

HRUSD-CSEA 2022-2023 Negotiation Update

Provided by the Hart-Ransom Union School District

December 13, 2022

- **Overview**

- HRUSD and CSEA met for one day of 2022-2023 reopener contract negotiations on Tuesday, December 13, 2022. This was a positive and productive meeting during which the parties worked well together and reached agreement on three (3) different contract language items. Additionally, the parties negotiated increases to the classified salary schedule and an increase to the annual health benefit cap.
- The parties signed the Tentative Agreement document on Wednesday, December 14, 2022.
- CSEA is working towards a unit ratification vote of the Tentative Agreement in early January.
- The Tentative Agreement is currently scheduled for ratification by the HRUSD Board of Trustees on Thursday, January 12, 2023.
- The parties agreed to a 7.2% salary schedule increase for 2022-2023 (comprised of a 6.2% general increase to the salary schedule and a 1.0% increase to the salary schedule in recognition of the fact that the classified bargaining unit negotiated a letter increase to the salary schedule in 2020-2021 in exchange for a \$500 increase to the annual benefit cap at that time.
- The parties agreed to a \$700 increase in the benefit cap for 2022-2023 (increasing from \$9,500 to \$10,200).
- The parties agreed to a one-time off-schedule payment of 0.5% for 2022-2023 in compensation for the elimination of two classified minimum days in 2022-2023.
- The parties agreed to an additional 1.0% increase to the salary schedule starting with each employee's first paycheck of the 2023-2024 fiscal year in compensation for the permanent elimination of the remaining four classified minimum days in the collective bargaining agreement.
- The full text of the parties' tentative agreement is provided below.

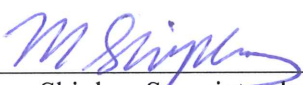
The parties' complete tentative agreement is attached.

**TENTATIVE AGREEMENT
BETWEEN
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS HART-
RANSOM CHAPTER #699
AND
HART-RANSOM UNION SCHOOL DISTRICT**

The Hart-Ransom Union School District ("District") and the California School Employees Association and its Hart-Ransom Chapter #699 ("CSEA") hereby enter into this Tentative Agreement fully resolving their reopener negotiations for the fiscal year of 2022-2023.

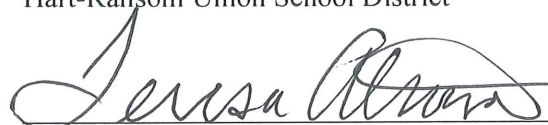
This Tentative Agreement is subject to ratification by the parties.

Signed:



Matthew Shipley, Superintendent
Hart-Ransom Union School District

12/14/2022
Date



Teresa Altom, President
Hart-Ransom Chapter #699

12/14/2022
Date

Joseph Espinoza, Labor Relations Representative
California School Employees Association

Date

Tentative Agreement: HRUSD - CSEA-699

Pending ratification by the association membership and the Board of Trustees.

12/13/2022 1:50 PM

Appendix B - Salary Schedule & Health Benefit Cap

Salary Schedule Increase (2022-2023)

A **7.2%** increase to the salary schedule, **retroactively** effective starting with each employee's first paycheck of the 2022-2023 annual payroll cycle.

Note: This increase of 7.2% is comprised of a 6.2% general increase to the salary schedule, plus an additional 1.0% increase to the salary schedule in recognition of the fact that the classified bargaining unit negotiated a lesser increase to the salary schedule in 2020-2021 in exchange for a \$500 increase to the annual benefit cap at that time.

One-Time Off-Schedule Compensation (2022-2023)

A one-time off-schedule compensation payment of **0.5%** for 2022-2023 (relative to the 2022-2023 salary schedule), payable at the end of the 2022-2023 fiscal year.

Note: The purpose of this one-time off-schedule compensation of 0.5% at the end of 2022-2023 is to compensate the bargaining unit members for the elimination of two classified minimum days during the 2022-2023 fiscal year. (See agreed language and negotiation notes for Section 11.5 below.)

Salary Schedule Increase (2023-2024)

An additional **1.0%** increase to the salary schedule, effective starting with each employee's first paycheck of the 2023-2024 annual payroll cycle.

*Note: The purpose of this additional 1.0% increase to the salary schedule in 2023-2024 is to compensate the bargaining unit members for the permanent elimination of the remaining four classified minimum days in the collective bargaining agreement. (See agreed language and negotiation notes for Section 11.5 below.) This increase of an additional 1.0% in 2023-2024 results in a total of an **8.2% salary schedule increase** resulting from 2022-2023 negotiations. This does not complete negotiations for 2023-2024. Rather, the parties will meet at a later date to negotiate separately and specifically for 2023-2024.*

Health Benefit Cap (2022-2023)

A **\$700** increase to the annual benefit cap (increasing from \$9,500 to \$10,200), **retroactively** effective starting with each employee's first paycheck of the 2022-2023 annual payroll cycle.

Total Compensation Increase

- The \$700 increase to the annual health benefit cap represents the equivalent cost of a **1.3%** increase to the salary schedule.
- The additional contributions made by the District to the PERS retirement system as a result of the salary schedule increases described above represent the equivalent cost of a **2.08%** increase to the salary schedule.
- The additional expenditures made by the District for statutory benefits as a result of the salary schedule increases described above represent the equivalent cost of a **0.773%** increase to the salary schedule.
- As described above, the overall total increase in compensation to the bargaining unit members in this package is equivalent to the cost of a **12.35%** increase to the salary schedule.

Article 11: Holidays and Minimum Days

On 12/13/2022, the parties agreed to the following language:

11.5 Minimum Days

~~The District agrees to provide minimum days to employees in full time positions on the employee's last working day prior to Thanksgiving, Winter and Spring breaks, and on the last day of school.~~

~~The minimum day on the last day of any school year may be adjusted to meet the needs of the employee and the District. Any adjustments made under this section shall be mutually agreed upon by the affected bargaining unit member(s) and his or her immediate supervisor. Adjustments shall be made only to non-student days.~~

~~On a minimum day, eligible employees may leave work up to two hours prior to the normal ending time of their shift.~~

~~On a minimum day, employees performing sanitary and safety-sensitive functions will ensure that critical needs and/or graduation and event needs (as outlined below) have been met prior to leaving.~~

~~Critical Needs--~~

Maintenance and operations staff are permitted to have their schedules adjusted as outlined in this section, provided the following tasks have been completed:
Drinking fountains sanitized (if needed)
Garbage from lunch has been dumped
Restrooms have been cleaned, sanitized, and resupplied
Any other issue(s) to be addressed at the request of the Superintendent or designee

Food service staff are permitted to leave early as outlined above after the following tasks have been completed:
Kitchen area thoroughly cleaned and sanitized
Time sensitive paperwork and/or reporting completed

Graduation, Promotion, and Event Needs –

Maintenance and operations staff are permitted to leave early as outlined above after the following tasks have been completed:
Setting up chairs and other equipment needed for graduation, promotion, or other events
Grounds are free of litter
Graduation area has been disassembled
Ensure that all audio-video equipment is properly set up and in working condition prior to the event and properly put away after the event.

On the four classified **student** minimum days, night custodians will work from 1:00 p.m. to 7:00 **9:00** p.m. unless there is a special event that requires their presence, **them to work their regular schedule.** in which case they may take their two hours off at a time mutually agreed upon with their supervisor on a non-student workday. On all other student minimum days (not including the four classified minimum days), night custodians will work from 1:00 p.m. to 9:00 p.m. unless there is a special event that requires their presence, in which case they will work their normal schedule.

Article 15: Layoff and Reemployment

On 12/13/2022, the parties agreed to the following language:

15.8 Voluntary Demotions or Voluntary Reduction in Hours

An employee has a right to his/her regularly assigned time and shall not have it involuntarily reduced **except through the layoff process.** Employees who take voluntary demotions or voluntary reduction of assigned time in lieu of layoff shall be, at the employee's option, returned to a position in their former classification, or to present/former positions with increased assigned time as vacancies become available,

for a period of five (5) years and three (3) months, except that they shall be ranked in accordance with their length of service on any valid reemployment list.

Article 21: Transportation

On 12/13/2022, the parties agreed to the following language:

21.1 Licenses and Certificates

Bus drivers shall be responsible to maintain and have in their possession when driving, a valid Class A or B driver's license; a School Bus Driver's Certificate, and a valid Standard Red Cross First Aid Certificate or certificate issued by exam administered by the California Highway Patrol. If the Class A or B driver's license or certificates are allowed to expire, the employee shall be suspended without pay from duty until such time the license(s) or certificates are renewed.

Training activities shall be used toward renewal of license. The bus driver-trainer shall record attendance on the training record form. The cost of the Driver's Certificate through the California Highway Patrol, and the cost of the Department of Motor Vehicles license shall be ~~the responsibility of~~ reimbursable to the bus driver by the District, with the exception of the cost of original testing and documents, retesting costs following failed tests, and replacement costs for lost documents.

Signatures of Tentative Agreement


CSEA-699 President & Lead Negotiator

12-14-2022
Date

CSEA Labor Relations Representative

Date


HRUSD Superintendent & Lead Negotiator

12/14/2022
Date

HART-RANSOM UNION SCHOOL DISTRICT

PENDING RATIFICATION

Classified Salary Schedule 2022-2023 (Hourly)

THIS SALARY SCHEDULE INCLUDES A PROPOSED 7.2% NEGOTIATED SALARY INCREASE FOR FY22-23

RANGE	CLASSIFICATIONS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
OO	Yard Duty	15.50	15.57	16.35	17.17	18.03	18.93	19.88
1 - (A)		15.83	16.62	17.45	18.32	19.24	20.20	21.21
2 - (B)		16.27	17.08	17.93	18.83	19.77	20.76	21.80
3 - (C)		16.61	17.44	18.31	19.23	20.19	21.20	22.26
4 - (D)	Instructional Aide Food Services Cashier-Clerk After School Program Leader	17.01	17.86	18.75	19.69	20.67	21.70	22.79
5 - (E)		17.48	18.35	19.27	20.23	21.24	22.30	23.42
6 - (F)		17.85	18.74	19.68	20.66	21.69	22.77	23.91
7 - (G)		18.28	19.19	20.15	21.16	22.22	23.33	24.50
8 - (H)	Library Clerk Lead Cafeteria Clerk/Cook	18.76	19.70	20.69	21.72	22.81	23.95	25.15
9 - (I)	Custodian Groundskeeper One-On-One Instructional Aide	19.18	20.14	21.15	22.21	23.32	24.49	25.71
10 - (J)	School Secretary Secretary-Registrar (Charter) MOT Secretary	19.68	20.66	21.69	22.77	23.91	25.11	26.37
11 - (K)	Resource Aide	20.14	21.15	22.21	23.32	24.49	25.71	27.00
12 - (L)		20.58	21.61	22.69	23.82	25.01	26.26	27.57
13 - (M)		21.04	22.09	23.19	24.35	25.57	26.85	28.19
14 - (N)	Program Assistant (Charter)	21.54	22.62	23.75	24.94	26.19	27.50	28.88
15 - (O)	Bus Driver Principal's Secretary	22.20	23.31	24.48	25.70	26.99	28.34	29.76
16 - (P)	Maintenance Worker II	22.74	23.88	25.07	26.32	27.64	29.02	30.47
17 - (Q)		25.62	26.90	28.25	29.66	31.14	32.70	34.34
18 - (R)	After School Program Coordinator Maintenance-Mechanic Data Analyst/Computer Technician	27.67	29.05	30.50	32.03	33.63	35.31	37.08

*Annual Health Benefit Cap: \$10,200

*Longevity A, Longevity B, and Longevity C are special compensation increments.

Revised: 12/13/2022

Board Approved: **PENDING BOARD APPROVAL**

Longevity Increments (See Section 7.7 of the CBA)		
Longevity A	10th Yr in Dist	+ \$0.35/hour
Longevity B	15th Yr in Dist	+ \$0.50/hour (0.35 + 0.50 = 0.85)
Longevity C	20th Yr in Dist	+ \$1.00/hour (0.85 + 1.00 = 1.85)

HART-RANSOM UNION SCHOOL DISTRICT

PENDING RATIFICATION

Classified Salary Schedule 2023-2024 (Hourly)

THIS SALARY SCHEDULE INCLUDES A PROPOSED 8.2% NEGOTIATED SALARY INCREASE FOR FY23-24

RANGE	CLASSIFICATIONS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
OO	Yard Duty	15.50	15.71	16.50	17.33	18.20	19.11	20.07
1 - (A)		15.98	16.78	17.62	18.50	19.43	20.40	21.42
2 - (B)		16.42	17.24	18.10	19.01	19.96	20.96	22.01
3 - (C)		16.76	17.60	18.48	19.40	20.37	21.39	22.46
4 - (D)	Instructional Aide Food Services Cashier-Clerk After School Program Leader	17.17	18.03	18.93	19.88	20.87	21.91	23.01
5 - (E)		17.65	18.53	19.46	20.43	21.45	22.52	23.65
6 - (F)		18.02	18.92	19.87	20.86	21.90	23.00	24.15
7 - (G)		18.45	19.37	20.34	21.36	22.43	23.55	24.73
8 - (H)	Library Clerk Lead Cafeteria Clerk/Cook	18.94	19.89	20.88	21.92	23.02	24.17	25.38
9 - (I)	Custodian Groundskeeper One-On-One Instructional Aide	19.36	20.33	21.35	22.42	23.54	24.72	25.96
10 - (J)	School Secretary Secretary-Registrar (Charter) MOT Secretary	19.87	20.86	21.90	23.00	24.15	25.36	26.63
11 - (K)	Resource Aide	20.33	21.35	22.42	23.54	24.72	25.96	27.26
12 - (L)		20.77	21.81	22.90	24.05	25.25	26.51	27.84
13 - (M)		21.24	22.30	23.42	24.59	25.82	27.11	28.47
14 - (N)	Program Assistant (Charter)	21.74	22.83	23.97	25.17	26.43	27.75	29.14
15 - (O)	Bus Driver Principal's Secretary	22.41	23.53	24.71	25.95	27.25	28.61	30.04
16 - (P)	Maintenance Worker II	22.95	24.10	25.31	26.58	27.91	29.31	30.78
17 - (Q)		25.86	27.15	28.51	29.94	31.44	33.01	34.66
18 - (R)	After School Program Coordinator Maintenance-Mechanic Data Analyst/Computer Technician	27.93	29.33	30.80	32.34	33.96	35.66	37.44

*Annual Health Benefit Cap: \$10,200

*Longevity A, Longevity B, and Longevity C are special compensation increments.

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Longevity B	15th Yr in Dist	+ \$0.50/hour (0.35 + 0.50 = 0.85)
Longevity C	20th Yr in Dist	+ \$1.00/hour (0.85 + 1.00 = 1.85)

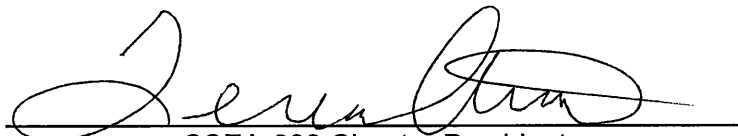
Addendum to
CSEA 699-HRUSD Tentative Agreement
2022-2023
Regarding Timeline of Ratification and Implementation

The parties (CSEA and HRTA) hereby agree to the following timeline for ratification and implementation of the tentative agreement between the parties for 2022-2023:

- Tentative Agreement: 12/13/2022
- Addendum to Tentative Agreement: 12/21/2022
- CSEA Ratification Vote: 1/9/2023
- HRUSD Board Ratification Vote: 1/12/2023 (pending unit ratification)
- Increases (salary and benefits) added no sooner than February 2023 payroll
 - Increases (salary and benefits) will appear no sooner than the 2/28/2023 paycheck
- Retro payments will be processed no sooner than March 2023 payroll
 - Retros (salary and benefits) will appear no sooner than the 3/31/2023 paycheck
- One-time off-schedule 0.5% payment (salary) added no sooner than May 2023 payroll
 - One-time off-schedule payment will appear no sooner than the 5/31/2023 paycheck
- Additional increase of 1% (salary) added beginning with each employee's first paycheck of the 2023-2024 annual payroll cycle

Signatures of Agreement Regarding This

Addendum to the 2022-2023 Tentative Agreement


CSEA-699 Chapter President

12/22/2022
Date

CSEA Labor Relations Representative

Date


HRUSD Superintendent

12/21/2022
Date