

**CEA/District Initial Proposals  
Side-by-side Comparison**

Topic	CEA	District
Length	2 year	1 year
Article 2	Define: Certificate of Fitness, Intern, School Closure Day, School Term	Define: Workweek
Article 5	Timeline of evaluations and response. Matching language to evaluation forms.	No Change
Article 6	<p><u>A Position Vacancy Notices</u> Out of District vacancy positions. All known vacancies will be posted.</p> <p><u>B2 Involuntary Transfer</u> Added: Written notification to the employee and the association must be provided 14 days prior to the transfer.</p> <p><u>E Part-time Employees</u> No Change</p> <p><u>J2 Seniority Lists</u> 1.0, .5-.99, &lt;.49 can bump down but not up between the lists.</p> <p><u>J4 Layoff and Rehire</u> No Change</p> <p><u>J5a3 Recall</u> Changed months from 24 to 39.</p> <p><u>N Hours of Service</u> Defining breaks and lunch breaks. Clarification of schedule changes on a voluntary basis.</p> <p><u>O Overtime</u> Removed pyramided premium pay</p> <p><u>R School Closure Days</u> Cleaned up and used updated definitions. Term employees will be compensated for school closure, any make-up days will be worked by the employee without compensation.</p>	<p><u>A Position Vacancy Notices</u> No Change</p> <p><u>B2 Involuntary Transfer</u> No Change</p> <p><u>E Part-time Employees</u> Part-time Employees may hold more than one <u>annual</u> or term position.</p> <p><u>J2 Seniority Lists</u> No Change</p> <p><u>J4 Reduction in Force</u> <del>When the district has decided to reduce the number of employees within a classification</del> <u>initiate a layoff.</u></p> <p><u>J5a3 Recall</u> No Change</p> <p><u>N Hours of Service</u> Work schedules shall be determined at the sole discretion of the District and may be modified at any time. Elimination of 10 hour shifts.</p> <p><u>O Overtime</u> Elimination of 6. for purposes of regionalized callouts.</p> <p><u>R School Closure Days</u> No guaranteed makeup days for term employees.</p>

<p>Article 7</p>	<p><u>A Insurance</u>          Cap of \$1823pmpm and District at \$1933pmpm. District shall be obligated to pay this amount per .5FTE (to align with teachers). 10% Clause removed.          Increase life insurance \$50,000.</p> <p><u>C Holidays</u>          Added Fair Friday          Added: Employees who do not normally work during the Christmas and Spring break, may take accrued annual leave.</p> <p><u>D1a Annual Leave</u>          Removed frontloading of leave.</p> <p><u>D4a Accrual</u>          Annual-change to 600 from 480</p> <p><u>F Sick Leave</u>          Employees accrue 1.33 days for each month worked based on FTE, no cash value.</p>	<p><u>A Insurance</u>          \$1514pmpm for Full-Time employees.          .75-.874 FTE will pay 25% of District's portion.          .50-.75 FTE will pay 50% of District's portion.</p> <p><u>C Holidays</u>          Elimination of Floating Holidays.          Must be in paid status on workday before and after holiday to be eligible.          No use of leave for term employees during Christmas and Spring Break.</p> <p><u>D1a Annual Leave</u>          Annual Employees, reduce accrual rates by 1.5 days per month.          Term Employees, cut to 4 days of leave, prorated on FTE.          Elimination of grandfathered Sick Leave cashout.          Rollover capped at 240 hours          Excess of 240 will become Sick Leave.</p> <p><u>D4a Accrual</u>          No Change</p> <p><u>F Sick Leave</u>          Employees accrue 1.33 days for each month worked based on FTE, no cash value.</p>
<p>Article 12</p>	<p><u>A Wages</u>          1.75% Increase</p> <p><u>B Step Increase</u>          No Change</p> <p><u>G Premiums</u>          Added Secondary Water Operator, SPED Assistants (ABA, SL, BSP), Building Custodian, Refrigeration Mechanic</p> <p><u>K Classification Review Committee</u>          No Change</p>	<p><u>A Wages</u>          0% Increase for FY 18</p> <p><u>B Step Increase</u>          Longevity: Decrease to \$1000 prorated based on FTE</p> <p><u>G Premiums</u>          Decrease to \$4 Electrical Administrator</p> <p><u>K Classification Review Committee</u>          Eliminate the Rebanding Committee</p>