

**PROPOSAL
FROM
COMPTON UNIFIED SCHOOL DISTRICT
TO
AFT COMPTON SCHOOL POLICE OFFICERS UNION**

~~November 14, 2022~~

January 9, 2023

The District's proposal set out in this proposal is designed to address economic issues for both the 2020-2021 and 2021-2022 school years. The District is proposing that any tentative agreement reached by the parties fully completes their negotiations for both the 2020-2021 and 2021-2022 school years on any economic issues.

**ARTICLE XII
WAGE AND SALARY**

12.14 Compensation

12.14.1 2020-21 and 2021-2022 School Years

The District proposes to provide an ongoing increase to the salary schedule of 3.0% effective July 1, 2020, for all bargaining unit employees. The District will notify the Union when the retroactive payment will be made. To receive the retroactive payment, a bargaining unit employee have been employed during the 2020-2021 school year and must be employed on the date the payment is made.

Upon full ratification of the parties' negotiations and all corresponding tentative agreements, the District proposes to provide a one-time off schedule payment of \$1,500 to each bargaining unit employee. To be eligible to receive the off schedule payment, the bargaining unit employee must have been employed during the 2021-2022 school year and on the date the payment is made. The off-schedule payment will also be prorated based upon an employee's full-time equivalency status. The District will notify the Union of the timing of when the off-schedule payment will be made.

**ARTICLE XIII
HEALTH AND WELFARE**

The District proposes to maintain the current contract language for Article 13.1.

Tentative Agreement

S. Soto 01/09/2023
Dr. Shannon Soto, Chief Administrative Officer, Date

Ahrien T. Johnson 1/9/23
Ahrien T. Johnson, AFO/PLO, Date

Kimberly Tresvant 1/9/23
Dr. Kimberly Tresvant, Executive Director – HR/Date

Jermaine Ford 1-09-23
Jermaine Ford, President AFO/PLO, Date

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**ARTICLE XIV
HOLIDAYS**

- 14.1 Eligibility for Holiday Pay: All unit members will be entitled to payment for authorized holidays, provided that they were in a paid status during any portion of the working day immediately preceding or succeeding the holiday.
- 14.1.1 Holidays shall include Independence Day; Labor Day; On a day designated by the District - Admission Day; Veteran's Day; Thanksgiving Day; Thanksgiving Holiday - Friday after Thanksgiving Day; Christmas Eve; Christmas Day; New Year's Eve; New Year's Day; Martin Luther King, Jr. Day; Lincoln's Birthday; the third Monday in February – President's Day ~~Washington's Day~~; Cesar Chavez Day; the Friday before Easter - Good Friday; Memorial Day; and June 19th – Juneteenth¹.

The District proposes to maintain the current contract language in the remainder of this Article.

Tentative Agreement

Tentative Agreement

S. Soto 01/09/2023
Dr. Shannon Soto, Chief Administrative Officer, Date

Ahrien T. Johnson 11/9/22
Ahrien T. Johnson, AFO/PLO, Date

Kimberly Tresvant 1/9/23
Dr. Kimberly Tresvant, Executive Director – HR/Date

Jermaine Ford 1-09-23
Jermaine Ford, President AFO/PLO, Date

¹ If a court or the legislature rules or determines that Juneteenth is not a paid holiday for school district employees, the parties agree that the reference to Juneteenth in this Article shall immediately be void.