

# Through collaborative efforts, CSEA and TRUSD have settled 2016-2017 Negotiations!

Joint Communication  
Wednesday, April 5, 2017

## CSEA Members:

Marty Heeb, President  
Wendy Valeriano  
Rudy Angel  
Jennifer Wittaker  
Pat Lind  
Kathy Daugherty  
Linda Makley  
Jason Nussbaum  
Moe Kang, CSEA Labor Representative

## TRUSD Members:

Gina Carreón, Assistant Superintendent HR  
Bill McGuire, Deputy Superintendent  
Betty vonWerlhof, Director HR  
Tim Shannon, Director Transportation  
Jill VanDyke, Director Nutritional Services

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### Compensation:

- 2% increase on Salary Schedule retro to July 1, 2016. No retro for overtime/extra duty. Overtime/Extra Duty effective pay period after Ratification and Approval by the Board.
- 2% one time off-Salary Schedule.
- 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
  - **Must be completed by January 1, 2018**
- “Me, Too” language

### Highlights of Language Modifications:

#### **Article 7 Evaluations and Probationary Period:**

- Evaluations will be completed through manual or electronic format.
- Unit members who receive ratings that are less than acceptable, shall be provided an Employee Support Plan.

#### **Article 10**

- Step placement on salary schedule up to 5; CSEA consent for higher placement

#### **Article 11 Uniforms**

- Uniforms for Maintenance and Custodial

#### **Article 16: Disciplinary Procedures**

- Binding Arbitration for hearings

#### **Article 18: Transportation**

- Date changes for bids