

SUMMARY OF TENTATIVE AGREEMENT

**WITH ANTIOCH EDUCATION ASSOCIATION (CSEA) BARGAINING UNIT
OF THE ANTIOCH UNIFIED SCHOOL DISTRICT**

To be acted upon by the Governing Board at its meeting on June 13, 2018.

GENERAL:

If this Public Disclosure is not applicable to all of the district's bargaining units, indicate the current status of the other units.

Certificated and Management Closed for 2017-18

The proposed agreement covers the following period: **07/01/2017 – 06/30/2018**

COMPENSATION:

Proposed percentage increase in proposed agreement: **2.25% Effective 07.01.17 ,
Health & Welfare Adjustments 0.56% effective 01.01.18 and Longevity stipends
.50% Increase Effective 07.01.17**

Current year total cost increase for:	Salaries:	<u>\$ 647,500</u>
	Statutory Benefits:	<u>\$ 167,500</u>
	Health & Welfare:	<u>\$ 158,868</u>

OTHER PROVISIONS:

Other Compensation:

Non-Compensation:

TOTAL COST OF COMPENSATION INCREASE (FY 2017-18) \$973,868

**WAS THIS COST INCLUDED IN THE LATEST
PROJECTIONS PROVIDED TO THE COUNTY OFFICE? Yes ____ No X**

SOURCE FUNDING:

The following source(s) of funding have been identified to fund the proposed agreement:

Carry-Over money and new LCFF revenue.

FISCAL IMPACT IN CURRENT YEAR: (See attached MYP worksheet)

FISCAL IMPACT IN FUTURE YEARS:

The following assumptions were used to determine that resources would be available to fund these obligations in future fiscal years:

Growing /Maintaining Enrollment Districts:

N/A

Declining Enrollment Districts:

We have sufficient Ending Fund balance to support this compensation increase.

TENTATIVE AGREEMENT BETWEEN
ANTIOCH UNIFIED SCHOOL DISTRICT AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

ARTICLE 8
Pay and Allowances

8.1.2 **Effective July 1, 2017, all salary schedules and professional growth stipends in the Collective Bargaining Agreement shall be increased by 2.25%.**

8.14.2 Effective July 1, 2018: Longevity stipends will be paid as follows: ~~Two percent (2%)~~ **Two and one half percent (2.5%) at ten (10) years, ~~three percent (3%)~~ **three and one half percent (3.5%) at fifteen (15) years,** ~~four percent (4%)~~ **four and one half percent (4.5%) at twenty (20) years,** ~~five percent (5%)~~ **five and one half percent (5.5%) at twenty five (25) years,** ~~six percent (6%)~~ **six and one-half percent (6.5%) at thirty (30) years and** ~~seven (7%)~~ **seven and one half percent (7.5%) at thirty five (35) years.**** The qualifications for longevity pay are set forth in Section 8.14.1.

ARTICLE 10
HEALTH AND WELFARE BENEFITS

10.1 Employee and Dependent Insurance Coverage

Effective January 1, 2018 the District shall pay the annual cost with a three-tier structure as follows:

Single: \$11,736
Two Party: \$16,680
Family: \$19,800

10.2 Cash In Lieu: The District shall provide a minimum of three thousand dollars (\$3,000) annually for unit members who do not participate in the medical benefits. **Unit member must show proof of enrollment in a group plan each year in order to qualify.** Participation in the dental and vision plans are mandatory for employees who work 35 hours or more a week. This money is in no way to be construed or negotiated as part of the regular pay rate, but is to be part of the Health and Welfare benefits. The three thousand dollar (\$3,000) amount is part of the premium contribution stipulated in 10.1 and 10.1.1 above for employees working thirty five (35) hours or more per week. Less than thirty five (35) hour per week employees will receive pro rata amounts as referred to in 10.1 above.

Employees who elect to take cash in lieu of medical benefits in the future stipulated in 10.1 must enroll during an open enrollment period.

The remainder of Article 10 shall remain status quo.

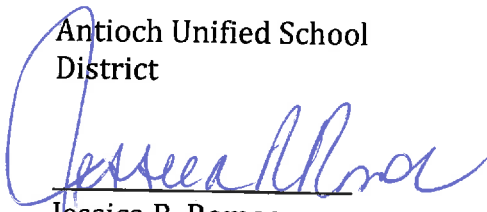
ARTICLE 7

HOURS AND OVERTIME

7.1 **Workweek:** The workweek shall consist of five (5) consecutive days, Monday through Friday, **or Tuesday through Saturday,*** with the exception of the deep cleaning crew who work Thursday through Sunday, four (4) ten (10) hour days. This Article shall not restrict the District's right to extend the regular workweek or workday when it is deemed necessary to carry on the business of the District on an overtime basis.

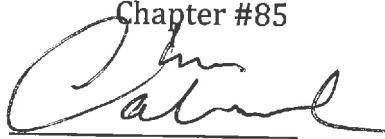
***The Tuesday through Saturday work week will be for positions posted after approval of the tentative agreement and will be clearly stated on any and all postings prior to the hiring for that position. No employee shall be moved to the Tuesday through Saturday schedule without their consent.**

Antioch Unified School
District



Jessica R. Romeo
Chief Human Resources

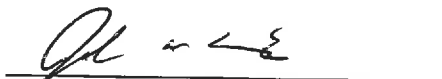
California School Employees Association,
Chapter #85



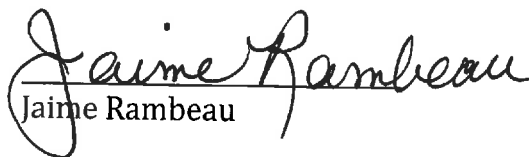
Chris Colcord, President



David Sanford, CSEA Labor Representative



John Luis



Jaime Rambeau



Erik Pitschner



Anna Hernandez



Tom Sellers