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| To: Board of Trustees | Date: Nov. 18, 2025 |
| From: Superintendent/President | |
| Subject: Public Hearing on the California School Employees Association Chapter #251 Contract Reopeners with the Allan Hancock College District on the Entire Agreement for Fiscal Years 2026-2027 through 2028-2029 | Item Number: 13.E. |
| Institutional Goal: Accreditation Standard III | Enclosures: Page 1 of 6 |

BACKGROUND

Pursuant to Government Code Section 3547.5 and board policy 7140, the initial proposals for negotiations must be presented at the public board of trustees meeting for an opportunity to comment. Copies will be available for public review on the district website, office of the Superintendent/President, and Human Resources office.

The initial proposal of the California School Employees Association Chapter #251 is presented in accordance with Government Code 3547.5 and board policy 7140.

FISCAL IMPACT

To be determined through negotiations between the California School Employees Association Chapter #251 and the Allan Hancock College District.

RECOMMENDATION

Staff recommends that the board of trustees invite the public to forward any comment on the proposal to the director, human resources; and to schedule the proposal for public comment at the scheduled board meeting on Dec. 16, 2025 in accordance with board policy 7140.

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| Administrator Initiating Item: Ruben Ramirez | Final Disposition: |
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**California School Employees Association (CSEA) and its
Allan Hancock College Chapter # 251
and
Allan Hancock Joint Community College District
Sunshine Initial Proposals for Successor Agreement
2026-2029**

The following represents the opening proposals from the California School Employees Association (CSEA) and its Chapter #251 to Allan Hancock Joint College Community District. CSEA reserves the right to add, amend, delete and/or change any of these proposals during negotiations.

CSEA has an interest in incorporating **Artificial Intelligence** into the successor agreement where necessary and the creation of an article within the successor agreement.

Table of Contents: CSEA has an interest in correcting some formatting issues.

Article 1: Recognition

CSEA has no interest in changing the existing contract language for this article.

Article 2: No discrimination

CSEA has an interest in modifying existing contract language to add language to allow CSEA to grieve bullying of our members.

Article 3: Management Rights and Responsibilities

CSEA has an interest in modifying existing contract language for this article. Specifically, propose language asserting the responsibility of management to communicate, negotiate and provide information to CSEA.

Article 4: Association Rights

CSEA has an interest in modifying existing contract language for this article to update grammar and clarify language. Specifically, to alter the allotted appointments to the negotiations committee and the amount of time given on release to prepare for negotiations.

Article 5: Organizational Security

CSEA has an interest in changing updating existing contract language for this article from legal changes. Specifically, eliminating pre 2018 Janus v. AFSCME decision language.

Article 6: Personnel Files/Evaluations

CSEA has an interest in modifying existing contract language for frequency of evaluations, the Classified Performance Evaluation Guide, and cleaning up grammatical errors.

Article 7: Grievance Procedure

CSEA has an interest in changing the existing contract language to increase the ability of CSEA to enforce contract language with the District. Specifically, CSEA will propose language for binding arbitration.

Article 8: Hours, Overtime, and Allowances

CSEA has an interest in updating the existing language for clarity in this article. Specifically, proposing language to clarify the enforcement of Part-time Work in Excess of Assignment. Additionally, CSEA will propose language to allow for rest periods to account for employees working less than 8 hours a day.

Article 9: Pay and Allowances

CSEA has an interest modifying existing contract language and in negotiating fair and equitable increase in compensation to salary schedules 55 and 56, longevity, shift differential, special assignment compensation, Educational Recognition Pay, CSESAP to reflect the proper educational code reference, Extra Work Assignment, and the adoption of a me-too clause/equity clause for this article to recruit and retain quality employees.

Article 10: Employee Expenses and Materials

CSEA has an interest in clarifying existing contract language for this article. Specifically, establishing how many pairs of shoes are allotted per year. Additionally, propose language to increase the cap on reimbursement for safety footwear. Finally, propose language relieving members of the burden of cost of replacement for uniforms.

Article 11: Health & Welfare Benefits:

CSEA has an interest in modifying and clarifying existing contract language for this article. CSEA has an interest in increasing District cap on health care contribution.

Article 12: Holidays

CSEA has an interest in updating and clarifying the Holiday article. CSEA has an interest in modifying Non-Holiday District Mandated Closure and negotiating additional recognized Holidays.

Article 13: Vacation

CSEA has an interest in modifying existing contract language to the vacation article. Specifically, propose language increasing the vacation accruals for by years of service.

Article 14: Leaves

CSEA has an interest in modifying existing contract language to the leave article for clarification and legal changes. Specifically, adding language for paid reproductive loss leave. Additionally, propose language to alter the catastrophic leave program.

Article 15: Leave of Absence for Retraining and Study

CSEA has an interest in changing the existing contract language for this article for changes in conditions due to Artificial Intelligence and equity. CSEA has an interest in eliminating the burden of furnishing a bond for compensated leave.

Article 16: Transfers and Promotions

CSEA has an interest in modifying existing contract language for the transfers and promotions article. Specifically, propose language allowing lateral transfers into same range and qualifications.

Article 17: Classification and Reclassification

CSEA has an interest in modifying existing contract language for this article and clarifying contract language for reclassification. Specifically, add a definition for classification. Additionally, improve on the process of cyclical review.

Article 18: Layoff & Reemployment

CSEA has an interest in modifying contract language for this article. Specifically, reinforce our rights to negotiations and information.

Article 19: Disciplinary Action

CSEA has an interest in modifying existing contract language for this article. Specifically, create a more informal process for discipline to allow for corrective action prior to notes in member's personnel file. Additionally, establish binding arbitration for disciplines that are eligible for appeal.

Article 20: Safety

CSEA has an interest in modifying contractual language for this article. Specifically, establishing the responsibility of the District to follow up on safety hazard suggestion report forms submitted by members.

Article 21: College District Police

CSEA has an interest in modifying and clarifying contractual language to the College District Police article. Specifically, improving upon the uniform allowance for Police Officers, Dispatchers and Campus Safety Officers.

Article 22: Hiring

CSEA has no interest in changing the existing contract language for this article.

Article 23: Severability

CSEA has no interest in changing the existing contract language for this article.

Article 24: Professional Growth

CSEA has an interest in changing the existing contract language for this article to be able to retool. Specifically, increasing the total allocation for District Reimbursement for degrees above the Associate Level. Additionally, establishing professional growth opportunities in relation to artificial intelligence.

Article 25: Parking

CSEA has an interest in establishing parity language with other bargaining units in the allowed amount of vehicles an employee can register into the system.

Article 26: Concerted Activities

CSEA has no interest in changing the existing contract language for this article.

Article 27: Negotiations and Completion of Agreement

CSEA has an interest in modifying contractual language for this article to grant preparation time for negotiations and allow for reopeners.

Article 28: Duration

CSEA has an interest in establishing a new duration for the life of this agreement.

Appendix A: Bargaining Unit Position List

CSEA has an interest in having the Bargaining Unit Position List updated to have the list of position titles, ranges, last date of reclassification, and categories to reflect the appropriate status for the members in this appendix.

Appendix B1: Salary Schedule 55

CSEA has an interest in negotiating a fair and equitable salary schedule to this appendix.

Appendix B2: Salary Schedule 56

CSEA has an interest in negotiating a fair and equitable salary schedule to this appendix.

Appendix C: Definitions of Excluded Positions

CSEA has no interest in changing the existing contract language for this appendix.

Appendix D The Classified Performance Evaluation online form

CSEA has no interest in changing this existing form.

Appendix E The Campus Police Officer Evaluation online form

CSEA has no interest in changing this existing form.