect. This was in response to CSEA's proposal requesting a 5.5% increase retroactive to July 1, 2018. CSEA continues to request that section 17.9: Step Increments be revised to reflect a positive step 7 increment of 5%. No action taken.

Article XXIV – Employment Benefits

The District asked for total compensation and requested a proposal from CSEA regarding Health and Welfare. CSEA verbally notified the District of no changes to current benefits.

On April 10th

Negotiations opened with a review of the negotiations protocols. It was agreed to add two new provisions to the protocols.

1. Mutually agreed upon negotiation location
2. Mutually agreed upon agenda

Article XIX; Classification.

CSEA advised the District they would return with a proposal. No action taken.

Article XVII – Pay and Allowance

CSEA stated they are remaining with their original salary proposal presented on February 20th. CSEA engaged the District in questions about the budget. CSEA requested information on 2018-2019 budget numbers. The District proposed a budget review at the next bargaining session. No action taken.

Article XXVI – Employment Benefits

CSEA presented a proposal which identified no changes to Health Welfare. The District has not responded, but will do so at the May 17th negotiation meeting. No action taken.

Negotiations will resume on May 17th.