

Alvord Unified School District

NOTICE OF PUBLIC HEARING

The Alvord Unified School District Hereby Gives Notice that a
Public Hearing will be held as follows:

TOPIC OF HEARING:

Notice is hereby given that approval is requested for the Board of Education to accept California School Employees Association and its Alvord Chapter 339 initial proposals and commence negotiations in accordance with Government Code 3547.

Alvord Unified School District – Human Resources
9 KPC Parkway
Corona, CA 92879

The Board of Education will be taking action on this item at its regularly scheduled meeting at the following location:

Alvord District Board Room

HEARING DATE: Thursday, October 22, 2020
TIME: 4:00 PM
LOCATION: District Board Room
Alvord Unified School District
9 KPC Parkway
Corona, CA 92879

**FOR ADDITIONAL INFORMATION CONTACT: Bob Presby, Assistant Superintendent at
(951) 509-5124**

INITIAL PROPOSAL

CSEA and its Alvord Chapter 339 at Alvord Unified School District

2020-2023 Successor Contract Negotiations

Article VI – Wages and Benefits

CSEA proposes to increase regular rates of pay to levels that are competitive with comparable employers, reflect a competitive living wage, and demonstrate the employer's recognition of the value of the excellent services provided by the classified employees of the Alvord Unified School District;

CSEA proposes to increase longevity payments that are competitive with comparable employers and demonstrate the employer's recognition of the value of classified employees whom make long-term commitments to the District and its students;

Article VII – Pay Allowances

CSEA proposes to increase the minimum percentage increase in pay for promotions to levels that are competitive with comparable employers.

Article XI – Hours & Overtime

CSEA proposes to increase the shift differential and minimum percentage increase in pay for out-of-classification work to levels that are competitive with comparable employers.

Article XII – Reclassification

To modernize, provide for the updating and improve the competitiveness of the classified bargaining unit classifications with comparable employers, CSEA seeks to implement a procedure for a cyclical classification and compensation study.

CSEA also seeks to amend the reclassification procedure to clarify the Reclassification Committee's roles, responsibilities and authority, as well as, increase the minimum percentage increase in pay for reclassified positions.

Article XV – Layoff and Reemployment

CSEA seeks to remove language contained in Section 7 of the Article which forfeits all reemployment rights and removes a member from the reemployment list upon refusal of a reemployment offer.

As well as, recognize contemporary case law regarding reemployment rights under *Tucker v. Grossmont Union High School District* (2008).

Article XVII - Leaves

CSEA seeks to increase the available days of Parental Leave;

CSEA seeks to increase the number of days for bereavement as other districts are increasing this benefit;

CSEA seeks to add additional bereaved persons for bereavement entitlement.

Article XXI – Term

CSEA is proposing a three (3) year term for the successor Collective Bargaining Agreement beginning December 1, 2020 through November 30, 2023.

CSEA reserves the right to open different topics during the course of the successor agreement negotiations, subject to the appropriate notice requirements under the law and CSEA policies.

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Please place this Proposal on the next Board of Education agenda in compliance with California's Brown Act, and Government Code 3547(a) of the Education Employment Relations Act or "EERA". In addition, please contact Dale Wissman, CSEA Labor Relations Representative to coordinate dates with the CSEA negotiation team to begin bargaining sessions on the above topics.

Submitted by:

Sosonja Howard-Mayo
Sosonja Howard-Mayo, President

09/03/2020

Date

CSEA Alvord Chapter 339