

Bargaining Update

Contract Negotiations Between OSD and CSEA

September 29, 2023

Joint Communique

We are excited to report we have reached a tentative agreement with the California School Employees Association (CSEA), Chapter #272, for the 2022-23 school year. The negotiations session was conducted using Interest Based Bargaining (IBB), and Mr. Walt Schwartz was the facilitator for the session.

[Interest-Based Bargaining (IBB): *IBB assumes that mutual gain is possible, that solutions that satisfy mutual interests are more durable, and that the parties should help each other achieve a positive result.*]

The following articles were open for negotiation:

1. Article 9-Pay Allowances (mutual)
2. Article 13-Health and Welfare Benefits (mutual)

The teams reached an agreement on salary as follows and concluded negotiations for the 2022-2023 school year:

- CSEA-11% on salary ongoing, retro to July 1, 2022, and 1% on longevity, retro to July 1, 2022 to active employee as of the date of ratification. (vote: yes-15) (TA)

You will see the salary increase in the October paycheck. A separate retroactive paycheck will be paid to employees for the period of July 2022 through September 2023. This will be paid no later than end of November, contingent on approval at the October 18th Board Meeting. Both negotiating teams reaffirm their unwavering commitment to facilitating access to affordable health and welfare benefits for employees. We remain steadfast in our belief that providing access to health benefits is of paramount importance, and we are eager to work collaboratively to identify mutually beneficial solutions during future negotiations.

We acknowledge the importance of your feedback and concerns, and moving forward, we will continue to engage in productive dialogue to address these issues and come up with creative solutions.

OSD Management Negotiations Team:

Valerie Mitchell, Asst. Supt Business & Fiscal Services
Dr. Natalia Torres, Asst. Supt Human Resources
Dr. Scott Carroll, Director of Human Resources (absent)
Patricia Nunez, Director of Fiscal Services
Jorge Mares, Principal
Dana Miller, Director of Facilities
Jason Corona, Director of CNS

CSEA Negotiations Team:

Ilene Poland, CSEA President
Humberto Gonzalez, M&O, Trans,
Alex Cortez, Custodial
Gricet Renteria, Campus Assistant
Alex G. Cortez, Para
Jill Ortiz, CNS
Christopher Crump, Labor Rep.
Pamela Ibarra, Clerical
Ray Ibay, Technology