

## OHLONE COMMUNITY COLLEGE DISTRICT

## MEMORANDUM

TO: Board of Trustees

FROM: Dr. Eric Bishop

DATE: July 14, 2021

SUBJECT: Approval of the Tentative Agreement between California School Employees Association Union (CSEA) Local 490 and Ohlone Community College District: Contract duration: July 1, 2020 – June 30, 2023; Contract period: July 1, 2021-June 30, 2022

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A tentative agreement was reached between CSEA and Ohlone Community College District. The tentative agreement has been approved by CSEA's 610 Policy through the field office and is expected to be fully ratified by the CSEA membership. A summary of the major economic agreement follows:

1. Funded COLA for 2021-22 will be provided as across-the-board on-going salary increase effective July 1, 2021 for all CSEA employees.
2. Out-Of-Class Pay: Employees who meet the requirements for out-of-class pay will be paid a 10% differential for the duration of the assignment and/or as determined by the District.
3. Implementation of the comprehensive 2020-21 Classification and Compensation Study, effective July 1, 2021. The cost to implement the across-the-board salary changes and the classification study for Fiscal 2020-21 on the General Fund is approximately \$533,644 on-going. These estimates and subsequent actual impact on the 2021-22 budget will be reflected in the 2<sup>nd</sup> quarter budget update for the Board of Trustees.

The parties negotiated other items as outlined in the attached Tentative Agreement including additional vacation accrual for employees with more than 14 years of service, incorporation of the Juneteenth holiday, and other items negotiated to improve working conditions.

The parties recognize the importance of all employees working together to achieve the goals of the new funding formula. Further, the parties recognize that the effects of the funding formula after the "hold harmless" period may have severe negative impacts on the district's funding, and as required; the parties agree to come back to the table and bargain in good faith over those effects.

The District and CSEA engaged in interest-based negotiation principles to reach agreement and to conclude negotiations for 2021-22. The District appreciates the mutual respect developed through these efforts and recognizes the teams for their diligent work.

Once the tentative agreement is ratified and approved by the Board of Trustees and the CSEA membership, negotiations will conclude for the 2021-22 contract period. The duration of the contract is July 1, 2020 to June 30, 2023.

**RECOMMENDATION**

The Superintendent/President recommends that the Board of Trustees approve the attached tentative agreement for the 2021-22 fiscal year, between CSEA and Ohlone Community College District.