

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

LUSD and the California School Employees Association (CSEA) met at noon on Friday, May 3, 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
- Lisa DeRosier, Executive Assistant

DISCUSSION ITEMS

The District presented CSEA with a proposal including:

- 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 reclassification and compensation study[*];
- Suspension of the reclassification article through next year and a revised process to include a consultant; and
- Implementation of the reclassification and compensation study job descriptions.

You can view the District's May 3, 2019 proposal and the job descriptions here: [District's Proposal 5-3-19](#)

Since November 8, 2018, the District has proposed increasing thirteen (13) bargaining unit classifications. Friday afternoon, the CSEA provided to the District a one-page memorandum of understanding proposing to increase nine (9) of those thirteen (13) positions. CSEA also informed the District that they will present a counter-proposal regarding Article 22, Reclassifications, at the start of the parties' next session this Thursday, May 9, 2019.