

10/11/2022
2:35 PM

ESD4J/OSEA 2022 Bargaining

District's 10/11/22 Package Counter Proposal

Article 1; 3; and 18: – See District's 9/16/22 proposal

Article 13: See District's 9/16/22 proposal except:

13.3 Personal Days. An employee shall be granted up to ~~two~~three (23) days of paid personal leave during each fiscal year. The leave may be taken in hourly segments. Personal days can be used for any reason except may not be taken to extend school holidays or vacation periods unless approved in writing by the Human Resources Director or designee based on exceptional circumstances. The leave must be scheduled with the employee's supervisor at least twenty-four (24) hours in advance except for unavoidable emergencies. The administrator/supervisor shall approve the leave unless the leave will interfere with the effective and efficient delivery of the educational program and related support services. Unit members may carry over up to two unused personal days for use in subsequent fiscal years. Total personal day balances are capped at five (5) days. The personal leave use provisions of this section apply to the use of rolled-over leave. Examples include: when a substitute is not available or two or more employees in the same building request leave on the same day and the school cannot reasonably reallocate critical duties. Concerns about use of leave may be appealed to the Human Resources Director or designee. Upon termination, unused days are not compensated.

Article 17 – OSEA 9/29/22 Proposal (\$45 increase in yr. 2 and 3)

Article 19 –Reduce amount of annual bilingual stipend to \$750.

Article 20 –Postpone stipend sunset dates for 3 years

Appendix A –

See 9/16/22 proposal except as follows:

1. Upon ratification:
 - a. Apply 5% across the board COLA.
 - b. After applying COLA, move anyone under \$18.00/hr to the next step on salary scale of at least \$18.00/hr.
 - c. "X out" steps on the salary schedule less than \$18.00/hr.
 - d. Eliminate Grades 4 and 5.
2. July 1, 2023: 4% COLA
3. July 1, 2024: 4% COLA