

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

LUSD and the California School Employees Association (CSEA) met from 8:00 a.m. to 1:54 p.m. on January 23, 2019 at the District Office. In attendance were:

CSEA:

- Lisa Ford (President)
- Joni Collins (Labor Relations Representative, San Diego Field Office)
- David Myers (Member)
- Lucretia Browning (Member)
- Diana Hallin (Member)
- Peggy Overland-McKay (Member)

District:

- Erin Garcia, Assistant Superintendent, Business Services
- Todd Owens, Director, Facilities
- Betsy Harding, Human Resources Specialist

**DISCUSSION ITEMS**

The CSEA and District have reached Tentative Agreements regarding the two articles reopened by CSEA: Professional Growth and Vacations. The Parties have also entered into a Memorandum of Understanding with respect to grant funds for classified employee training and the District's voluntary participation in the state salary matching pilot, the Classified School Employees Summer Assistance Program.

The District has proposed an Amendment to resolve reopeners which includes:

- a 2% on-schedule salary increase;
- increased retiree health and dental benefits eligibility;
- step and longevity increase alignment to July 1 (which would result in an earlier than scheduled step increase or longevity increase for every current bargaining unit member);
- suspension of the reclassification article through next year and a revised process to include a consultant rather than a committee; and
- implementation of the reclassification and compensation study (job descriptions, salary increases, and reclassifications).

The classification study aligned job descriptions with the current roles and responsibilities of classified employees and conducted a market analysis of total compensation in similar or like jobs in other comparable districts. The District remains ready and willing to implement the job descriptions, salary increases, and reclassifications resulting from the study and total compensation analysis.

You may review the proposed job descriptions online here:

<https://www.lsusd.net/cms/lib/CA01001390/Centricity/Domain/1639/LUSD%20Job%20Description%20Enclosures%20Revised%2011.2.2018.pdf>

Answers to frequently asked questions can be found here:

<https://www.lsusd.net/cms/lib/CA01001390/Centricity/Domain/1639/Classification%20FAQ.pdf>

### **NEXT STEPS**

The teams are scheduled to meet next on Thursday, February 7, 2019.