

California School Employees Association and its
Mt. San Antonio College Chapter 262
Initial Proposals
Reopener Negotiations
October 2019

In accordance with the agreement between the California School Employees Association (CSEA) and the Mt. San Antonio College School District, CSEA Proposes the following conceptual modifications, additions, or deletions to the language in the current collective bargaining agreement between the respective parties.

CSEA reserves the right to advance other additions, deletions, and interests during the course of negotiations on the following articles.

Article 7: Information

Add provisions to include a process and procedure for reviewing non-academic, non-classified employees.

Article 8: Salaries

Adjust salaries to remain competitive when recruiting, improve employee retention and mitigate the effects of the increase cost of living.

Article 9: Health and Welfare

Revise language to address the needs of unit members.

Article 11: Holidays

Revise language on District holidays to align with current practices and changes in law.

Article 12: Vacation

Amend article regarding vacation accrual.

Article 13: Leave of Absence and Related Matters

Amend article regarding Sick Leave and Family Illness.

Article 14: Transfers and Related Matters

Amend article to address a fair and equitable process.

Article 16: Evaluations

Revise process and procedures to reflect current practice (e.g. FRISK) and to align more with job descriptions.

Article 17: Classification

Amend language on paygrades to reflect current practice.

Article 20: Personal/Professional Growth

Amend Article to address Professional Development for Classified.

Article 25: Public Safety Article

Amend Public Safety article with results from PACS sub-group.