

**CASTRO VALLEY UNIFIED
SCHOOL DISTRICT**



**SPECIAL MEETING OF THE
BOARD OF EDUCATION
JULY 1, 2019**

**CASTRO VALLEY UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION**

SPECIAL BOARD MEETING

**MONDAY, JULY 1, 2019
AGENDA**

CALL TO ORDER: 5:30 P.M.

MEETING LOCATION:

District Office
4400 Alma Avenue, Castro Valley, CA 94546

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Superintendent's Office at (510) 537-3000. Notification at least 48 hours before the meeting will enable the district to make reasonable arrangements to ensure accessibility to this meeting.

I. OPEN MEETING – President Theodore

**Open
Meeting**

A. Call to Order

President Theodore will call to order the Special Meeting of the Board of Education.

B. Roll Call

C. Approval of Agenda

ACTION

President Theodore will ask if there are any changes to the agenda and for a motion to approve the agenda.

D. Public Comment

**Public
Comment**

The Board respects and encourages the public to comment on matters on the Board agenda and within the Board's jurisdiction. The Board fully supports civil discourse and requests that everyone respect each other and their point of view. Individuals who would like to address the Board must complete a "Request to Speak" form and submit it to the Board President prior to the start of the agenda item.

II. ACTION ITEMS

A. Ratify the Memorandum of Understanding between the California School Employees Association (CSEA), Chapter 52 and Castro Valley Unified School District (CVUSD) to increase the Classified Employee Salary Schedule*

ACTION

The Board will consider ratifying the Memorandum of Understanding between the California School Employees Association (CSEA), Chapter 52 and Castro Valley Unified School District (CVUSD) to increase the Classified Employee Salary Schedule.

III. ADJOURNMENT

Adjournment

**Exhibit*

AGENDA

ITEM

II

CASTRO VALLEY UNIFIED SCHOOL DISTRICT

BOARD MEETING AGENDA BACK-UP

Board Meeting of July 1, 2019

TO: Parvin Ahmadi, Superintendent

FROM: Dr. Sherri Beetz, Assistant Superintendent of Human Resources

SUBJECT: Ratify the Memorandum of Understanding between the California School Employees Association (CSEA), Chapter 52 and Castro Valley Unified School District (CVUSD) to increase the Classified Employee Salary Schedule

Background:

On March 25, 2019, the district reached agreement with the Castro Valley Teachers Association (CVTA) regarding several articles in the collective bargaining agreement, including a 3.25% increase to the 2017-18 salary schedule.

The classified bargaining unit, California School Employees Association (CSEA) Chapter 52, has negotiated what is commonly known as a “Me Too” clause in their collective bargaining agreement. In alignment with this negotiated agreement, the district and the California School Employees Association (CSEA), Chapter 52, have reached agreement on a Memorandum of Understanding to increase the 2017-18 CSEA Salary Schedule by 3.25% retroactive to July 1, 2018. It is now being presented to the Governing Board for ratification.

Financial Implications:

The Memorandum of Understanding includes a 3.25% increase to the 2017-18 CSEA Salary schedule retroactive to July 1, 2018. The financial impact of this increase is \$ 568,750. The cost of this increase was included in the AB 1200 that was approved by the Board at its regular meeting on April 11, 2019.

Staffing Implications:

None

Recommendation:

Staff recommends that the Castro Valley Board of Education ratify the attached Memorandum of Understanding between the Castro Valley Unified School District and the California School Employees Association (CSEA), Chapter 52.

**Memorandum of Understanding
Between
Castro Valley Unified School District
And
California School Employees Association, Chapter No.52**

On April 11, the Board of Education approved the Tentative Agreement between Castro Valley Teachers Association and the Castro Valley Unified School District. The CVTA/CVUSD Tentative Agreement specifies that CVTA bargaining unit members shall receive a 3.25% salary increase to the 2017-2018 salary schedule effective July 1, 2018.

In accordance with Article 4.1.2, CSEA is entitled to "an overall compensation percentage rate increase equal to the greatest overall percentage rate raise of CVTA". Based on this "me too" language, CSEA and the District agreed to the following effective July 1, 2018:

- All Bargaining Unit members will receive a 3.25% increase to the 2017-2018 salary schedule retroactive to July 1, 2018.

This salary increase will be payable within 90 days of approval of this MOU.

For the District:

Merrill Beetz 6/27/19
signature date
Dustin Pacheco 6/27/19
signature date

For CSEA, Chapter No. 52:

Antonio Rojas 6/26/19
signature date
John J. Fillingim 6/26/19
signature date

