



EMPIRE UNION SCHOOL DISTRICT – CHAPTER 850

CHAPTER MEETING MINUTES

NOVEMBER 8TH 2022 @ 5PM

- 1.** Call to Order - CP Mazorra called the meeting to order at 5:01pm. Members present were: Brandon McCoy, Celia Contreras, Cindy Cromwell, Ed Reynoso, Maggie Rosales, Rosa Carrasco, Travis Mazorra, Cindy Bauman & Elizabeth Lopez.
- 2.** Additions to the Agenda – Travis mentioned that we have two new CSEA members in our chapter: Iris Cervantes from Hughes Elementary and Juan Tabarez from Glick Middle School. Welcome to CSEA!
- 3.** Approval of minutes from September and October meetings - A motion was made by Travis Mazorra to approve the minutes; seconded by Cindy Cromwell. Without further questions and discussions, the minutes were approved as read.
- 4.** Treasurer's Report – Cindy Cromwell reported the previous balance was \$4928.27 (reported at the October 2022 chapter meeting). A reimbursement check was issued to Cindy Cromwell for \$105 and processed on 10/24/22 (reimbursement for purchasing seven \$15 gift cards for members who attended the last chapter meeting in October). The ending balance for November is \$4,823.27. The report was accepted without any questions.
- 5.** Old or Unfinished Business
 - a.** Negotiations Update - Retro payments will be included on the November 30th checks. A member reached out to payroll and

payroll clarified that 12-month employees will be getting retro payments back to July 1st because their fiscal year starts in July. 10-month employees will be getting retro back to August 1st because their fiscal year starts in August. One-time bonus payments (\$2000) will be processed on the June 30th pay checks. A detailed overview of everything our negotiating team and the district settled on can be viewed in our September 2022 chapter meeting minutes. Please view those for more information.

b. Site Reps – It was reported that we do not have Site Reps for Capistrano, Empire & Stroud. If anyone from those sites would like to be a Site Rep, please reach out to Travis. If nobody volunteers, the Site Reps from nearby schools can stop by those sites to periodically update the CSEA bulletin boards. Travis mentioned that he received the bulletin board kits from our LRR and will be going around to set up those bulletin boards soon. They will probably be set up in the kitchens since cafeteria staff and custodians both work in the kitchen. The CSEA bulletin board at the Maintenance Yard will probably be in the break room or wherever that Site Rep deems appropriate.

c. Juneteenth Litigation Update - There are no updates at this time. Refer to our September 2022 chapter meeting minutes for more information on Juneteenth litigation.

d. Member Intern Program - The CSEA Member Intern Program (MIP) is designed to provide selected interns a chance to explore the Labor Relations Representative position, to be exposed to the world of CSEA work, to serve alongside professionals whom they respect and hope to emulate, and to be challenged and stretched. It is an internship requiring a tremendous investment of time and energy. The MIP provides members a real and practical learning experience. Spring 2023 Dates: Application Deadline November 9, 2022 | Interviews December 14-15, 2022 | Orientation February 6-9, 2023 | Internship Begins February 10, 2023 | Internship Ends May 17, 2023 | Program Debrief May 18, 2023. For more information and resources please go to www.csea.com/mip or contact Nancy Hurd at (408) 433-1210.

6. New Business

a. Camera MOU - Travis gave the members an update on a proposed MOU between our chapter and the district regarding the newly installed security cameras.

b. CSEA Dependent Scholarships - The CSEA Scholarship Awards Program is proud to provide financial assistance to deserving dependents of CSEA members. Over the years it has enabled many students to pursue their higher education goals. There are three different categories of scholarships: 1. Fifty-Two (52) First Year Scholarships for graduating high school seniors 2. Eight (8) Community College Scholarships for those already in community college 3. Eight (8) College/University/Trade/Vocational Scholarships for those already in college, university or a trade/vocational school For a total of sixty-eight (68), \$1,000 scholarships awarded. Awards are granted in different categories, including some awards based primarily on financial need, some based primarily on scholastic achievement, and some based primarily on citizenship (leadership, character, and service). Members can email scholarships@csea.com or call CSEA Member Benefits at (866) 487-2732 if they have any questions or need more information.

c. Expanded Sick Leave Rights - Effective 1/1/23, an employee will be entitled to use half of their annual sick leave entitlement to take care of anyone designated by the employee who is either a hospital in-patient or under a medical provider's regular care – whether or not this sick person is related to the employee. Bereavement leave will be increased to 5 days (instead of 3 days). Starting in January 2025, pay replacement after childbirth will be increased from 70% to 90%. An email with more information was sent out by Travis on 11/8/22.

- 7.** Good of the Order – No members had anything to add at this time.
- 8.** Adjournment - Meeting was adjourned by CP Mazorra at 5:20pm.