

Tentative Agreement

between

Santa Barbara Community College District

and

California School Employees Association and its Santa Barbara City College Chapter No. 289

The above parties have met and negotiated the decision, impacts, and effects relating to recently passed legislation, AB 1808 (Education Omnibus Trailer Bill), which became law on June 27, 2018. The parties have reached the following agreements with regard to a) Professional Development Funds for Classified Employees; and b) Summer Assistance Benefits for Classified Employees, which are part of this Education Omnibus Trailer Bill, AB 1808.

Professional Development Funds for Classified Employees

1. The employer agrees to offer trainings to all bargaining unit member of the employer from the grant monies received from the “Professional Development Funds for Classified Employees;”
2. The employer agrees that “Professional Development Funds for Classified Employees” grant money shall not be used to supplant existing trainings which have occurred and been funded by the District, but shall be additional trainings to benefit and enhance classified staff development;
3. Relevant trainings will be identified:
 - a. The Classified Professional Development Advisory Sub-committee identifies relevant trainings. Trainings shall be identified and reported back to negotiations no later than May 1, 2019.
 - b. The Sub-committee will make the final determination as to the trainings to be offered, and the calendar/schedule for trainings within the parameters established by this agreement.
4. The District agrees to treat CSEA as a preferred training provider and to give first consideration to classified development programs offered by the Union, including but not limited to the Para Institute, the Maintenance and Operations Academy, and other stand alone trainings;
5. No costs of training are to be borne by bargaining unit members;
6. Trainings shall be scheduled during the work year, and regular work week of the bargaining unit members;
7. All bargaining unit members shall be in paid status, and compensated at the appropriate rate of pay while being trained;
8. Substitutes shall be provided where work cannot be deferred during training of bargaining unit members;

9. Substitutes shall be provided for any bargaining unit member whose is regularly assigned to a night shift. This substitute will relieve the bargaining unit member from their regular shift on the day(s) in which they receive day-time training;
10. Attendance at trainings may be mandated by the employer, attendance may be taken at both the start and end of the training;
11. There shall be no discipline, including verbal or written warnings, given for any regular work not performed while a bargaining unit member was in training;
12. Management shall be authorized to approve extra hours, overtime, or compensatory time (regular or overtime), to alleviate any work load problem which is identified in the first five days following a scheduled training when such an impact cannot be minimized by prioritizing the bargaining unit members' daily work.

Tentatively agreed on March 12, 2019

FOR THE ASSOCIATION:

FOR THE DISTRICT:

Elizabeth Auchincloss
Chapter President
Chapter #289

Paul Bishop
Vice President
Santa Barbara Community College District

Mark Moore
Labor Relations Representative
California School Employees Association

03/12/2019
Date