

**Comprehensive Tentative Agreement to Complete Successor Negotiations
From Sweetwater Union High School District To CSEA and Its Chapters
Chapters 258, 471, 731
November 15, 2021**

The Sweetwater Union High School District makes the following comprehensive proposal to address the remaining articles to finalize successor negotiations for the 2021-2024 contract.

The Sweetwater Union High School District's proposal takes into account the District's current and projected financial situation. As discussed at the bargaining table, the District is taking available actions to bring the District's budget back to a Positive Certification at First Interim reporting cycle for the first time since the 2018-2019 school year. Even with a Positive Certification, deficit spending is projected to continue in an amount of roughly \$26 million annually unless the District makes other significant ongoing cost reductions in the coming years. The District has reviewed its multi-year projections, ongoing deficit spending projections, declining enrollment projections and has presented to the board that there remains an estimated \$11 million over the next three years to address any out year expenses, needs and wage increases. Eighty-seven percent of all ongoing costs are District labor costs. Based on continuing declining enrollment and such outyear projections, the District would lose the ability to move to Positive Certification if it were to commit to ongoing on-schedule wage increases beyond step increases.

However, the District recognizes the tremendous work of our employees especially at this time of a pandemic and their increased costs, and is looking to dedicate ongoing available funds identified in the multi-year projects to wage and benefit increases. The District is also interested in appropriate and creative ways to use one-time funds that provide additional services and supports to students and school sites, which may also benefit employees financially.

As such the District proposes:

1. Wages and Benefits:

Article 7: Wages Provide Off Schedule Increase and Reopeners on Wages to Account for Potential Future Funding

- Monthly equivalent of 4% off-salary schedule payments applied for six months between January 1, 2022 through June 30, 2022.
- Reopeners on Salary (Article 7) for the 2022-2023 and 2023-2024 school year.

Article 11: Health and Welfare Benefits Increase Cap by \$1,000 on 1/1/22 and provide one reopener

11.1 No Changes

11.2 Effective January 1, ~~2016~~, 2022 the maximum district contribution shall be no less than ~~fourteen~~ fifteen thousand one hundred thirty dollars (~~\$14,130~~ \$15,130). On or about June 1, ~~2019-2022~~, and June 1, ~~2020~~ 2023 parties agree to reopen this Article.

Association: CWD TBA

District: RR

2. Term Changes:

Article 1 (Agreement): Change to designate a three year term [Model for one of the three chapters set forth below]:

Article 1: Agreement

This Agreement is made and entered into this ~~2nd-15th~~ day of November ~~2018~~2021, by and between the Board of Trustees of the Sweetwater Union High School District, of San Diego County, California, hereinafter referred to as the "District," and the California School Employees Association, and its Sweetwater Chapter 258, and its successors hereinafter referred to as "CSEA."

This Agreement is made and entered into this-_____2nd day of November 2018, by and between the Board of Trustees of the Sweetwater Union High School District, of San Diego County, California, hereinafter referred to as the "District," and the California School Employees Association, and its Sweetwater Paraprofessionals, Chapter 731, and its successors hereinafter referred to as the "CSEA."



This Agreement is made and entered into this ~~2nd day of November 2018~~_____, by and between the Board of Trustees of the Sweetwater Union High School District, of San Diego County, California, hereinafter referred to as the "District," and the California School Employees Association, and its Sweetwater Chapter 471, and its successors hereinafter referred to as "CSEA."

The procedures for negotiating a successor agreement are put forth in Article 24, Negotiation Procedures.


3. Previous Agreements:

This proposal also acknowledges the parties have reached agreement on:

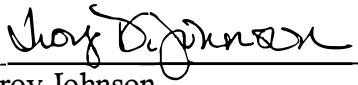
- Article 2: Recognition** Tentative Agreements previously reached on November 2, 2021
- Article 3: Organizational Security** Tentative Agreement previously reached on May 3, 2021
- Article 4: CSEA Rights** Tentative Agreement previously reached on May 3, 2021
- Article 5: Evaluations** Tentative Agreement previously reached on May 3, 2021
- Article 6: Hours of Employment** Tentative Agreement previously reached on May 3, 2021
- Article 12: Holidays** Tentative Agreement previously reached on November 8, 2021
- Article 14: Paid Leaves** Tentative Agreement previously reached on November 8, 2021.
- Article 17: Transfers/Promotion** Tentative Agreement previously reached on June 3, 2021 (OTBS – 471)
- Article 21: Layoffs** Parties Agree to No Changes
- Article 24: Negotiation Procedures** TA to Proposal presented by CSEA on November 15, 2021
- Article 32: Term of Agreement** TA to Proposal presented by CSEA on November 15, 2021

Association: CUP 
District: RR 

For the Association:



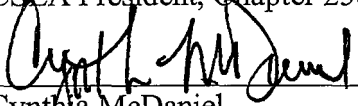
Patrick Brown
CSEA President, Chapter 731



Troy Johnson
CSEA President, Chapter 471



Ron Silva
CSEA President, Chapter 258

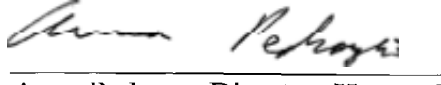


Cynthia McDaniel
CSEA Labor Relations Representative

For the District:



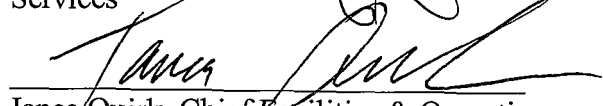
Roberto Rodriguez, Director Labor Relations



Anna Pedroza, Director Human Resources



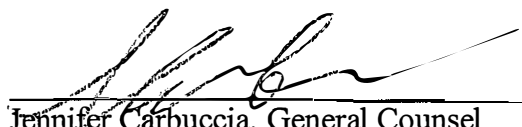
Michelle Sturm-Gonzalez, Director Special Services



Janea Quirk, Chief Facilities & Operations



Jenny Salkeld
Chief Financial Officer



Jennifer Carbuccia, General Counsel