



Agenda Item Details

Meeting	Sep 14, 2011 - Board of Trustees Special Meeting, 6:00 p.m.
Category	7. HUMAN RESOURCES
Subject	7.01 7.01 Resolution No. 15128: Contract between the District and IVC Chapter of CSEA for 2011-2012
Access	Public
Type	Action
Fiscal Impact	No
Budget Source	FISCAL IMPACT: There is no Fiscal Impact to the District General Fund.

Public Content

WHEREAS, negotiators from CSEA and District compiled and signed a tentative agreement for 2011-2012 year, which was subsequently approved by the membership.

NOW, THEREFORE BE IT RESOLVED that the Board approves the recommendation of the Interim Superintendent/President to ratify the Contract between the District and the Imperial Valley College Chapter of CSEA for 2011-2012.

[091411 - Human Resources - CSEA TA dated 8-30-11.pdf \(749 KB\)](#)

Administrative Content

Executive Content

Workflow

Workflow	Sep 6, 2011 10:57 AM :: Submitted by Jessica Waddell. Routed to Jessica Waddell for approval.
	Sep 6, 2011 10:57 AM :: Approved by Jessica Waddell. Routed to Travis Gregory for approval.
	Sep 6, 2011 5:20 PM :: Approved by Travis Gregory. Routed to Vikki Carr for approval.
	Sep 8, 2011 9:57 AM :: Final approval by Vikki Carr
	Sep 8, 2011 2:50 PM :: Final approval by Vikki Carr
	Sep 8, 2011 2:52 PM :: Final approval by Vikki Carr

Motion & Voting

7.01 Resolution No. 15128: Contract between the District and IVC Chapter of CSEA for 2011-2012

Motion by Jerry Hart, second by Louis Wong.

Final Resolution: Motion Carries

Yes: Rudy Cardenas, Jerry Hart, Romualdo Medina, Norma Sierra Galindo, Karla Sigmond, Steve Taylor, Louis Wong

TENTATIVE AGREEMENT August 30, 2011

This tentative agreement is entered into between Imperial Community College District and the California School Employee's Association, Chapter 472 as follows:

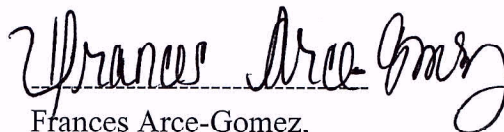
Unless otherwise specifically changed or modified by the terms of this agreement all the existing provisions of the current Collective Bargaining Agreement, July 1, 2011 to June 30, 2012 ("CBA") shall remain in full force and effect.

1. Effective September 1, 2011, freeze all salaries based on May 2011 salary paid to employee computed without deduction for any furlough days that may have been taken in May 2011. Salary freeze shall be for only the 2011-2012 fiscal year. Effective July 1, 2012, salaries shall be unfrozen. When salaries are unfrozen a unit member shall advance one step only on the schedule, if that member is eligible for advancement.
2. Unit members shall each take 15 unpaid furlough days in 2011-2012 for all unit members – some designated and some floating (e.g. 3 days during Winter break and 2 during Spring recess) . As outlined in the previous year's furlough plan, unit members will complete a furlough calendar to their supervisor for discussion / approval.
3. Health Insurance Contribution (ICSVEBA premiums) to be made by all unit members in the amount of \$600.00 per year, to be deducted evenly throughout the remainder of the unit member's work year versus a one lump sum amount.
4. The parties agree to form a committee (composed of 3 unit members and 3 administrators) to study the current salary schedule and make recommendations for modification. The study shall begin in October 2011 and be completed in January 2012. The recommendations are non-binding and advisory only.
5. The District agrees to no additional layoffs of general funded positions (except the already laid off Microcomputer Technician positions) for the years of 2011-2012.

The parties tentatively agree to the above proposal, which is subject to unit membership agreement and Board ratification:



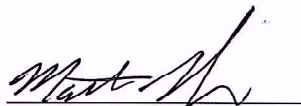
John Lau,
Chief Negotiator



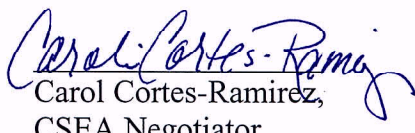
Frances Arce-Gomez,
CSEA President



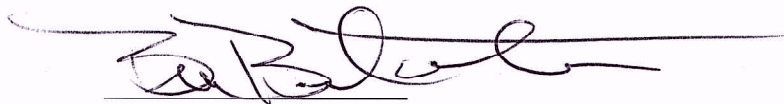
Travis Gregory,
District Negotiator



Matthew Thale,
CSEA Negotiator



Carol Cortes-Ramirez,
CSEA Negotiator



Ben Bustamante,
CSEA Labor Representative