



South Pasadena Unified School District  
Office of the Assistant Superintendent-Human Resources  
1020 El Centro Street  
South Pasadena, CA 91030  
www.spusd.net

## M E M O R A N D U M

Date: April 18, 2017  
To: Members of the Board of Education  
From: Karen Reed, Assistant Superintendent, Human Resources  
Re: Approval of Revisions to the Collective Bargaining Agreement for 2016-2017 for California School Employees' Association (CSEA), and its South Pasadena Chapter #17.

---

### **Background:**

South Pasadena Unified School District (SPUSD) and the California School Employees' Association (CSEA), Chapter 17 have completed negotiations for 2016-2017. CSEA members on the bargaining team included: Noelia Citron, CSEA Labor Representative; Linda Holmes, CSEA President; Steve Reyes, CSEA Vice President, and Raul Pinedo, CSEA Treasurer. The District team included Karen Reed, Assistant Superintendent, Human Resources; Dave Lubs, Assistant Superintendent, Business Services; Cheryl Busick, Arroyo Vista Principal, and Katy Nielsen, Marengo Assistant Principal. Per the Terms of the CSEA Agreement (Article 1), each party may elect to open one article for negotiations in addition to Salaries (Article 13). However, only Article 13, Salaries, was opened by both parties for 2016-2017 negotiations.

### **Discussion:**

CSEA and the District finalized the 2016-2017 Tentative Agreement on March 30, 2017. CSEA members ratified the revised Tentative Collective Bargaining Agreement on April 10, 2017. Revisions to the CSEA Collective Bargaining Agreement only include changes to Article 13, Salaries, specifically section 13.8, Longevity. These negotiated changes were in accordance with section 13.6 ("me-too" clause) of the CSEA Collective Bargaining agreement. This section of the CSEA contract was applied once an agreement was reached with the Teacher's Association of South Pasadena (TASP) which provided for an approximate one percent (1%) increase in the certificated longevity salary schedule. Implementation of the CSEA "me-too" clause will distribute an increase of approximately one percent (1%) of the cost of classified salaries to the classified longevity salary schedule retroactive to July 1, 2016. The distribution of the funds on the longevity salary schedule as follows:

- The addition of a new Step 35 on the classified longevity salary schedule under Article 13.8
- An increase of a .8% increase on each of the following classified longevity steps: 10 years, 20 years, 25 years, 30 years, and 35 years.

### **Recommendation:**

Karen Reed, Assistant Superintendent, Human Resources, recommends that the Board of Education approve the revisions to the 2016-2017 Bargaining Agreement for California School Employees' Association (CSEA), and its South Pasadena Chapter #17.