

District Proposal to CSEA
1/26/12

1. Article 6 (Compensation and Benefits), Section 6.1 (Compensation) - consider wage structure which recognizes such factors as the District's financial condition, any state-funded COLA the District may receive, and job market conditions.
2. Article 6 (Compensation and Benefits), Section 6.2.3 - permit waiver of fees only to extent permitted by law. (See Educ. Code section 76300)
3. Sec. 6.3.9(d)(3) - update language to incorporate MOU regarding employees who are reclassified to a lower class.
4. Sec. 8.1.1 and 8.1.2 - MLK is a state designated holiday. As such it really should be in sec. 8.1.1 rather than 8.1.2.
5. Article 9 (Vacations), section 9.2 - clarify provision to conform to practice and Education Code that earned vacation does not become a vested right until completion of the initial six months of employment.
6. Article 11 (Promotions), section 11.1 - unless the District's "Affirmative Action Policy" proscribes in-house promotions except under circumstances authorized by 5 CCR 53021, this provision is of questionable legality. Even if it does, we may want to update the title of the policy.
7. Sections 14.2.3 and 14.2.4 - change "88191" to "88192"
8. Section 16.9.1 - modify language as follows:

"Military Leave

Military leave of absence shall be granted and compensated in accordance with state and federal law. ~~the Military and Veterans Code Sections 389, 395 and 395.3 and Education Code Sections 87731 and 87700.~~

9. Section 16.10 (Family Care Leave) - update to conform to recent changes in federal law.
10. Article 23 (Term) - consider multi-year term.
11. Appendix A (List of Classes in Bargaining Unit) - update, as needed
12. Appendix B (Health Insurance Benefits) - maintain cost containment components
13. (new) Discipline Procedure - update existing procedure (found in Board Policy, Administrative Regulation) to more clearly define grounds for discipline, provide for pre-action due process (as required by law), add a new disciplinary action - reduction in pay, and more clearly describe the hearing process before the Board of Trustees.