

**Negotiation Update #4**  
**CSEA and District Interest-Based Bargaining Team**  
**December 19, 2019**

The Interest-Based Bargaining (IBB) Team met on December 19, 2019.

The team members addressed:

- Settled on Health and Welfare:

The classified bargaining unit members will receive additional compensation due to 'Me Too' clause dispersed in the following way:

- District will increase additional one time off schedule payment to each classified bargaining unit member an equal amount (\$45), prorated by FTE.
- Effective July 1, 2020, the District will increase salaries to classified bargaining unit members .29%.

- Completed MOU for leap year, pending 610 and ratification vote, MOU contains the following language:

*"The salary schedule for 12-month classified bargaining unit members consists of 261 workdays. If any year exceeds 261 (i.e. Leap Year) an additional day shall be provided to the 12-month classified bargaining unit members as a non-duty day. The employee and supervisor must mutually agree upon this day. This day cannot be accrued or carried over into a new school year."*

- Continued discussions on two reclassifications.

This IBB Team continues its work for all classified employees and will meet again on January 31, 2020.

IBB RUSD/CSEA Joint Negotiations Team

Kyley Ybarra	Dan Rudd
Mays Kakish	Anahi Chavez
Robin Mesa	Caralyn Alldis
Shani Dahl	Suzette Williams
Ken Mueller	Mike Green
Hayley Calhoun	Sandi Garcia
	Ramona Hillis

Neal Bodine (Facilitator)  
Lisa Twarog (Recorder)