

CSEA & FCUSD Joint Negotiations Update Dec. 6, 2017

Bargaining team members from FCUSD and the California School Employees Association (CSEA) Chapter #528 met for a regularly scheduled session on Wednesday, Dec. 6.

The session was a productive and collaborative gathering as both sides continued to work together on items of mutual interest. Below is a short recap of major items covered:

Retroactive pay: Teams reviewed the timeline for retroactive pay under the [recently ratified compensation agreement](#):

- CSEA members received a retro paycheck **on Dec. 14** equal to 2% base pay received in 2016-17
- CSEA member paychecks received **on Dec. 29** will reflect new salary rates retroactive to July 1, 2017.
- Retroactive increases to the benefits cap will also appear on the Dec. 29 paycheck and will show as a negative in employee deductions.

Note: *Only employees who remained in service at the Oct. 19 ratification are eligible to receive retroactive pay*

Memorandum of Understandings (MOUs): The bargaining teams signed four MOUs, including:

- An agreement to provide Less than 12 Month Employees with the correct Annual Leave amount, including retroactive compensation for past underpayment
- An agreement to reclassify two 4-hour Relief Driver positions to 7 hours; to add 1.5 hours to a position that will be used to fuel busses; and to reclassify a Mechanic I to a Mechanic II.
- An agreement to increase a 2.5-hour Food Service Worker I position at Mills Middle to 3 hours.
- An agreement to reduce a STARS Team Leader position to 6 hours after it becomes vacant, due to funding changes; and to change a vacant Maintenance Mechanic II position to an HVAC Technician.

Professional Development: Additional CPR training sessions have been added: Jan. 19, Feb. 6, and Feb. 7, all 3:30-6 p.m.

Bus monitors: The teams reviewed plans to add bus monitor positions to support the safety of students and drivers.