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**TENTATIVE AGREEMENT
CERRITOS COMMUNITY COLLEGE DISTRICT AND THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, AND ITS CERRITOS CHAPTER 161**

June 2, 2021

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The collective bargaining proposal presented herein by the Cerritos Community College District to the California School Employees Association and its Cerritos Chapter 161 is expressly made pursuant to the Educational Employment Relations Act and the Collective Bargaining Contract between the parties, and the public notice provided for reopener negotiations during the 2020-2021 academic year.

The following articles shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

**ARTICLE 5
COMPENSATION**

Effective July 1, 2018, the 2017-2018 CSEA Basic Salary Schedule shall be increased by 4.71%.

Effective July 1, 2018, there will be only one Classified Salary Schedule. The new CSEA Salary Schedule which includes an additional longevity step shall apply effective July 1, 2018. The new salary schedule already includes the 4.71%. **Appendix B**

The District shall provide each full-time CSEA employee who is employed with the District by the end of fiscal year 2018-2019, a one-time, off-schedule payment of \$1,500. CSEA employees employed less than 100% will receive the amount proportionate to their percent of

2019-2020 - 3.26% Increase to the 2018-2019 salary schedule. Should Faculty receive more than 3.26% to their salary schedule, classified will receive the same salary increase as Faculty. In addition, the District and CSEA may open one Article for 2019-2020 (2.4.1). The chosen Article shall not have any monetary impact to the District.

2020-2021 - ~~Reopeners as established by Article 2.4.1~~ **CSEA will not seek any increase during this period in a sign of solidarity to preserve the institution and all services to our students. However, should any other constituent group receive any increase in salary, or any other financial benefit, classified will receive the same increase in salary or financial benefit as that constituent group.**

[...]

5.13 Reclassification Procedures
[Note: Maintain *status quo*]

**ARTICLE 25
PROFESSIONAL GROWTH**

25.1 Definition

Effective July 1, 2015 and for the duration of the agreement, the District shall provide funds in the amount of \$16,000 per fiscal year (July 1-June 30) for the purpose of educational reimbursement and/or pre-payment of allowable expenses for travel,

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lodging, registration fees, parking, and meals for appropriate conferences, seminars, workshops, institutes and conventions to result in professional growth for permanent unitemployees. Tuition at a college or university is not an allowable pre-paid expense. Any unexpended funds at the close of the fiscal year shall remain in the Professional Growthaccount to augment the succeeding year's Professional Growth budget and verification of the amount of such funds will be provided to CSEA. Any required fees assessed employees by the District or costs associated with District initiated workshops and events shall not be charged to professional growth funds. The intent of this program is to provide permanent unit employees, in any of the following ways, the

- a. gain new skills and broaden their opportunity for promotion as well as assist in the development of their skills and talents in relationship to their current job duties through coursework taken at an accredited community college, college or university, or adult education program.
- b. develop their skills and talents in relationship to their current job duties or within their job family through participation in conferences, seminars, workshops, institutes and conventions.
- c. **To gain knowledge of any subject offered at Cerritos College through any course offered in the current semester schedule of classes.**
- d.** pursue coursework toward **an associate's**, bachelor's, master's, or doctoral degree from an accredited college or university.

[...]


Signed and entered into this 2nd day of June, 2021.

FOR THE DISTRICT



 Adriana Flores-Church (Jun 2, 2021 12:38 PDT)

FOR THE ASSOCIATION



 Erik Duane (Jun 2, 2021 12:41 PDT)
Irlanda Lopez

 Irlanda Lopez (Jun 2, 2021 12:26 PDT)
Heng Lim

 Heng Lim (Jun 2, 2021 12:23 PDT)
