

The California School Employees Association
and its
Coronado Chapter # 386
Initial Proposal for the
2020-2023
Successor Contract to the
Coronado Unified School District

Pursuant to the Educational Employees Relations Act (EERA) and Article 4 of the current Collective Bargaining Agreement (CBA) between the Coronado Unified School District and the California School Employees Association (CSEA) and its Chapter # 386, CSEA submits initial proposal to meet and negotiate with the District for 2020-2023 Successor Contract.

ARTICLE 3 MANAGEMENT RIGHTS

3.3 CSEA proposes to add new language to include, the provision in this Article does not allow the District to violate any provisions in the Agreement or to violate any rights of the employees under the California Education Code or the Educational Employment Relations Act.

ARTICLE 6 VACATION

6.19.9 Vacations for unit members who are assigned to ten (10), 10.5, or eleven (11) month work years ~~shall~~ **may** be taken on specified dates during the school holidays. **During these “specified” dates, it is at the discretion of the employee to use either vacation or leave without pay.** Sections 6.19.8 and 6.19.10 shall apply to earned vacation time in excess of that which is used on these dates.

6.21 Minimum Days

No unit member shall have his or her hours reduced, or be required to use vacation time, on minimum days during which pupils would otherwise have been in attendance but are not and for which certificated personnel receive regular pay, classified personnel shall also receive regular pay whether or not they are required to report for duty that day. (Ref. Ed Code Section 45203 **and CUSD Administrative Regulations 3516.51**).

ARTICLE 7 HOLIDAYS

7.1 Scheduled Holidays

The Board agrees to provide all employees in the bargaining unit with the following paid holidays:

New Years Day

Martin Luther King Day

Lincoln's Birthday
Washington's Birthday
~~Thursday before Easter~~ **Two (2) days at Easter in accordance with the school day calendar**
~~Friday before Easter~~
Memorial Day
Independence Day
Labor Day
Admission Day (or day in lieu thereof as determined by the Board)
Veterans Day
Thanksgiving Day
Friday after Thanksgiving
Christmas Day
Four (4) days of Christmas vacation (as determined by the Superintendent)

ARTICLE 8 BENEFITS

8.4.2 Early Retirement Incentives

The District agrees to maintain the present level of benefits and pay any increased costs until ~~June 30, 2020~~. **June 30, 2023**.

ARTICLE 9 SALARY

9.1 Salary Schedule

CSEA proposes a fair and equitable percent increase on the salary schedule for all bargaining unit employees.

If any other bargaining unit or employee group within the District receives an increase in salary, the same percent shall be applied to the classified bargaining unit and if another form of compensation using resources not previously allocated to that unit or group, the classified bargaining group shall be entitled to the same amount of compensation.

ARTICLE 20 TERMS OF THE AGREEMENT

20.1 This Agreement shall become effective as of July 1, ~~2017~~, **2020** and shall continue in effect until June 30, ~~2020~~ **2023**

20.2 For the ~~2018-2019~~ **2021-2022** and the ~~2019-2020~~ **2022-2023** school years, the District and CSEA shall have the right to reopen the articles of the Agreement on salary and benefits. Also, each party shall have the right to reopen two additional articles.

APPENDIX B

EMPLOYEE BENEFITS:

Vacation: For Full-time, 12 month employees:**

10 days - 1 through 3 years of continuous paid service in the District

12 days - 4 through 5 years of continuous paid service in the District

15 days - 6 through 12 years of continuous paid service in the District

18 days - 13 through 20 years of continuous paid service in the District
20 days - +21 years of continuous paid service in the District.

****Regular part-time unit members or regular full-time unit members who work less than 12 months each duty year will earn vacation on a prorated basis.**

Longevity: Longevity increments, for years of service in Coronado Unified School District, will be added to steps as follows:

+0.75% Per each year from year 12 to year 15

+1.2% Per each year from year 16 to year 20

+1.8% Per each year from year 21 to year 25

+3.0% Per each year from year 26 to year 30

Responsibility factor: 5% for specified positions
(Food service Worker III - Lead: Lead Grounds Worker)

These shall be considered initial proposals. CSEA retains the right to amend, modify, add to or delete from these proposals at any time during the negotiation process.