

**PIEDMONT UNIFIED SCHOOL DISTRICT
M E M O R A N D U M**

TO: Board of Education

FROM: Randall Booker, Superintendent
Song Chin-Bendib, Assistant Superintendent, Business Services

DATE: January 23, 2018

RE: **APPROVE CONTRACT AGREEMENT BETWEEN THE CALIFORNIA
SCHOOL EMPLOYEES ASSOCIATION (CSEA) – CHAPTER 60 AND THE
PIEDMONT UNIFIED SCHOOL DISTRICT – 2017–2020.**

I. SUPPORT INFORMATION

The District has Collective Bargaining Agreements (CBA) with two employee groups. The Association of Piedmont Teachers (APT) represents certificated employees and the California School Employees Association (CSEA) represents classified employees in the District. The 2014-17 CBA agreement between the District and APT and CSEA expired on June 30, 2017.

The District and APT settled negotiations for a renewed 2017 – 2020 CBA on June 28, 2017. While the District and CSEA began negotiations for the renewal of a 2017 – 2020 CBA in the spring, negotiations continued through the summer and into the fall of 2017.

The collective bargaining process between the District and the California School Employees Association (CSEA) included the opportunity for the public to comment on any issues that are covered by the CBA. The CBA was posted [here](#) on the District website. The public was given notice at the November 9, 2016 Board Meeting of the negotiations timeline. The community was also invited to provide feedback to the District during the first and second public hearings, April 26 and May 10, 2017.

The District and CSEA continued its tradition of using Interest Based Bargaining (IBB) for negotiations. The IBB process allows all parties to keep the focus on interests and not on positions or individuals. It has allowed us to work together through these difficult economic times by keeping the interests of students in the forefront.

The membership of CSEA voted on and approved the Tentative Agreement for the changes to the current contract with the District on January 17, 2018. The Board is requested to approve the provisions as presented, to be effective retroactively to December 18, 2017. The District is working closely with the Alameda County Office of Education in their review and approval of the contract agreements and fiscal impact on the District as required by AB1200 regulations.

The terms of the new agreement will be incorporated as part of the District's 2017-18 2nd Interim Budget, presented in May 2018. The terms will also be incorporated in the Adopted Budget and multi-year projections for 2018-19. Use the following link to review the [tentative contract](#) changes.

It is a requirement of the collective bargaining process that the public is provided with the terms and fiscal impact prior to the agreement being approved by the Board.

The fiscal impact to the District with the source of funds is as follows:

1. Beginning January 1, 2018, an increase of \$300 in the District Health and Welfare Benefit Cap/Entitlement for all CSEA Employees.
 - a. Totalling **\$38,487** per year to the General Fund.

District Contribution to Employee Health Care	Prior	Tentative Agreement
Employee only	\$7,000	\$7,300
Employee Plus One	\$14,000	\$14,300
Full Family	\$19,500	\$19,800

II. **RECOMMENDATION: REVIEW AND ACTION**

Approve the 2017 – 2020 Collective Bargaining Agreement between the California School Employees Association (CSEA) – Chapter 60 and the Piedmont Unified School District.