

SUMMARY OF COLLECTIVE BARGAINING W/ CLASSIFIED SCHOOL EMPLOYEE ASSOCIATION (CSEA)

This serves as a comprehensive update on the collective bargaining session conducted this week:

Today, March 27, 2024, collective bargaining was conducted with CSEA. A tentative agreement was signed, outlining the following terms:

Effective from July 1, 2023, there will be a five percent (5%) ongoing increase in the salary schedule.

An additional \$3,858,645 (equivalent to 6.32%) in one-time funds has been allocated for CSEA. A one-time off-schedule payment will be disbursed to each member of the bargaining unit who is employed at the time of this Agreement's execution. Each eligible employee will receive \$3,104.00, prorated based on their Full-Time Equivalent (FTE). Any surplus funds will be reviewed and redistributed by CSEA.

Starting from July 1, 2023, certain job classifications will be re-ranged as follows, with a total cost of \$198,792 (equal to 0.325% of the salary schedule). This re-range will occur before the application of the 5% increase:

- a. School Bus Driver: from Range 38 to Range 41.
- b. Paraeducator Additional Support: from Range 28 to Range 31.
- c. Paraeducator Special Education: from Range 29 to Range 32.
- d. Paraeducator Severely Handicapped: from Range 32 to Range 35.

Me Too Clause: The District and CSEA will convene to negotiate the distribution of additional compensation increases to CSEA in such cases.

We have scheduled future dates to address an MOU regarding Emergency School Closure, Windwalkers, Vacancies/Postings, etc.

Additionally, CSEA shared they will have their proposal in May for the 24/25 SY.