

Chapter 85 IP for Successor Contract 2025 – 2028

Carrie Wells

Chief of Human Resources
Antioch Unified School District
510 G Street
Antioch, CA 94509

Dear Carrie,

Pursuant to Government Code 3547(a) and the provisions of Government Code 3547(d), the California School Employees Association (CSEA) and its Chapter #85 Antioch hereby submit an Initial Proposal for 2025-2028 successor negotiations for public review.

CSEA proposes the following new subjects of negotiation:

- **Article 1 – Recognition**
 - CSEA seeks clarification in language to promote District adherence to notification provisions.
- **Article 2 - No Discrimination**
 - Update protected classes
 - Ensure retaliation for union activity is expressly prohibited
- **Article 3 - Check Off and Organizational Security**
 - Update language to reflect changes in law
- **Article 4 - Employee Rights**
 - Add probation language
 - Clarify evaluation procedures and timelines for evaluations to take place
 - Ensure evaluations are used to evaluate overall performance
- **Article 5 - Organizational Rights**
 - CSEA seeks to ensure access to worksites is universal
 - Add details around the yearly contract orientation for members
- **Article 6 - Job Stewards/Representatives**
 - Ensure a minimal amount of release time for Site Representatives is contractually enforceable.
- **Article 7 - Hours and Overtime**
 - Remove waivers of bargaining rights and ensure assigned work in any classification becomes permanent after 6-months
 - Ensure labor law reflected in the contract for missed breaks
 - Add details reflecting historic interpretations of split shift differentials.
 - Refine how non-overtime extra hours are allotted by family class
- **Article 8 - Pay and Allowances**
 - CSEA is seeking an equitable raise for all members
 - The creation of an official form and timelines for sending in said form for step placement after probation

- Ensure errors involving leaves are only paid back or adjusted with leaves, unless otherwise desired
- CSEA seeks to recognize the experience gained when subbing in other classifications and ensure employees working out of class for longer than 6-months have an avenue to keep their position.
- **Article 9 - Employee Expenses and Materials**
 - CSEA seeks to ensure participation in footwear programs continues so long as such programs are available
 - Review and consider the reimbursement language for footwear and other required materials.
- **Article 10 - Health and Welfare Benefit**
 - CSEA seeks to maintain at least one free health care offering for single, plus 1, and family plans.
 - CSEA seeks to potentially go out to bid for healthcare, dental, vision, and other benefits.
- **Article 11 – Holidays**
 - Remove the reference to the Juneteenth suit, which has been settled.
- **Article 12 - Vacation Plan**
 - CSEA seeks to add supervisor discretion for 10-month employees to take more than 5-days of vacation in a school year
 - CSEA believes clarifying the approval and denial process will help streamline the application for vacation days.
- **Article 13 – Leaves**
 - Enhance maternity and paternity leaves
 - Clarify probation language
- **Article 15 -Transfers and Promotion**
 - CSEA seeks to ensure seniority is a key factor in transfers and promotions
 - CSEA seeks to ensure qualified internal candidates are selected before outside applications to positions.
- **Article 16 - Procedures for Disciplinary Action and Appeal**
 - CSEA seeks to add the widely accepted standard of “just cause” to the article
 - Ensure a Skelly hearing is fair and neutral
 - Ensure that notice of disciplinary meetings are given in writing
- **Article 17 - Layoff and Recall from Layoff**
 - The parties must update language to reflect changes in law related to layoff
- **Article 19 – Transportation**
 - Review the recent changes to the article itself need to be reviewed by the parties
 - Improvement to overtime, field trips, summer assignments and bidding
- **Article 20 – Safety**
 - Review the safety committee language and refine the article to ensure safe working conditions for employees and students.
- **Article 21 - Contracting and Bargaining Unit Work**
 - CSEA seeks remove all waivers related to contracting out bargaining unit work either on a temporary or permanent basis.

- CSEA acknowledges that both the Union and District are equals when at the table and expects to be treated as such when it comes to negotiating around contracting out work.
- **Article 23 – Negotiations**
 - CSEA seeks to ensure that high participation and open negotiations can occur as needed.
- **Article 26 - District Rights and Responsibilities**
 - CSEA seeks to add language which maintains District rights and clarifies that and exercise of those rights which affects hours, pay, or the terms and conditions of employment are subject to negotiations.
- **Article 27 – Duration**
 - CSEA seeks a three year contract and to clean up this article with information from prior years.
- **Article 28 - Professional Growth**
 - CSEA seeks to add and refine the professional growth language in to the Contract
- **Article 30 - Summer School**
 - CSEA desires to add details on how sick, vacation, probation credit, holiday pay, and other such statutory benefits are earned during summer work
 - CSEA seeks to create an incentive to encourage more participation during summer sessions
- **Article 31 - Task Force**
 - CSEA seeks to remove language related to past task forces and create task forces for the following issues
 - Going out to bid for all benefits
 - The creation of incentives for those who take less sick leave
 - Refining and updating the Catastrophic sick leave language
- **Article 33 – Technology**
 - CSEA seeks an additional article related to the use of and implementation of technologies, including artificial intelligence.
- **Appendix A -1 - Classified Salary Range**
 - Update with all classifications and pay rates
- **Appendix A 2 - Classified Salary Schedule**
 - Update with all classifications and pay rates
- **Appendix B - Evaluation Report**
 - Reviewing the procedure and form
- **Other**
 - CSEA seeks to review and potentially remove old or no longer relevant appendices and MOUS in the CBA
 - Streamline language and fix any errors in wording