

Summary of Tentative Agreements with CSEA, Mt. Diablo Chapter 43

Article 6: Hours of Work

- Allow employees to request in writing an annual statement about their salary.

Article 10: General Terms Respecting Leaves of Absence

- Employees out on leave will be provided a written notice a minimum of two-weeks prior to exhaustion of all leaves and placement on the reemployment list.

Article 14: Industrial Accident or Illness Leave

- Removed language that employees need authorization to travel outside of California.

Article 21: Sick Leave

- Replaced “Smart Find Express” with “District’s Absence Management System”.
- Updated language about notifying district about return from multiple day absences.
- Updated language about paperwork to complete monthly to reconcile absences.

Article 22: Inservice

- Language added to cover mandated training and the compensation for those trainings.

Article 23: Salary Administration

- Language added to clarify salary placement for voluntary reductions or demotions.
- Increased percentage for longevity from 3% to 3.5% and changed the frequency to every four years after the employees tenth year as a unit member.

Article 24: Salary

- Effective July 1, 2016, a 5% ongoing salary increase on the salary schedule.
- Effective July 1, 2017, a 3% ongoing salary increase on the salary schedule.
- Reopeners on Salary and Benefits plus up to two other articles in 2018-2019.
- “Me too” Agreement for the 2016-2019 contract term.

Article 25: Benefits

- District pays up to 80% of the 2016 Kaiser CalPERS rate.
- Starting with 2018 Benefit Year, District pays 80% of the Kaiser CalPERS rate including any increase up to 4%.
- If the Kaiser CalPERS rate increase is greater than 4%, the District and the Union will negotiate how to cover the increase.
- Medical in-lieu will be paid at highest rate paid for any District bargaining unit. (Currently at \$140/month)

- All employees working more than 4 hours a day or 20 hours a week will receive full health benefits.
- “Me too” Agreement for the 2016-2019 contract term.

Article 33: Promotion

- Establishes 30 calendar day waiting period after employees accept a promotion before applying for a new transfer or promotion.
- Excludes summer break.
- Clarifies salary placement for employees for voluntarily accept a reduction or demotion.

Article 36: Transfer

- Clarifies the definition of a transfer to include movement between classrooms, and the number of assigned hours.
- Added the work calendar and salary range to items included in the posting for transfer.
- Added attendance as a factor to be considered in the selection process.
- Establishes 30 calendar day waiting period after employees accept a promotion before applying for a new transfer or promotion.
- Excludes summer break.
- Added language concerning involuntary transfers within a site that may be made at the discretion of the Director of Personnel.
- Added language concerning employees displaced due to student changes.

Article 39: Term

- A three year term July 1, 2016 through June 30, 2019.
- Reopeners due by March 19, 2018.
- Proposals for successor agreement due January 31, 2019.

Appendix C: Summer School/Extended School Year

- Changed definitions of priority groups for summer hiring.
- Clarified which seniority date to use in summer hiring.
- Clarified which positions require specialized hiring practices.
- Established summer pay at the highest step of each position.
- Established policy on use of sick leave during the summer session.