



**MODESTO CITY SCHOOLS
SUMMARY OF INITIAL PROPOSAL
MCS-CSEA COLLECTIVE BARGAINING AGREEMENT
2021-22 Negotiations**

Article 6 - Health & Welfare (Automatic Reopener)

- MCS commits to our students, staff and community, that resources will be invested in a transparent manner to provide a comprehensive educational program while maintaining long-term fiscal solvency.
- MCS continues to address structural factors in order to be in a position to provide employees competitive medical plans and rates.
- MCS seeks to review current terms and revise where necessary.

Article 7 - Pay and Allowances (Automatic Reopener)

- MCS commits to our students, staff and community, that resources will be invested in a transparent manner to provide a comprehensive educational program while maintaining long-term fiscal solvency.
- MCS seeks to review salary and other forms of compensation.

Article 9 – Layoff Procedure

- Recently, the California State Legislature substantially revised the process to reduce/layoff classified employees. The new legislation requires MCS to review the current terms in the collective bargaining agreement.
- MCS strives to utilize resources to maintain and build upon a variety of educational opportunities aligned with MCS initiatives as we recognize shared accountability for student success and program effectiveness.

**INITIAL PROPOSAL FROM
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS MODESTO CHAPTER NO. 007
TO THE
MODESTO CITY SCHOOL DISTRICT
FOR THE 2021-2022 REOPENER NEGOTIATIONS**

The California School Employees Association and its Modesto Chapter No. 007 (“CSEA”) submit the following contract proposals to Modesto City Schools (“District”) for the 2021-2022 reopener Collective Bargaining Agreement negotiations.

Please consider this document for public notice provisions pursuant to Government Code Section 3547(a). CSEA desires to commence negotiations as soon as possible after the completion of the public notice provisions.

Article 6 Health and Welfare Benefits

CSEA intends to bargain a fair and equitable benefits increase to the district’s portion of the benefits cap.

Article 7 Pay and Allowances

CSEA intends to bargain a fair and equitable salary increase to address minimum wage increasing in January 2022.

Article 15 Absence and Leaves

CSEA intends to bargain expanding the criteria in which sick time can be donated to other classified staff when their sick time has been exhausted. CSEA also intends on increasing the amount of time that can be donated.

Article 17 Reclassification and Equity Adjustments

CSEA intends to bargain increasing the amount of reclassifications that can be submitted by CSEA each year.