

**Lakeside Union School District**  
**NEGOTIATIONS UPDATE**  
**2018-2019 REOPENERS**  
**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION**

LUSD and the California School Employees Association (CSEA) met on Thursday, March 21, 2019 at the District Office. In attendance were:

CSEA:

- Lisa Ford, President, School Clerk II
- Joni Collins, Labor Relations Representative, San Diego Field Office
- David Myers, Member, Maintenance I
- Lucretia Browning, Member, ESS Site Director
- Diana Hallin, Member, ESS Site Director
- Peggy McKay, Member, School Secretary

District:

- Erin Garcia, Assistant Superintendent, Business Services
- Stacy Coble, Director, Human Resources
- Todd Owens, Director, Maintenance, Operations, Transportation & Facilities
- Betsy Harding, Human Resources Specialist

**DISCUSSION ITEMS**

The District attempted to distribute copies of a new counter proposal to CSEA. However, the CSEA refused to receive the District's March 21, 2019 proposal.

The most recent proposal that the CSEA did receive on February 7, 2019 includes:

- A **2% on-schedule salary increase** for **100%** of classified employees effective the first of the month after ratification;
- Accelerated step and longevity increase alignment to July 1 (which would result in an earlier-than-scheduled **step or longevity increase** for **100%** of classified employees);
- Increased **retiree health and dental benefits eligibility** (which would mean that the 72 CSEA members (26%) who are currently benefitted, but do not work 40 hours per week will earn retiree benefit eligibility);
- **Pay increase beyond the proposed 2%** for 144 classified employees\* (**54%**) based on the classification and compensation study (Ewing study);
- Suspension of the reclassification article through next year and a revised process to include a consultant; and
- Implementation of the classification and compensation study (Ewing study) job descriptions.

You can view the District's February 7, 2019 proposal and the job descriptions here:

<https://www.lsusd.net/Page/7045>

**NEXT STEPS**

The District proposed meeting next week on March 27 or 28, 2019. Due to scheduling conflicts, the teams are scheduled to meet next on May 3, 2019. We are hopeful the teams will be able to reach a mutually-agreeable resolution in the near future.

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\* Includes **ALL** Campus Student Supervisors; ESS Assistants; Preschool Assistants; English Learner Assistants; Special Education Health Technicians (LVNs); Information Technology Analysts; Secretary IIIs; Administrative Services Support Specialist, Technology, Maintenance & Operations/Transportation Secretary, Personnel Clerk, Speech/Language Assistant, and Preschool Teacher