



NUSD-CSEA Negotiations Update

Information About Contract Negotiations

January 28, 2019

Negotiating Teams at the Bargaining Table

MANAGEMENT TEAM

Angela Herrera,
Associate Superintendent

Javetta Cleveland,
Deputy Superintendent

Kamaljit Pannu,
Assistant Superintendent

Christina Huth,
Executive Director

Corrie Buckmaster,
Director

Carley Borrelli,
Administrative Assistant

CSEA TEAM

Moe Kang,
Lead Negotiator/CSEA Labor Relations Rep

Pamela Rothwell,
CSEA President/Secretary II

Evelyn Martinez,
Interpreter/Translator - Spanish

Andre Mitchell,
Campus Safety Specialist II

Ed Moreno,
Grounds Specialist III

Rita Salas,
Custodial Team Leader II

Janine Trevino,
Administrative Assistant

Maricela Vaca,
Bus Driver

CSEA and NUSD currently have a three-year contract that runs through June 30, 2019. This contract allowed for both parties to “reopen” 2 articles each and Salaries and Health & Welfare Benefits for 2018-19. District and CSEA leadership have been negotiating six articles. The reopener negotiations are now heading into the 4th month. The parties have met 5 times.

Salaries & Benefits:

Initially, CSEA requested a 7% ongoing raise for 2018-19, which was comprised of the 2% already negotiated, plus an additional 5%. They additionally asked for a 1.5% one-time payment. 7% is unaffordable in one year (for example, NUSD settled with its teachers for 3% for the same year). The District made significant efforts to reach agreement by exchanging proposals that included a 2-year offer of a 6.5% salary raise that would provide guaranteed raises, including the 2% already negotiated, through 2019-20 and a 1.5% one-time payment for all classified employees. Additionally, NUSD was willing to agree to contract language requests not entertained prior.

Other than salaries, language proposed and/or agreed to includes:

- \$720 dollars per year if you are a 12-month employee prorated at \$60 a month for 10- and 11-month employees. **Parties have reached tentative agreement on this.**
- Relevant 180-day employees get 2 additional paid work days to receive professional growth and collaboration time. (e.g., special education instructional assistants working with the teacher to which they are assigned.) **Parties have reached tentative agreement on this.**
- Offering a 2.5% longevity increase for employees who have worked for NUSD 25 years.
- The 2-year deal proposed by NUSD provides a 3% ongoing raise for classified employees in 2019-20, plus a “me-too” that would ensure classified employees receive the matching percent increase that teachers receive in 2019-20 (if it is higher than 3%).
- Improved process for transfer and promotional opportunities that in the past actually resulted in formal complaints from classified employees.
- Language regarding disciplinary hearings. (Note: On average, this affects one member per year, since not many disciplinary issues reach this level)

In addition to work on this reopener, NUSD will soon be sunshining for CSEA’s full contract reopener for the 2019-2020 school year.