INITIAL PROPOSAL

PALO VERDE COMMUNITY COLLEGE DISTRICT

2015 Successor Agreement Negotiations

The Palo Verde Community College District ("District") submits the following initial proposal for 2015-2016 successor agreement negotiations with California School Employees Association Chapter 180 ("CSEA").

1. ARTICLE 1: ASSOCIATION RIGHTS

a. Section 1. Acknowledgments:

i. The District intends to propose language to require that CSEA representatives conducting business on campus during normal working hours be from different departments.

ii. The District intends to propose language clarifying its obligation to furnish public documents to CSEA.

This list is not exhaustive and the District reserves the right to make additional proposals as negotiations progress.

2. ARTICLE 2: PAYROLL DEDUCTIONS/MAINTENANCE OF MEMBERSHIP

a. The District intends to propose language fixing internal inconsistencies within the Article.

This list is not exhaustive and the District reserves the right to make additional proposals as negotiations progress.

3. ARTICLE 3: COMPENSATION AND HEALTH AND WELFARE BENEFITS

a. The District intends to propose language to update Article 3 to reflect the new Local Control. Funding Formula ("LCFF") funding model.

b. The District intends to propose language modifying and updating Health and Welfare language.

c. The District proposes to delete outdated language.

d. Section 2. Professional Growth Compensation:

i. The District intends to propose language updating this section to reflect the fact that employees are permitted to take tuition-free courses within the District.

ii. The District intends to propose language providing for accountability associated with the District contribution toward professional growth programs.

iii. The District intends to discuss the continued existence of the Staff Development Committee.

iv. The District intends to propose requiring that courses taken during the work day be part of a professional growth plan.

e. Section 4. Out of Class Pay: The District proposes to add language requiring that employees who work out of class meet the minimum qualifications for the position.

f. Section 11. Early Retirement Medical Benefits: The District intends to propose language clarifying the District contribution toward retiree medical benefits.

This list is not exhaustive and the District reserves the right to make additional proposals as negotiations progress.

4. Article 5: VACANCIES, TRANSFERS, PROMOTIONS AND RECLASSIFICATION

a. The District intends to propose language to clarify the transfer/promotion/filling of vacancies process.

b. Section 10. Notice of New or Changed Positions: The District intends to propose language designed to streamline the process by which the District can add new job descriptions, or change existing job descriptions.

c. Section 11. Pilot Trial – Classification and Reclassification Review Committee: The District proposes to end the pilot trial.

This list is not exhaustive and the District reserves the right to make additional proposals as negotiations progress.

5. Article 7: EVALUATIONS, PROBATION, AND PERSONNEL RIGHTS

a. The District intends to update existing language and complete negotiations concerning the evaluation form.

b. Section 6. Personnel Files: The District intends to propose language clarifying its obligations under this section and ensuring legal compliance.

This list is not exhaustive and the District reserves the right to make additional proposals as negotiations progress.

6. Article 8: PAID AND UNPAID LEAVES

a. The District intends to propose language updates where appropriate to ensure legal compliance.

b. Section 2. Vacations: The District proposes to delete section 2(D).

c. Section 3. Temporary Leaves: The District intends to propose language eliminating the requirement that an employee have a full day of pay deducted if they are absent for a portion of a day.

d. Section 4. Personal Illness and Injury Leave: The District intends to propose modifications revising section 4(C) to conform with industry standards.

e. Section 5. Part-Time Employees: The District intends to propose clarifying/simplifying this section.

f. Section 6. Personal Necessity Leave: The District intends to propose clarifying/simplifying this section.

g. Section 7. Family Illness Leave: The District intends to propose clarifying/simplifying this section.

This list is not exhaustive and the District reserves the right to make additional proposals as negotiations progress.

7. Article 11: DISCIPLINARY PROCEDURES

a. The District intends to propose changes to Article 11 designed to streamline the disciplinary process.

b. Section 5. Binding Arbitration: The District proposes to delete this section.

This list is not exhaustive and the District reserves the right to make additional proposals as negotiations progress.

8. Article 12: GENERAL PROVISIONS

a. The District intends to update this Article to reflect the new term of the Agreement.

b. The District intends to review this Article for legal compliance.

c. The District seeks to clarify this Article.

This list is not exhaustive and the District reserves the right to make additional proposals as negotiations progress.

9. Article 13: IMPLEMENTATION AND TERM OF AGREEMENT

a. The District intends to propose a new 3 year term.

b. The District intends to review this Article for legal compliance.

This list is not exhaustive and the District reserves the right to make additional proposals as negotiations progress.

10. CONTRACT ADDENDUMS

a. The District proposes to update Addendums as appropriate.

The District is also reviewing all other provisions of the Collective Bargaining Agreement. Additional subjects of meeting and negotiating arising after the presentation of this initial proposal shall be made public within 24 hours pursuant to Government Code 3547(d).