

Initial Successor Agreement Proposal of
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
Huntington Beach Union High School District Chapter 157
February 17, 2011

ARTICLE 4: DEFINITIONS-GLOSSARY OF TERMS

CSEA has an interest in further defining the definitions for “day” and “immediate family”.

ARTICLE 5: ASSOCIATION RIGHTS

CSEA has an interest in updating language relating to the Association’s right to utilize the District mail system. (5.1.3)

CSEA has an interest in receiving the roster of unit members by a specific date yearly. (5.1.5)

CSEA has an interest in site representatives and Bargaining Team Members receiving copies of the Board Agendas. (5.1.6)

CSEA has an interest in updating language relating to site reps. (5.2)

CSEA has an interest in updating notice requirements. (5.3)

ARTICLE 8: DUTY HOURS

CSEA has an interest in aligning the work year of the instructional aides with the instructional calendar. (8.3)

CSEA has an interest in addressing extra pay assignments. (new)

ARTICLE 12: SALARIES

CSEA has an interest in maintaining the salary schedule at the current or higher level. Additionally, CSEA is interested in developing a salary formula to address salaries for the duration of the contract. (12.1.1)

CSEA has an interest in CSEA has an interest in discussing the concept of “Swap Time” including compliance with applicable Federal and State laws. (12.4.1.4.1)

CSEA has an interest in clarifying language regarding subcontracting. Specifically ensuring that language complies with the provisions of Education Code section 45103.1 and applicable Government Code sections. (12.5.3.4)

CSEA has an interest in establishing clear contractual standards regarding bus driver call-back and summer work assignments. (12.5.3.5)

CSEA has an interest in adding additional steps into the current longevity schedule. (12.9)

CSEA has an interest in amending current professional growth language to include a professional growth payment as an additional to the employee's ongoing salary. (12.11)

CSEA has an interest in creating additional opportunities for employees to participate in 403B and 457 plans. (12.12)

CSEA has an interest in creating parity for salary and health and welfare increases. (new)

ARTICLE 13: FRINGE BENEFITS

CSEA has an interest in deleting language specific to the 2010-2011 school year. (13.1)

The Association has an interest in exploring Health and Welfare Benefit options for unit members working less than 30 hours per week. (new)

CSEA has an interest in revising the current Health and Accident upon Retirement language to reflect parity with other bargaining groups. (13.6.1- 13.6.2)

CSEA has an interest in replacing the Alternate Retirement System PARS_ARS with Social Security. (13.7)

ARTICLE 14: LEAVES OF ABSENCE

CSEA has an interest in providing paternity and adoption leave (14.8.4)

CSEA has an interest in addressing leave options for part time employees (14.8.5)

CSEA has an interest in refining/expanding jury duty leave. (14.10.1.1)

CSEA has an interest in refining the vacation approval process (14.12.2.1)

CSEA has an interest in increasing vacation accrual for employees with over 25 years of service (14.14.4)

CSEA has an interest in addressing vacation usage during recess periods for less than 12 month employees (14.12.6.4)

CSEA has an interest in refining/expanding the list of employees current paid off for vacation at the end of the fiscal year (14.12.7.2)

CSEA has an interest in clarifying the notification procedures for employees who may be eligible for catastrophic leave. (14.13.2.5)

CSEA has an interest in deleting section 14.14. Section 14.14 is obsolete.

CSEA has an interest in clarifying that employees are not required to take consecutive days of bereavement leave and may take the days as needed. (14.15.4)

CSEA has an interest in negotiating unpaid family leave for employees who work for the district less than 1250 hours per year. (14.16.4)

ARTICLE 15: WORK ENVIRONMENT

CSEA has an interest in providing uniforms for Campus Security. (15.4.7)

ARTICLE 17: GRIEVANCE PROCEDURE

CSEA has an interest in defining “day” specific to the grievance article (17.1.4)

CSEA has an interest in changing the timeline for a level I grievance to 30 days. (17.3.11)

ARTICLE 18: ASSIGNMENT OF BUS ROUTES

CSEA has an interest in incorporating by reference the Transportation Handbook into the provisions of Article 18.

ARTICLE 23: LAYOFF ACTION AND EFFECTS RELATED THERETO

CSEA has an interest in clarifying that any reductions in assigned time for unit members require negotiations with CSEA regarding the decision and the effects of any decisions to reduce unit member assigned time. (23.2)

NEW PROVISIONS [To Be Assigned to Articles]

CSEA has an interest in negotiating the annual classified work calendar work calendar to include the total number of work days for each classification, the starting and ending dates for each classification and the recess periods if any for each classification.

CSEA has an interest in reinstating the hours/months of employment for unit members subject to reduction of assignments pursuant to the employees Memorandum of Understanding of 2009.

CSEA has an interest in district provided/paid training for licenses or permits that are required of a condition of a unit member’s employment. Additionally, CSEA has an

interest in District provided CPR and First Aide training for those required possessing this training as a condition of the job description.

CSEA has an interest in creating contract language to provide classified staff development days.

CSEA has an interest in creating contract language to provide all new employees an orientation with CSEA within the initial 30 days of employment.

CSEA has an interest in exploring early retirement incentives for classified bargaining unit members.

CSEA has an interest in exploring a Community Services Provision to provide classified unit members with release from work to serve in elected or appointed positions.

All other provisions of the collective agreement in force to June 30, 2011 shall remain in full force and effect and shall be incorporated within the provisions of the successor agreement.

The Association reserves the right to make additional proposals at any time during the bargaining process; including but not limited to responses to proposals made by the District.