

CRPUSD counter proposal
4:10pm

REOPENER NEGOTIATIONS 2017-2018
Between
Cotati Rohnert Park Unified School District
&
California School Employees Association Chapter 645

March 13, 2018

The District's proposal is a comprehensive package and the elements are interdependent. This proposal is intended to fully and finally settle all terms open to bargaining during the 2017-2018 negotiations.

If the parties do not reach a tentative agreement during negotiations on March 13, 2018, the District reserves the right to alter or rescind this proposal.

The elements of the proposal are as follows:

1. ARTICLE 4 SALARY.

- a. For fiscal year 2017-2018, the District offers a 2% increase on schedule (excluding longevity, incentive pay, and bilingual stipend) retroactive to January 1, 2018, to be paid on regular payroll in month following the month of Board ratification or before.

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2. ARTICLE 6 RETIREMENT.

No change.


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3. ASSEMBLY BILL 119 (GOV'T CODE §§3555-3559)

MEMORANDUM OF UNDERSTANDING
between
Cotati Rohnert Park Unified School District
&
California School Employees Association Chapter 645

The Cotati Rohnert Park Unified School District and California School Employees Association, Chapter 645, agree to implement AB 119 (2017) as follows:

- a. Union Orientation For New Unit Members:
 - i. The District shall notify the Chapter President of newly hired unit members within 10 days of when a new hire clears the pre-employment requirements and a start date is confirmed.
 - ii. Notice shall be made via email addressed to the Chapter President.
 - iii. The Chapter President or designee shall schedule and meet with new hires at their worksites or other location during a time that does not interfere with District business.
 - iv. The District shall grant the Chapter 15 minutes of paid release time, and **up to 15 minutes of travel time when necessary**, to perform new employee orientation for one CSEA representative. The District shall make meeting space available upon request.
- b. Union Member Contact Information:
 - i. The District shall provide the Chapter with contact information for newly hired unit members electronically in a mutually agreeable format on the last working day of the month in which the members started work.
 - ii. The contact information shall include:
 - 1. First Name
 - 2. Middle Name
 - 3. Last Name
 - 4. Job Title
 - 5. Department
 - 6. Work location(s)

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7. Home address on file with the District (**including city, state, and zip code**)
 8. Work telephone numbers on file with the District
 9. Home telephone numbers on file with the District
 10. Personal cellular telephone numbers on file with the District
 11. Personal email addresses on file with the District
 12. Employee identification number
- iii. Periodic Update of Contact Information:
1. The District shall provide CSEA with **updated contact information, as listed above in (b) ii**, the last working day of **September, January, and May** of each year.
- c. The Parties agree that should a dispute arise regarding this agreement **the Parties shall follow the grievance procedures in Article 11.**

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4. IT DEPARTMENT REORGANIZATION.¹

- a. The following classifications shall be eliminated or replaced:
 - i. LAN/WAN Support Technician.
 - ii. Computer Operator.
 - iii. Student Administrative Software Support Technician.
 - iv. Technology Integration Specialist.
 - v. Information Systems technician II.
- b. The following classifications shall be effective:
 - i. IT System Administrator [Range 36] replace LAN/WAN Support Technician.
 - ii. IT Support Technician I [Range 27] replace Tech Integration Specialist.
 - iii. IT Support Technician II [Range 29] replace Information Systems Technician.
 - iv. Student Administrative Software Support Technician [Range 35] range change from Range 33.
 - v. Jr. System Administrator [Range 35] new position.²

5. All CSEA Salary Schedule classifications that are redundant shall be eliminated as indicated by red print on the attached salary schedule. Reorganization review of budgeted classifications will continue in agreement with CSEA. Reclassification requests outside of the reorganization review will follow Article 20.

¹ Job Descriptions attached for reference.

² Computer Operator duties shared among Tech Support Associate, Jr. System Administer, and other IT staff.

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6. USE OF IPADS FOR DISTRICT MAINTENANCE AND IT POSITIONS.

- a. Normal wear and tear or unintentional damage to a District issued IPAD at work shall not be cause for disciplinary action.
- b. Employee use of IPADS shall be covered by the rules published in BP/AR/E Employee Use of Technology. Should it become necessary, the District shall issue or provide supplemental directives and training specific to IPAD usage.
- c. The IPADs shall be used for work order timekeeping, status, and auditing.
- d. The IPAD tracking function will be used in the instance of lost or stolen equipment or an emergency.
- e. The IPADs shall not be used as the sole evidence for discipline; however, nothing shall restrict the District from disciplining staff based on a violation of law, Board Policy or Regulation, or the collective bargaining agreement.

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7. RICHARD CRANE OFFICE ASSISTANT POSITION.

- a. Work hours for this position shall remain at current level consistent with business need and student enrollment [1.25 hours per day].

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8. ARTICLE 12 – HOURS.

MEMORANDUM OF UNDERSTANDING
between
Cotati Rohnert Park Unified School District
&
California School Employees Association Chapter 645

- a. The Cotati Rohnert Park Unified School District and California School Employees Association, Chapter 645, agree to supplement section 12.1 of the collective bargaining agreement, as follows:
- b. Section 12.1, Work Week, provides that, “The work week shall consist of five (5) consecutive days. A forty (40) hour week is standard. The specific workday shall be designated by the District.”
- c. The Parties agree that management may need to make reasonable changes in a member’s workday due to educational or business necessity. Accordingly, section 12.1, shall be supplemented as follows:
- The term workday means the number of hours worked in a day and the start and end times of a work shift.
 - Before changing the start and end times of a work shift the District shall provide the member with written notice at least five (5) workday’s before the change in workday. A change shall not be arbitrary or capricious, or a shift change shall not be more than 60 minutes, but based upon educational or operational necessity.
 - Upon written request, the District and CSEA shall negotiate the impacts of a change in workday.

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FOR DISTRICT:

[Signature]
Date: 3/13/18

Karen Turner
Date: _____

[Signature]
Date: 3/13/18

Am Lopez
Date: 3/13/18

FOR CSEA:

Date: _____

[Signature]
Date: 3/13/18

Date: _____

Date: _____

NR 3/13/18
[Signature]
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