

**Bargaining Session**  
**Friday, November 5, 2021**  
**Multi-Purpose Room – CCSD Office**

**Present for CESP:** Betsy Reagor, Service Unit Director; Lonnie Roberts, President; Yvette Cruz, Vice President, Kathi Flynn, Secretary; Monica Padgett, Concetta Gillett

**Present for CCSD:** Brenda Troutman, Assistant Superintendent for HR; Derald Sweatt, Transportation Director; Cathy Richardson, Director of Support Personnel; Bryce Ellis, Assistant Superintendent for Operations, Bryan Boyer

Brenda opened the meeting with the following:

The Board passed a \$250 incentive for Bus Driver who achieve perfect attendance between November 8<sup>th</sup> and January 4<sup>th</sup> with an additional \$250 for second, third, and fourth quarter of the school year. There will also be a \$1,000 signing bonus added at the end of the probationary period with CDL as \$500 at end of probationary period; \$500 at end of school year.

Also a \$500 bonus for any employee referring anyone to transportation, distributed upon completion of their probationary period.

1. Article III – Association and Employee Rights: CESP proposal adds a ten minute monthly meeting during contract time, mirroring the teacher contract;  
Board agrees so long as it doesn't disrupt normal work.
2. Article V - Grievance Procedures: CESP proposal removes "loser pays" language in favor of shared costs;  
Board proposes original language.
3. Article VI - Employment Practices: Board proposal removes language requiring vacancies to be posted for seven days.
4. Article VII - Reduction and Recall: Board proposal expands immediate hire to ten months and the phase process is limited to April 15 through June 15.
5. Article IX - Leaves: Union proposal allows employees to seek additional donated days after using sick leave bank; increases bereavement leave from 3 to 5 days; allows funeral program as documentation; Response to Board proposal – concern that folks may slip through the cracks and be terminated without knowing their rights and obligations;  
Board will cost out additional bereavement leave, will look at donation days, seems favorable to using funeral program as documentation. Board proposal to delete language that automatically places employees on leave if they fail to provide documentation after FMLA; Response to CESP concerns is that the process in place now should be sufficient. Will bring another proposal that memorializes the practice for CESP to consider.
6. Article XII - Holidays: CESP proposal adds Juneteenth to paid holidays for 11 and 12 month employees;  
Board will cost out.
7. Article XVI – Contract Committees: CESP proposal triggers an open enrollment period when the days fall below the threshold;  
Board questions whether members who have already donated a day during the school year would have to donate a second one if open enrollment was triggered.
8. CESP proposal collapses all "A" salary lines into a new "B20" which is equivalent to the current B21. Steps 1 and 2 are collapsed into Step 3 and steps renumbered. All salary schedules, except B20, are increased by \$2.00.

All other articles not addressed by CCSD will be discussed and presented at the December 3<sup>rd</sup> meeting.