

Negotiations Update

DISTRICT UPDATE ON NEGOTIATIONS WITH CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA)

JULY 10, 2019

As indicated on the June 20, 2019 District Update on Negotiations with CSEA, the District filed for impasse on June 25 with the Public Employment Relations Board (PERB).

After the filing, CSEA advised PERB that there was room on their side for negotiations, so the District withdrew its request for impasse to allow CSEA the opportunity to present its proposal. We are hoping to receive CSEA's revised proposal soon.

The District's last final proposal, which was rejected by CSEA, includes:

Item	Description
Salary Increase	4.71% (COLA + 2%)
Longevity	Add an additional longevity step
One-time, off-schedule payment	\$1,500
Medical benefits	Increased from \$22,065 to \$23,500
	For calendar years 2019, 2020, and 2021 the District agrees to pay any costs in excess of the District maximum contribution.
New Early Retirement Benefit Program	With a maximum District contribution towards the District's CalPERS medical plan of \$15,000 per fiscal year
Retiree Health Benefit	Increase from \$200 to \$300 per month

The District will continue to bargain in good faith once it receives the CSEA proposal. If we were not to reach an agreement, we would be at same place as we were before filing for impasse. At that point, it will be beneficial for both parties to seek the assistance of a PERB mediator.

We will keep you informed as we continue with the bargaining process.