



A Joint Communique from the CSEA and LBUSD Bargaining Teams

Negotiation Session: May 22, 2024

Participants:

Amy Tingirides	Betsy Kannenberg	Bundy Kinder
Chanel McConnell	Jeff Dixon	Meghan Schooler
Mike Conlon	Nikki Romano	Rich Carey
Ryan Zajda	Thasa Zuziak	Victoria Webber

Porter James Hughes, Labor Relations Representative
Steve Barber, Facilitator

Summary:

The teams met for day five of negotiations. The entire contract is open this year allowing us to review each article for language updates. The teams reviewed all of the language changes throughout the contract and reached a tentative agreement. Here are a few of the items the teams finalized:

Article 6: The teams reviewed the process the District will use to adhere to Ed Code 45102 to ensure classified staff working during summer school accrue sick and vacation benefits.

Article 8: The CSEA team has decided to revisit the option of creating a catastrophic leave bank at the table in the spring of 2025.

Article 12: The teams continued to discuss CSEA's interest in adding special education instructional assistant extra duty pay for supporting students on behavior intervention plans. Agreement could not be reached on this topic but the teams did agree to apply all aspects of the current contract language in section 12.11.1.

Appendix E: The teams reviewed the revised classified work calendars for the 2024-25 school year pending the Board's approval of a revised 2024-25 student calendar which includes a week-long Thanksgiving/fall break. The teams discussed the structure of the 10-month academic work calendar which has historically had a last work day on the day after the end of

the student instructional calendar. As happened this school year, the 209 day work year would require an additional program closed day in January in order to have all classified staff in paid status for the District's annual end-of-the-year BBQ. Although the management team was disappointed to not be able to mutually agree to a work calendar that captured the District BBQ, both teams understood the financial impact of program closed days on employee's paychecks.

Throughout the negotiation process, the teams work collaboratively utilizing the Interest Based Bargaining process. The tentative agreement is being finalized and will be approved through the CSEA 610 process followed by ratification by unit members in August. Feel free to reach out to any of the negotiation team members if you have any questions.

