



Twin Rivers Unified School District
2016-2017 District Negotiations Update
September 2, 2016

The following is the package proposal offered to the CSEA Negotiation Team on Thursday, September 1, 2016. The Negotiation Team **did not accept** this offer. The reason given for not accepting was CSEA wanting Binding Arbitration language in Article 16-- Discipline Process. This was the District's best and final offer and the District will now file for impasse given the non-acceptance of the District's proposal.

Compensation:

- **2% increase on Salary Schedule retro to July 1, 2016.**
 - Payable October 31, 2016 if ratified and approved by September 27, 2016.
 - No retro for overtime/extra duty.
- **2% one time off-Salary Schedule**
 - Payable November 10, 2016 if ratified and approved by September 27, 2016.
- **One extra paid work day for Voluntary Professional Development:** One-time Professional Development outside the regular work day paid from Supplemental Concentration Funding for voluntary professional development as determined by the District the equivalent of:
 - **Payment equal to entitled hourly wage to attend one regular day/hour of work.** Example 4 hour employee completes 4 hours of training; 6 hour employee completes 6 hours of training; 8 hour employee completes 8 hours of training.
 - No additional hours over 8 hours per day for employees 6 hours and below
 - No work performed on Sundays by all employees
- **CSEA will receive the equivalent increases should TRUE, TRSPA, and Management receive more additional compensation than CSEA compensation proposed on 8/23/2016.** Provided the additional compensation is not related to reclassification/compensation; additional working time funded through Supplemental Concentration funds; or differences due to employee status; examples include: Additional Days for Certificated staff; TRSPA compensation/classification increases; Longevity rolled into salary; Advanced Degree stipends rolled into salary; Certificated 1% (difference in calculations from classified hourly); Management Compensation/Classification Study

Articles: Acceptance of all changes already agreed to by CSEA

Article 1.1, 1.8

Article 3.2

Article 5.7 with the exception of the last sentence

Article 6

Article 7.2, 7.3.1.2, 7.3.1.3, 7.10 (renumbered as 7.9 on proposal)

Article 8.6.2, 8.18 (renumbered as 8.19 on proposal), 8.22, 8.23, 8.27

Article 9.6.9, 9.9

Article 10.13

Article 11.1.2

Article 7:

- **7.2.1 Evaluations may be completed through manual or electronic process.**

Article 16: Status Quo

Article 17:

- **17.3 Bargaining unit members shall report all absences through District established procedures; including automated systems.**

Article 18:

- **18.4, 18.7, 18.8: change May to August; Sunset this Article on September 1, 2017**