

September 13, 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. CSEA stated they could not accept the proposal because they wanted to have Binding Arbitration language in Article 16-- Discipline Process. CSEA took a directional vote of its Members and the Membership did not approve accepting the District's proposal as highlighted below. This was the District's best and final offer and the District filed for impasse on September 9, 2016 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**