

HRUSD-CSEA Negotiation Update

Provided by the Hart-Ransom Union School District

Negotiation Date: January 21, 2021

- **Overview**

- On Thursday, January 21, 2021, HRUSD and CSEA-699 met for the first day of 2020-2021 reopener contract negotiations for the 2020-2021 school year. It was a positive and productive day of negotiations, and the parties worked well together throughout the day.
- A total of twelve (12) proposals were made between the parties. Of those, the parties have reached complete “table agreement” on four (4) proposals, and the remaining eight (8) proposals warrant further discussion by the parties.
- The full text of the parties’ proposals and counter proposals is provided below.
- The District proposed to CSEA a compensation increase of 3.25% on the salary schedule with no increase to the health benefit cap.
- CSEA indicated that they would like to pursue an increase to the health benefit cap, which is currently \$9,000 per year.
- The District communicated to CSEA that any increase to the health benefit cap would need to be accompanied by a commensurately smaller increase to the salary schedule than the 3.25% that the District had initially offered with no increase to the health benefit cap.
- CSEA counterproposed a salary schedule increase of 3.25% plus a \$900 per year increase to the health benefit cap, for a total health benefit cap of \$9,900.
- The parties have not yet reached agreement regarding an increase in compensation, whether on the salary schedule and/or the health benefit cap.
- The district is looking forward to continuing negotiations with CSEA, and anticipates having ongoing positive and productive discussions together as we work toward a full tentative agreement.

- Items with Table Agreement: 4
- Items Under Discussion: 8
- Tentative Agreement: Not reached as of yet
- Next Negotiation Session: Tuesday, February 2, 2021

A complete copy of the parties’ proposals and counter-proposals is attached below.

Proposed Classified Compensation Increase
HRUSD

Salary and Health Benefits
(Proposed by HRUSD on 1/21/2021)

Salary Schedule

A **3.25%** general increase to the salary schedule, **retroactively** effective starting with each employee's first paycheck of the 2020-2021 annual payroll cycle.

Health Benefit Cap

No increase to the health benefit cap for the 2020-2021 school year.

HART-RANSOM UNION SCHOOL DISTRICT

Classified Salary Schedule 2020-2021

Proposed by HRUSD 1/21/2021

THIS SALARY SCHEDULE INCLUDES THE 3.25% NEGOTIATED SALARY INCREASE FOR FY20-21

RANGE	CLASSIFICATIONS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	Longevity 1*	Longevity 2*	Longevity 3*
OO	Yard Duty	14.00	14.70	15.44	16.21	17.02	17.87	18.76	+ 0.35	+ 0.50 (0.35 + 0.50 = 0.85)	+ 1.00 (0.85 + 1.00 = 1.85)
1 - (A)		14.42	15.14	15.90	16.70	17.54	18.42	19.34	+ 0.35	+ 0.50 (0.35 + 0.50 = 0.85)	+ 1.00 (0.85 + 1.00 = 1.85)
2 - (B)		14.83	15.57	16.35	17.17	18.03	18.93	19.88	+ 0.35	+ 0.50 (0.35 + 0.50 = 0.85)	+ 1.00 (0.85 + 1.00 = 1.85)
3 - (C)		15.13	15.89	16.68	17.51	18.39	19.31	20.28	+ 0.35	+ 0.50 (0.35 + 0.50 = 0.85)	+ 1.00 (0.85 + 1.00 = 1.85)
4 - (D)	Instructional Aide (CHARTER) Instructional Aide Food Services Cashier-Clerk After School Program Leader	15.50	16.28	17.09	17.94	18.84	19.78	20.77	+ 0.35	+ 0.50 (0.35 + 0.50 = 0.85)	+ 1.00 (0.85 + 1.00 = 1.85)
5 - (E)		15.92	16.72	17.56	18.44	19.36	20.33	21.35	+ 0.35	+ 0.50 (0.35 + 0.50 = 0.85)	+ 1.00 (0.85 + 1.00 = 1.85)
6 - (F)		16.26	17.07	17.92	18.82	19.76	20.75	21.79	+ 0.35	+ 0.50 (0.35 + 0.50 = 0.85)	+ 1.00 (0.85 + 1.00 = 1.85)
7 - (G)		16.65	17.48	18.35	19.27	20.23	21.24	22.30	+ 0.35	+ 0.50 (0.35 + 0.50 = 0.85)	+ 1.00 (0.85 + 1.00 = 1.85)
8 - (H)	MOT Clerk Library Clerk Lead Cafeteria Clerk/Cook	17.09	17.94	18.84	19.78	20.77	21.81	22.90	+ 0.35	+ 0.50 (0.35 + 0.50 = 0.85)	+ 1.00 (0.85 + 1.00 = 1.85)
9 - (I)	Custodian Groundskeeper One-On-One Instructional Aide Receptionist (CHARTER)	17.47	18.34	19.26	20.22	21.23	22.29	23.40	+ 0.35	+ 0.50 (0.35 + 0.50 = 0.85)	+ 1.00 (0.85 + 1.00 = 1.85)
10 - (J)	School Secretary	17.93	18.83	19.77	20.76	21.80	22.89	24.03	+ 0.35	+ 0.50 (0.35 + 0.50 = 0.85)	+ 1.00 (0.85 + 1.00 = 1.85)
11 - (K)	Resource Aide	18.35	19.27	20.23	21.24	22.30	23.42	24.59	+ 0.35	+ 0.50 (0.35 + 0.50 = 0.85)	+ 1.00 (0.85 + 1.00 = 1.85)
12 - (L)	Data Analyst	18.75	19.69	20.67	21.70	22.79	23.93	25.13	+ 0.35	+ 0.50 (0.35 + 0.50 = 0.85)	+ 1.00 (0.85 + 1.00 = 1.85)
13 - (M)		19.16	20.12	21.13	22.19	23.30	24.47	25.69	+ 0.35	+ 0.50 (0.35 + 0.50 = 0.85)	+ 1.00 (0.85 + 1.00 = 1.85)
14 - (N)	Program Assistant (CHARTER)	19.62	20.60	21.63	22.71	23.85	25.04	26.29	+ 0.35	+ 0.50 (0.35 + 0.50 = 0.85)	+ 1.00 (0.85 + 1.00 = 1.85)
15 - (O)	Bus Driver Principal's Secretary	20.23	21.24	22.30	23.42	24.59	25.82	27.11	+ 0.35	+ 0.50 (0.35 + 0.50 = 0.85)	+ 1.00 (0.85 + 1.00 = 1.85)
16 - (P)	Maintenance Worker II	20.71	21.75	22.84	23.98	25.18	26.44	27.76	+ 0.35	+ 0.50 (0.35 + 0.50 = 0.85)	+ 1.00 (0.85 + 1.00 = 1.85)
17 - (Q)		23.33	24.50	25.73	27.02	28.37	29.79	31.28	+ 0.35	+ 0.50 (0.35 + 0.50 = 0.85)	+ 1.00 (0.85 + 1.00 = 1.85)
18 - (R)	After School Program Coord. Maintenance-Mechanic	25.20	26.46	27.78	29.17	30.63	32.16	33.77	+ 0.35	+ 0.50 (0.35 + 0.50 = 0.85)	+ 1.00 (0.85 + 1.00 = 1.85)

*Health benefits capped at \$9,000 annually

*Longevity 1, Longevity 2, and Longevity 3 are special compensation increments. Employees will remain on step 7 until their 10th year of service with the district.

Board Approved: X/XX/2021

Proposed Classified Contract Language

HRUSD

1/21/2021

Longevity

(Clarify language regarding Longevity)

Current Language

7.7 Longevity

- 7.7.1** On the salary schedule, longevity steps shall be as follows: Thirty-five cents (\$.35) an hour shall be added to the employee's hourly rate of pay beginning the tenth (10th) year of employment. An additional fifty cents (\$.50) per hour shall be added to the basic salary rate of pay beginning the fifteenth (15th) year of employment. An additional one dollar (\$1.00) per hour shall be added to the basic salary rate of pay beginning the twentieth (20th) year of employment. The total longevity added to an employee's basic salary rate shall be one dollar and eighty-five cents (\$1.85) per hour. For the purposes of this subsection, "year of employment" shall be calculated based on the employee's total number of consecutive years of service with the District as a represented employee in any and all represented position(s) they have held, as clarified by the following subsections.
- 7.7.2** An existing employee who obtains a new, additional, and/or different position shall progress through salary schedule steps 1-7 one year at a time as normal, starting with their initial salary schedule placement for that position. The year after reaching Step 7 in that position, the employee shall advance to Longevity Step 10 in that position if that is at least the employee's tenth consecutive year of service with the District as a represented employee. The year after reaching Step 10 in that position, the employee shall advance to Longevity Step 15 in that position if that is at least the employee's fifteenth consecutive year of service with the District as a represented employee. The year after reaching Step 15 in that position, the employee shall advance to Longevity Step 20 in that position if that is at least the employee's twentieth consecutive year of service with the District as a represented employee.
- 7.7.3** In the event of a voluntary demotion, an employee who was already placed on a longevity step in their preceding higher classification shall be initially placed at that same longevity step in their new lower classification, and will continue to progress on the salary schedule in their new classification on the basis of their total number of consecutive years of service with the District as a represented employee in any and all represented position(s) they have held.

- 7.7.4** An employee's first date of service upon initial employment with the District must be on or before the first scheduled workday in January of their first fiscal year of service, as designated on the work year calendar established for the first represented position that they held upon initial hire as a represented employee, in order for that year to count towards the calculation of eligibility for longevity steps.
- 7.7.5** In no case shall an employee be placed at a longevity step that is greater than the employee's total number of consecutive years of service with the District as a represented employee in any and all represented position(s) they have held.

Proposed Language

7.7 Longevity

- 7.7.1** On the salary schedule, longevity ~~steps~~ **increments** shall be as follows: Thirty-five cents (\$.35) an hour shall be added to the employee's hourly rate of pay beginning the tenth (10th) year of employment. An additional fifty cents (\$.50) per hour shall be added to the basic salary rate of pay beginning the fifteenth (15th) year of employment. An additional one dollar (\$1.00) per hour shall be added to the basic salary rate of pay beginning the twentieth (20th) year of employment. The total longevity added to an employee's basic salary rate shall be one dollar and eighty-five cents (\$1.85) per hour. For the purposes of this subsection, "year of employment" shall be calculated based on the employee's total number of consecutive years of service with the District as a represented employee in any and all represented position(s) they have held, as clarified by the following subsections.
- 7.7.2** An existing employee who obtains a new, additional, and/or different position shall progress through salary schedule steps 1-7 one year at a time as normal, starting with their initial salary schedule placement for that position. The year after reaching Step 7 in that position, the employee shall advance to Longevity ~~Step 10~~ **Increment 1** in that position if that is at least the employee's tenth consecutive year of service with the District as a represented employee. The year after reaching ~~Step 10~~ **Longevity Increment 1** in that position, the employee shall advance to Longevity ~~Step 15~~ **Increment 2** in that position if that is at least the employee's fifteenth consecutive year of service with the District as a represented employee. The year after reaching ~~Step 15~~ **Longevity Increment 2** in that position, the employee shall advance to Longevity ~~Step 20~~ **Increment 3** in that position if that is at least the employee's twentieth consecutive year of service with the District as a represented employee.
- 7.7.3** In the event of a voluntary demotion, an employee who was already placed on a longevity ~~step~~ **increment** in their preceding higher classification shall be initially

placed at that same longevity ~~step~~ **increment** in their new lower classification, and will continue to progress on the salary schedule in their new classification on the basis of their total number of consecutive years of service with the District as a represented employee in any and all represented position(s) they have held.

7.7.4 An employee's first date of service upon initial employment with the District must be on or before the first scheduled workday in January of their first fiscal year of service, as designated on the work year calendar established for the first represented position that they held upon initial hire as a represented employee, in order for that year to count towards the calculation of eligibility for longevity ~~steps~~ **increments**.

7.7.5 In no case shall an employee be placed at a longevity ~~step~~ **increment** that is greater than the employee's total number of consecutive years of service with the District as a represented employee in any and all represented position(s) they have held.

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Proposed Classified Contract Language

HRUSD

1/21/2021

Vacation Accrual

(Clarify language regarding vacation accrual)

Current Language

10.3 Accumulation

Vacation time shall be accrued at the beginning of the fiscal year and earned on a monthly basis in accordance with the following:

Proposed Language

10.3 Accumulation Accrual

Vacation time shall be accrued at the beginning of the fiscal year and earned on a monthly basis in accordance with the following:

Proposed Classified Contract Language

HRUSD

1/21/2021

Vacation Carry-Over

(Clarify language regarding vacation carry-over)

Current Language

10.7 Vacation Carry-Over

An employee who has been employed from one (1) to five (5) years may elect to carry over a maximum of ten (10) days of vacation to the following fiscal year. Any employee who has been employed from six (6) to fourteen (14) years may elect to carry over a maximum of fifteen (15) days of earned vacation to the following fiscal year. Any employee who has been employed more than fifteen (15) years may elect to carryover a maximum of twenty (20) days of earned vacation to the following fiscal year. An employee must notify the District by May 1st if he/she wishes to carry any vacation over to the next fiscal year. Employees may be required by the district to use some or all of their available vacation time in excess of the maximum carry-over during the year in which it was earned. Any vacation accrued at the end of the fiscal year in excess of the maximum carry-over will be paid on June 30. Vacation accrued within the maximum carry-over will not be paid on June 30 unless the employee has separated from employment with the district.

Proposed Language

10.7 Vacation Carry-Over

~~An~~ **A twelve-month** employee who has been employed from one (1) to five (5) years may elect to carry over a maximum of ten (10) days of vacation to the following fiscal year. Any **twelve-month** employee who has been employed from six (6) to fourteen (14) years may elect to carry over a maximum of fifteen (15) days of earned vacation to the following fiscal year. Any **twelve-month** employee who has been employed more than fifteen (15) years may elect to carryover a maximum of twenty (20) days of earned vacation to the following fiscal year. ~~An~~ **A twelve-month** employee must notify the District by May 1st if he/she wishes to carry any vacation over to the next fiscal year. **Twelve-month** ~~Employees~~ employees may be required by the district to use some or all of their available vacation time in excess of the maximum carry-over during the year in which it was earned. Any vacation ~~time accrued~~ **accumulated** at the end of the fiscal year in excess of the maximum carry-over will be paid on ~~June 30~~ **or before July 31**. Vacation ~~time accrued~~ **accumulated** within the maximum carry-over will not be paid ~~on June 30~~ unless the employee has separated from employment with the district.

Proposed Classified Contract Language

HRUSD

1/21/2021

Minimum Days

(Clarify language regarding minimum days)

Current Language

11.5 Minimum Days

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

Minimum days for the last 2 days of any school year may be adjusted to meet the needs of the employee and the District. Any adjustments made under this article 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.

Proposed Language

11.5 Minimum Days

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

Minimum days for the last 2 days of any school year may be adjusted to meet the needs of the employee and the District. Any adjustments made under this ~~article~~ **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.

Proposed Classified Contract Language

HRUSD

1/21/2021

Minimum Days

(Improve language regarding minimum days)

Current Language

11.5 Minimum Days

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

Minimum days for the last 2 days of any school year may be adjusted to meet the needs of the employee and the District. Any adjustments made under this article 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.

Proposed Language

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CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND
ITS HART RANSOM CHAPTER #699
COUNTERPROPOSAL 2020-2021
REOPENER NEGOTIATIONS
WITH THE HART-RANSOM UNION SCHOOL DISTRICT

January 21, 2021

CSEA accepts the 3.25% salary increase.

CSEA proposes increasing the district contribution to the salary cap to \$9,900.

Appendix B: Salary Schedule

CSEA proposes a graph separate from the salary schedule illustrating the longevity increases. – TA 1/21/21 on concept; will revisit for the actual product

Article 6: Hours and Overtime

~~6.18 Substitute Hours~~ **Move to 6.7 Extra Time as 6.7.2**

6.7.1 **Extra time is defined as working more than the employees regular assigned work hours. Extra time shall be paid as follows:** ~~The work week~~ for any classified employee having an average workday of less than eight (8) hours per day, during the work week on a regular basis, **extra hours worked** shall be compensated at their regular rate of pay up to a cumulative total of no more than eight (8) hours per day; a cumulative total of more than eight (8) hours per day shall be compensated at one and one-half (1½) time the employee's regular rate of pay.

6.7.2 (Copied from 6.18 Substitute Hours) ~~Substitute hours~~ **Extra time to cover absences of current classified employees** shall be offered, **in whole or in part**, first to bargaining unit members in order of their seniority ~~when appropriate. Appropriate shall be defined as not during a bargaining unit member's normally scheduled hours of work or workdays, nor at any time when substitute hours could be construed as requiring the District to pay a bargaining unit member overtime.~~

When one or more shifts cannot be covered by a current classified employee, the extra hours may be ~~When an absence occurs, the district shall offer the available hours, in whole or in part, to current classified employees who are qualified and suitable to perform the work unless one or more shifts cannot be covered, at which time all shifts in the absent employee's workday may be offered to one or more unrepresented substitutes who are qualified and suitable to perform the work. If the district is given less than twenty-four (24) hours notice of the absence, the district~~

may offer the available work to one or more unrepresented substitutes who are qualified and suitable to perform the work.

6.7.3 When additional hours in a current classification become available, they shall be offered first to bargaining unit members in order of their seniority. Permanent employees who are assigned additional hours shall be compensated at their current step in the range of the temporary position. If the pay for the employee's step in the range of the temporary position is less than their regular rate of pay, the employee shall be compensated at their regular rate of pay.

6.7.2⁴ Except in cases of emergency extra time if prior authorization is not possible, all extra time must be pre-approved in writing by the immediate supervisor or designee before the extra time may be worked.

6.7.3⁵ Emergency extra time is defined as a sudden, unexpected occurrence or set of circumstances requiring immediate action. Emergency extra time must be reported to the immediate supervisor in writing by the next business day.

6.7.4⁶ All extra time worked must be submitted to the immediate supervisor by the 1st day of each month on the District approved form.

Article 7: Compensation

7.8 Compensation for an Employee Working Out of Classification

An employee shall not be required to perform duties not a part of his/her classification(s) during the employee's regular assigned work hours except as provided in this section.

7.8.1 An employee who is required to perform duties which are not fixed and prescribed for the position by the governing board, unless the duties reasonably relate to those fixed for the position by the governing board, for any period of time, shall have his/her salary adjusted upward for the entire period he/she is required to work out of classification. **The adjusted salary will be paid for both the member's contracted hours and any additional hours required.**

7.8.2 Bargaining unit members who work in a classification in a higher range other than their contracted classification(s) shall be paid that classification range at the bargaining unit member's step; longevity shall be applied as appropriate. Extra time and/or overtime rates shall apply as is defined in sections 6.7 and 6.8.