



NOTICE OF PUBLIC HEARING

INITIAL PROPOSAL TO CSEA BARGAINING UNIT

On Wednesday, May 22, 2024, the Alameda County Superintendent or her designee will be available at 5:00pm for a public hearing on the Superintendent's initial proposal to the California School Employees Association (CSEA) bargaining unit. The purpose of the hearing is to allow an opportunity for public input. The hearing will conclude 5 minutes after the last public comment, but in no event earlier than 5:15pm.

The hearing will be held as follows:

DATE: May 22, 2024

TIME: 5:00pm

LOCATION: Alameda County Office of Education (ACOE)
313 W. Winton Ave., Room L3
Hayward, California 94544

The public may attend the hearing in person or may join via the Zoom video/tele-conferencing platform.

Meeting Link: <https://us06web.zoom.us/j/88218760905>

Meeting ID: 882 1876 0905

Dial By Your Location: +1 669 900 6833 US (San Jose)

Find your local number: <https://us06web.zoom.us/u/kbd0ZF4yoj>

In compliance with the Americans with Disabilities Act (ADA) and upon request, if you need special assistance to participate in this meeting, including interpreter services, please contact Michael Evans, Labor and Employee Relations Director, at 510-670-4265 or mevans@acoe.org as early as possible prior but at least 72 hours before the scheduled meeting.

Background

California Government Code section 3547 requires school employers to make public their initial topics for negotiations with any represented employee organizations.

Additional subjects of negotiation are also required to be publicly disclosed when introduced during the course of bargaining.

Latest Subjects included in Superintendent's Proposal

The following list represents the initial subjects of negotiation to be presented by the Superintendent of Schools to the members of the classified service represented by CSEA:

1. **Article 5: Hours and Overtime**

The Superintendent is proposing to negotiate Article 5 to clarify overtime eligibility.

The Superintendent is proposing to negotiate Article 5 to clarify benefits accrual for part-year employees.

2. **Article 6: Pay and Allowances**

The Superintendent is proposing to negotiate Article 6 to update references to years and negotiate salary increases.

The Superintendent is proposing to negotiate Article 6 to clarify promotional language for alignment with the Merit System.

The Superintendent is proposing to negotiate Article 6 to update language related to the Community School Stipend.

The Superintendent is proposing to negotiate Article 6 to incorporate meal delivery MOU into CBA.

The Superintendent is proposing to negotiate Article 6 to clarify language related to the Educational Incentive Program.

3. **Article 9: Holidays**

The Superintendent is proposing to negotiate clarifying language in Article 9 to distinguish between state or federally recognized holidays, and holidays declared and implemented by California Department of Human Resources or US Office of Human Resources Management.

4. **Article 10: Vacation Plan**

The Superintendent is proposing to negotiate clarifying language in Article 10 to address part-year employment accruals.

5. **Article 11: Leaves**

The Superintendent is proposing to negotiate clarifying language in Article 11 to ensure compliance with the laws and requirements of FMLA, CFRA.

The Superintendent is proposing to negotiate update language in Article 11 pertaining to Extended Sick, Bereavement and Reproductive Loss Leave.

6. **Article 13: Transfers**

The Superintendent is proposing to negotiate revised language in Article 13 to indicate that email distribution to applicable staff satisfies posting and notification requirements.

The Superintendent is proposing to negotiate clarifying language in Article 13 to indicate that internal and external postings of vacancies may run concurrently.

7. **Article 19: Superintendent Rights**

The Superintendent is proposing to negotiate revised language in Article 19, Superintendent Rights to clarify rights retained by the COE.

8. **Article 23: Term of Agreement**

The Superintendent is proposing to carry forward the collective bargaining agreement of July 1, 2021-June 30, 2024 into a new collective bargaining agreement with CSEA effective July 1, 2024- June 30, 2027. The Superintendent is only proposing to engage in good faith bargaining with regard to the specific articles "sunshined" by the Superintendent and CSEA.

The Superintendent is proposing that the new term of the contract be from July 1, 2024 through June 30, 2027.

Other Interests

The Superintendent has an interest in working with CSEA to make any necessary revisions to other Articles and to the Appendix as needed to ensure consistency with state and federal laws and to make any necessary clarifications or corrections.

The Superintendent also has an interest in working with CSEA to review any MOUs currently in effect to determine whether the MOUs should continue in effect or be incorporated into the Collective Bargaining Agreement.

Latest Subjects included in CSEA Proposal

The CSEA Chapter 615 Bargaining Unit has provided ACOE with a list of initial subjects of negotiation:

1. **Article 6: Pay and Allowances**

CSEA has an interest in negotiating wages that reflect the cost of living in the Bay Area where ACOE is located.

2. **Article 8: Health and Welfare Benefits**

CSEA has an interest in negotiating support for benefits that keep personnel health as a priority.

3. **Article 12: Training Leave and Study Reimbursement**

CSEA has an interest in negotiating support for personal and professional development which allow employees to contribute to their positions in a positive manner.