

Initial ("Sunshine") Proposal From the Patterson Joint Unified School District for Reopener Agreement with the CSEA

The Patterson Joint Unified School District (herein "District") and the California School Employee Association # 164 (herein "CSEA") are operating under a three-year collective bargaining agreement (July 1, 2021 through June 30, 2024).

Pursuant to Article 26(c) of the Collective Bargaining Agreement between the District and CSEA for the 2021-2022 academic year, each party shall have the option to reopen two articles each in addition to mandatory reopeners of Article 7: Pay and Allowances and Article 10: Health and Welfare Benefits. Before negotiations may begin, however, each party must formally "sunshine" its reopeners to collective bargaining agreement in a proposal at a Board of Trustees meeting. The district intends to negotiate on following:

ARTICLE 7 Pay and Allowances: The District will propose to negotiate a wage and benefit package offering fair compensation consistent with its current and future economic conditions.

ARTICLE 10 Health and Welfare Benefits: The District will propose to stay status quo in this article.

ARTICLE 14 Promotion, Transfer, and Voluntary Demotion: The district will propose slight alterations to language under 14.7 for readability and understanding. The district will also propose new language to more clearly define transfers for district wide positions to include those in the Nutrition Services, Information Technology, Custodial/Maintenance, and Instructional Aides classifications. The district will also propose restricting transfers, but not promotions, during probationary periods of employment.

ARTICLE 19 Classification and Reclassification: The district will propose language to reflect that this Article will be closed for the 2022-2023 school year while both parties work through the finalization of class comp study. The district proposes that it shall be a mandated reopener for the subsequent school year.

Article 26(b) states that "Either party may reopen an article at any time and the parties agree to meet and negotiate in a timely manner". This language is written to allow the district and CSEA to meet for various reasons, including changes to California Education code. As such, the district and CSEA should negotiate an MOU in light of changes to California Education Code that can be implemented into practice immediately and placed into our contract language for future years. Thus, the district will propose to negotiate the following outside of our normal negotiations that has contractual bearing:

ARTICLE 15 Layoffs and Reemployment: With the changes to classified layoff procedures found EdCode 45117/88017 due to the passage of AB 438, the district will propose language to change this article to reflect mandates in state law and explore ways to create internal systems which deal this new process most effectively.

All provisions of the present Collective Bargaining Agreement not addressed in the course of negotiations are to remain unchanged.