March 8, 2019

On March 7, 2019 the District proposed to our classified bargaining unit California School Employees Association (CSEA) the following two year package proposal which was not accepted by CSEA:

2018-19:
- 2% on-going salary schedule increase retroactive to all active employees on Board Approval date.
- 1% one-time payment to all active employees on Board Approval date.

2019-20:
- 2% on-going salary schedule increase effective July 1, 2019 or Board Approval, whichever occurs later.
- Increase of District Annual Contribution to Benefit cap equal to:
  - Employee only = $684.00 per year increase
  - Employee plus 1 = $1,224.12 per year increase
  - Family = $1,498.56 per year increase

TOTAL of this portion of Proposal = 6%

Article 10 Language Modifications:
- 12 month employees work year quantified as 260 days
- Placement on Salary Schedule for both internal and external candidates based on the same criteria-experience, education and other relevant and related factors creating uniformity in placement. (Effective July 1, 2019)
- Addition of Educational Incentive of 1% of employee’s salary for either a master’s degree or a doctoral degree.

Status Quo (no change in language) for:
- Article 9 Filling of Vacancies and Article 21: Reclassification

The District informed the CSEA negotiation team that given the budget reductions the District is required to make, this is the best and last proposal for the District. The District will explore the next steps in the negotiation process given the non-acceptance of the District’s proposal as outlined above.

Sincerely,

Twin Rivers Unified School District Negotiating Team:

Betty vonWerlhof, Director of Human Resources
Tim Shannon, Director Transportation
Armando Orozco, Director Maintenance and Operations
Bill McGuire, Deputy Superintendent
Gina Carreón, Associate Superintendent Human Resources