

TO: Board of Education

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

SUBJECT: **CONDUCT PUBLIC HEARING FOR 2015-16 CONTRACT OPENERS
BETWEEN THE DISTRICT AND THE CALIFORNIA SCHOOL EMPLOYEES
ASSOCIATION (CSEA), CHAPTER 60; SUNSHINE ARTICLES TO BE
NEGOTIATED**

I. **SUPPORT INFORMATION**

The 2014-17 Collective Bargaining agreement between the District and the California School Employees Association (CSEA) includes the provisions for negotiations for the 2016-17 school year to automatically reopen:

- Article XII – Salaries
- Article XIX – Health and Welfare Benefits

In addition, the process allows for both CSEA and the District to each open one article of choice.

CSEA has requested to open:

- Article III – Organizational Rights
 - CSEA has an interest in improving safety conditions for its members through appropriate training programs. CSEA also has an interest in clarifying the timing, format, and duration of its orientation session for bargaining unit members.

The District has requested to open:

- Article XXI – Retirement
 - The District has an interest in clarifying retiree benefits and incentive options.

The contract is on the District website and the community is invited to provide feedback to the District during the first and second public hearings.

The process requires that the articles to be reopened are “sunshined” for the purpose of providing the public with an opportunity to provide comment prior to the Board approval of the articles to be considered. Once an article is identified as “open” by either party and is “sunshined,” the negotiations process begins.

The specifics of the negotiation discussions are confidential until such time as they are brought to the Association and Board of Education for approval.

The second and final Public Hearing of the reopeners is heard at the Regular Board Meeting on April 27, 2016. Approval by the Board of Education of the identified articles to be reopened signals the start of the negotiations process, which is confidential. The negotiations team includes Terra Salazar, CSEA President, Ras Medura, PHS Head Custodian, Ruth Sowell, PMS Administrative Assistant, Nicole Johnson, Payroll Technician II, and Song Chin-Bendib, Assistant Superintendent, Michael Corritone, Principal, Julie Valdez, Director of Special Education, Kim Randlett, Human Resources - Classified .

Any person wishing to provide information concerning the articles to be reopened may communicate with members of the Board of Education and the Superintendent via email, phone or in writing.

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II. **RECOMMENDATION: ACTION**

First of two Public Hearings on the proposed articles to be opened for the 2016-17 negotiations between CSEA and the District:

- Article XII – Salaries
- Article XIX – Health and Welfare Benefits
- Article III – Organizational Rights
- Article XXI – Retirement

The CSEA Contract can be viewed on the District website at:

http://www.piedmont.k12.ca.us/forms/human-resources/CSEA_Contract_2014-17.pdf