

Piedmont Unified School District

M E M O R A N D U M

TO: Board of Education

FROM: Randall Booker, Superintendent
Ruth Alahydoian, Chief Financial Officer

DATE: November 28, 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 a Collective Bargaining Agreement (CBA) with the California School Employees Association (CSEA), representing classified employees in the District. The 2017-2020 CBA agreement between the District and CSEA expires on June 30, 2020.

The Board of Education held two consecutive public hearings to “sunshine” potential contract openers between the District and CSEA (April 20, 2018 and May 9, 2018).

The 2017-20 Collective Bargaining agreement between the District and the CSEA included the provisions for negotiations for the 2017-18 school year to automatically reopen:

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

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

CSEA opened:

- Article XIII – Longevity

The District opened:

- Article XXI – Retirement

The District and CSEA settled negotiations with a tentative agreement for a renewed 2017 – 2020 CBA on November 2, 2018.

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 November 13, 2018. The Board is requested to approve the provisions as presented, to be effective retroactively to July 1, 2018.

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 have already been incorporated as part of the District's 2018-19 Adopted Budget and multi-year projections. 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:

Fund	Amount
General Fund	\$192,244
Cafeteria Fund	843.00
Adult Ed. Fund	2529.00
Facilities	2545.00
Total:	\$198,161

1. Beginning July 1, 2018, a total compensation (salary and benefit cost) increase (pro-rated to an employee's respective FTE) of \$1,686.00 for each CSEA Employee.

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.