

CSEA & FCUSD Joint Negotiations Update: December 2019

Bargaining team members from FCUSD and the California School Employees Association (CSEA) Chapter #528, which represents about 1,000 bus drivers, food service workers, maintenance staff and other non-teaching positions, met on Dec. 5 for a regularly scheduled session.

Below is a short recap of major items covered during the collaborative and productive meeting:

Memorandums of Understanding (MOU): The following MOUs were developed collaboratively at the December meeting. Drafts of the MOUs are linked below.

- [MOU #16](#)- *Early Retirement Incentive for CSEA members*: In an attempt to address the current budget challenges in a collaborative manner, the teams created an MOU to take to the Board on Dec. 19 that would incentivize early retirement for CSEA personnel with 15 years of service credit and an age of at least 50 years. Details to follow as this is pending Board approval.
- [MOU #17](#)- *Elementary Library Clerks*: The teams worked collaboratively to address the need for scheduling flexibility between library clerks. This MOU adjusts the assignments of itinerant Library Clerks serving multiple sites.
- [MOU # 18](#) - *Reclassification of Theater Production Specialist (TPS)*: Due to increasing responsibilities and training in the incumbent position, the teams negotiated a reclassification of the incumbent from TPS to TPS II.

Professional Development Day- The CSEA team reported the following feedback on the recent Professional Development Day:

- The message of the keynote was well received and relevant to our Climate 2.0.
- The sessions were well-attended and meaningful to attendees.
- Suggestions for future professional development include: planning time with teachers and Instructional Aids; job-specific training; and CPR trainings.

Perfect Attendance Recognition: The CSEA team reported that a letter of perfect attendance was sent by Superintendent Koligian, and recipients were excited to receive the one-day voucher in appreciation. Additionally, CSEA members with perfect attendance will be honored at the annual employee recognition event.

Job Descriptions: The Theater Production Specialist II job description was reviewed, negotiated, and approved to go forward for Board Approval. The job description for the position of School Health Assistant will be reviewed at the next negotiations meeting. The job descriptions for Custodian, Campus Monitor, and Building & Grounds Utility Worker will be reviewed by a subcommittee prior to returning to the bargaining table.

Swing: FCUSD has contracted with Swing to provide additional substitute instructional aids. The intention of this initiative is to provide a larger pool of substitutes for peak times. Swing will begin providing substitutes on Dec. 13, 2019. Swing employees will not be used to fill vacant positions. Rather, Swing employees will backfill as substitutes when the FCUSD pool of subs is unable to match the need generated by absent employees.

New Employee Orientation: The next New Employee Orientation for classified employees is Dec. 19 at 3:30 at the ESC. All new classified employees are required to attend, and all managers are to direct new employees to attend. If an employee does not attend, a CSEA representative will meet the new employee on site.

Impacts and Effects: The recent Board Resolution to reduce classified employees at Folsom Lake High School and the ESC resulted in the teams bargaining the impacts and effects. The teams agreed to allow lateral transfers for the impacted employees as vacancies occurred during the 2019-20 school year and to backfill the positions with substitutes as needed.

Future Bargaining Meeting: Jan. 9, 2020, at CSEA offices