

CSEA COACHELLA UNIFIED 109

Monthly newsletter of the California School Employees Association
Area F | Region 10 | Coachella Unified Chapter 109



AFL-CIO

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Find us on social media



Facebook/Instagram: [@coachella109](#)
<https://csea.com/chapters/109>

CONTRACT LANGUAGE HIGHLIGHT

ARTICLE 13.1 - 13.8: HOURS AND OVERTIME

In article 13.1, all unit members will be considered as on duty during their scheduled work time. All employees who are considered full-time employees will work 8 hours a day, and all employees who are considered part-time employees will work less than 8 hours a day. The length of the work day will be assigned by the district for each classified position. The start and end times for all paraeducator shifts will be negotiated with CSEA each year for all site and departments no later than July 31st of each year.

13.2 states that a 15 minute rest break will be given for every 4 hours worked each day.

In 13.3, each classified employee will have an uninterrupted 30 minute lunch break. The lunch break cannot be any less than the 30 minutes and no longer than 1 hour each day. In individual situations, the supervisor can allow flexibility with the lunch break to accommodate the classified employee, but cannot be less than 30 minutes.

13.4 says that the breaks should be at the halfway point of the work day.

13.5 talks about overtime. It will be paid out at time and a half of the employee's pay. An employee is allowed to claim overtime if they work more than 8 hours a day. If an employee is working on a Saturday, it will be paid out at time and a half. If an employee is working on a Sunday, it will be paid out at double time. If an employee is working on a holiday, they will be paid at time and a half plus their regular salary. Overtime will be offered to all qualified classified employees on a rotation basis starting with the person who has the highest seniority. The district cannot change or flex an employee's hours to avoid paying overtime.

In 13.6, compensatory, or comp, time can be offered instead of overtime. It will be given at the same time as overtime. Each classified member can select when to use comp time as long as they give a 24 hour notice to their supervisor, unless in an emergency situation. A member can deny overtime. Comp time must be used within one year of the date it was earned. Any hours not used within the year that were earned up until May 15th of that year will be paid out on the end of June pay check. Any hours earned from May 16th to June 30th will be paid out at the end of June the following year.

13.7 says that if a classified employee works more than 15 minutes or more per day past their contracted time for at least 20 consecutive days, their new base pay will reflect that time until they promote to a new position that changes the time to more hours a day. This does not apply to summer work or summer school.

13.8 states that if a classified employee is performing duties that are not on their job description, they are able to claim pay for working out of class. They must be doing these duties at least 5 working days a month. The employee will be paid out of class for the whole time period they are doing the other duties.

Please, click or scan the QR code to see the full article from our Collective Bargaining Agreement (CBA).

ALL CSEA MEMBERS HAVE THE RIGHT TO HAVE UNION REPRESENTATION AT ANY TIME. PLEASE, DO NOT HESITATE TO CONTACT YOUR EXECUTIVE BOARD IF YOU HAVE ANY QUESTIONS.



NEW CLASSIFIED EMPLOYEES

Ruben Aguilar - Bus Driver (DT)

Deicy Alejo - Health Services Technician (CC)

Luis Garcia - Kitchen Distribution Helper

Rogelio Mendez Estrada - Paraeducator Behavior Intervention

Marco Antonio Aguilar - Bus Driver (DT)

Claudia Gonzalez - Kitchen Worker Full Time (BDMS)

Antonio Murillo - Mechanic II (Night Shift) (DT)

CONGRATS!

**HIP HIP
HOORAY!**



PROMOTED CLASSIFIED EMPLOYEES

Mercedes Castro - Kitchen Manager I (JK)

Victor Nino - Paraeducator Special Education II

Yuri Esquivel - Instructional Media Assistant (CDA)

Danielle Garcia - Paraeducator Mod/Severe (WS)

Abelina Macias - Administrative Specialist (DO/EL)

Viviana Martinez - Office Technician (DO/Fiscal)

CONGRATS!

HIP HIP
HOORAY



MARCH RATIFICATION RESULTS

RATIFICATION RESULTS ON THE NARCAN EFFECTS MOU

Narcan Effects MOU

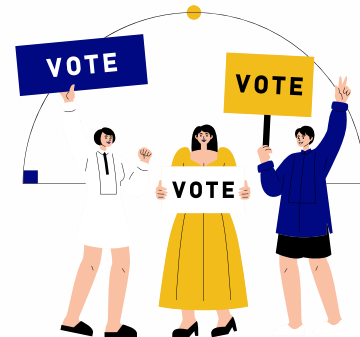
29 - Yes

2 - No

31 - Total Ballots Cast



Click or scan the QR code to view the Narcan Effects MOU



SUMMER WORK AS NEEDED APPLICATION

As Needed Summer Work Classified Application

The As Needed Summer Work Classified application is now active in School Stream and will close on

Monday, April 3rd, 2023, at 4:30 p.m.

Late applications will not be accepted. Please go to School Stream to access and complete the form. Summer work is by seniority districtwide, regardless of classification.

Certain summer work assignments require special certification and or knowledge of specific tasks and computer software.



CSEA SENIOR SCHOLARSHIP PROGRAM 2023

FOR HIGH SCHOOL SENIORS GRADUATING IN 2023

Congratulations on behalf of the CSEA Coachella Unified 109 Executive Board on your decision to further your education. Please, contact our chapter treasurer, Meagan Farley, for your application. The application **MUST** be filled out in completion with the documents listed below and submitted to Meagan Farley **no later than Saturday, April 15, 2023 at 8pm**. You **MUST** be enrolled in higher education for the Fall 2023 or Spring 2024 school year to qualify. Your parent/guardian **MUST** be an active CSEA member in good standing to qualify.

Documents needed:

- Application
- 2023 High School Transcript
- Personal Statement
- Minimum of 2 Letters of Recommendation
- Photo ID (State or High School ID)
- Enrollment Verification

Please, contact Meagan Farley for the application and with any questions you may have at cseatreasurer109@gmail.com or at 760-397-5574.



CSEA ASSISTANCE FUND

SUPPORT CSEA'S ASSISTANCE FUND
THROUGH AMAZON SMILE



Donate and support a portion of your purchase from Amazon to the CSEA Assistance Fund. This fund's mission is to provide aid to destitute or homeless school employees and their families. Use the link below or scan the QR code to apply the CSEA Assistance Fund to your order.



https://smile.amazon.com/?ref=smi_se_dshb_bk_smi



CLASSIFIED WORK YEAR CALENDAR

2022 - 2023

COACHELLA VALLEY UNIFIED SCHOOL DISTRICT CLASSIFIED WORK YEAR CALENDAR 2022-2023

Workdays:	180 Days	180 Days	182 Days	182 Days	190 Days	10 Month	10.5 Months	11 Months
POSITIONS:	BIL SPEECH/LANGUAGE PATHOLOGY ASSISTANT	PARAEDUCATOR EARLY CHILDHOOD DEVELOPMENT	1 Day Before / 1 Day After LIFEGUARD	2 Days Before BUS DRIVERS	5 Days Before/ 5 Days After COOK/ASSISTANT KITCHEN MANAGER	OFFICE ASSISTANT	ATTEN. DATA ENTRY CLERK I	ADMINISTRATIVE ASSISTANT
	BILINGUAL SPEECH THERAPIST PARAEDUCATOR	SAFETY SUPERVISOR (CFS)		BUS MONITORS	KITCHEN MANAGER I		ATTEN. DATA ENTRY CLERK II	ADMINISTRATIVE ASSISTANT - ATHLETIC
	CAMPUS FACILITY ATTENDANT			KITCHEN WORKER	KITCHEN MANAGER II		ELEMENTARY ATTENDANCE CLERK	ASB ACCOUNT CLERK
	CAMPUS SECURITY ASSISTANT						ENGLISH LEARNER SUPP ASSIST.	BIL PSYCHOLOGIST TECHNICIAN
	PARAED BEHAVIOR INTERVENTION SPED						HEALTH SERVICES TECHNICIAN	INSTRUCTIONAL MEDIA ASSISTANT
	GENERAL ED INSTRUCTIONAL AIDE						IT SERVICES ASSISTANT	LICENSED VOCATIONAL NURSE
	PARAED I, II & MODERATE SEVERE DISABILITIES							OFFICE MEDIA CLERK
	PARAED SPECIALIZED PHY HEALTH MOBILITY							SCHOOL NURSE ASSISTANT
	PARENT COMMUNITY LIAISON							SPORTS FACILITIES ASSISTANT
	SAFETY SUPERVISOR (Up to 180 days = Adult Ed)							
SPECIAL EDUCATION EXPANSION AIDE								

FIRST DAY:	8/11/2022	8/10/2022	8/10/2022	8/9/2022	8/4/2022	8/1/2022	8/8/2022	8/1/2022
LAST DAY:	6/6/2023	6/5/2023	6/7/2023	6/6/2023	6/13/2023	5/31/2023	6/22/2023	6/30/2023
JUL	0	0	0	0	0	0	0	0
AUG	15	16	16	17	20	23	18	23
SEP	21	21	21	21	21	21	21	21
OCT	20	20	20	20	20	21	21	21
NOV	16	16	16	16	16	19	19	19
DEC	12	12	12	12	12	19	19	19
JAN	16	16	16	16	16	20	20	20
FEB	18	18	18	18	18	18	18	18
MAR	22	22	22	22	22	23	23	23
APR	14	14	14	14	14	19	19	19
MAY	22	22	22	22	22	22	22	22
JUN	4	3	5	4	9	0	15	21
Workdays:	180	180	182	182	190	205	215	226



NEGOTIATION UPDATES

NEGOTIATION UPDATE FOR MARCH 2023

The language below is what was exchanged with the district this last week. We are still working on these two articles. Please take some time to read below. The District came back with this on Salary (NOTE: language not struck or underlined is existing language):

11.1.2 Beginning July 1, 2022, the Classified Salary Schedule shall be increased by eight (8%) on schedule across-the-board for all classified bargaining unit members. Active unit members on paid status as of the date of this signed agreement shall receive a one time off schedule payment of \$2,500.

11.1.3 Should any other employee group bargaining unit receive a higher total ongoing compensation package for the 2021-2022 2022-2023 fiscal year that is greater than CSEA's total ongoing compensation package, then in that event the parties shall negotiate the specific allocation of equal compensation to be afforded classified bargaining unit members.

So, same money, same demand to change our Me, too language to allow unequal salary hikes for the highest paid employees, which is management. This is apparently a hill to die on for this Board. In Morongo USD and in Yucaipa-Calimesa USD, for just two examples, CSEA has Me, too language covering "all represented and unrepresented" employees, meaning, everyone. Fair and appropriate. Why is the District so devoted to inequality? We just don't get it.

We countered with this:

11.1.1 Beginning July 1, 2022, the Classified Salary Schedule shall be increased by nine percent (9%) on schedule across-the-board for all classified bargaining unit members. Active unit members on paid status as of the date of this signed agreement shall receive a one-time off-schedule payment of \$2,500.

11.1.2 Should any other employee group receive a higher total ongoing compensation package for the 2021-2022 2022-2023 fiscal year that is greater than CSEA's total ongoing compensation package, then in that event the parties shall negotiate the specific allocation of equal compensation to be afforded classified bargaining unit members.

So, we came down from 10% to 9%, but kept the "employee group" Me, too language with the addition of the "ongoing." This should be where the District is, also, if this Board actually valued our classified staff, and if CVUSD wanted to both be respectful of all employees, and make up for the failure to provide hero pay.

On Transportation, we are very very close, but this District still insists on proposing unnecessary and inappropriate concessionary language. Management clearly wants to contract out our drivers' work, because after we made it clear that drivers have already conceded enough, they proposed this again (NOTE: language not struck or underlined is existing language):

Use of Charter Buses. The District shall prioritize the use of District drivers and District vehicles in preference to charter buses.

A. Charter buses may not be used when District funds (including site-based and grant funds) are utilized to pay for field trips, or other types of student transportation. This policy does not apply to the following situations:

1. If more than 10 field trips are scheduled in a school day Monday through Friday and the District is unable to staff all home to school transportation routes, (Note: we have NEVER agreed to this, and yet they keep proposing it)
2. Trips funded by parent donations, student fundraising, non-profit 501(c)(3) organizations and/or charitable donations from corporations or other community organizations, where there is no contribution from the District towards a charter bus.
3. Grad Nite or middle school promotion trips.
4. Out-of-Town (i.e. "A" trips as defined above in Article 17.6) for CIF Championship sports events outside a 35-mile radius of the Transportation bus yard.
5. Out-of-state Trips.

B. In the event a charter bus is used with District funds, not complying with the above requirements, the eligible driver shall have the option of taking the trip and serving as a chaperone during the field trip, or the driver will report to their regular assignment and will be compensated for any additional hours they would otherwise have been entitled the District will make whole for lost hours, at the appropriate rate, that the driver eligible (as per the field trip list), due to the District's use of the charter bus, with exceptions per C below.

C. In the summer, in the event that all available District bus drivers are already utilized to work (regular shifts and/or overtime), have been contacted and failed to respond timely per the procedures of this article, or have declined to work the trip, and dispatchers and trainers have also declined, the District may use a charter bus for the duration of that particular trip only. (NOTE: This, this new language in "C" we gave them months ago, it's similar to language we have in M&O and in Security. This should be enough.)

Next negotiations session is set for Wednesday, April 5th from 9am to 2pm.



SCHOOL BOARD PASSED MOU

LIST OF SCHOOL BOARD PASSED CLASSIFIED
MOUS FOR THE MONTH OF MARCH 2023

March 9

- Revised Job Description for Campus Security Assistant MOU

March 30

- Revised Job Description for Instructional Media Assistant MOU
- Revised Job Description for CFS Custodian 1 to Custodian Maintenance MOU
- Revised Job Description for Curriculum Resource Technician MOU
- Revised Job Description for Bilingual Psychologist Technician MOU



QUESTIONS?

PLEASE CONTACT YOUR
NEGOTIATIONS TEAM.

CSEA Coachella 109 Negotiations Team

	Isadora Jimenez	ijimenez@cvusd.us	760-969-0091
	Ray Anzaldua	ray.anzaldua@cvusd.us	760-698-3348
	Alejandra Garcia	chapter109@icloud.com	760-399-6945
	Veronica Duenas	vero.duenas5@gmail.com	760-600-4097
	Eliseo Mendez	eliseo.mendez@cvusd.us	760-832-0038
	Sandra Valenzuela	sandra.valenzuela@cvusd.us	760-399-7115



QUESTIONS?

PLEASE CONTACT YOUR
RECLASSIFICATIONS TEAM.

CSEA Coachella 109 Reclassifications Team

	Ray Anzaldua	ray.anzaldua@cvusd.us	760-698-3348
	Veronica Duenas	vero.duenas5@gmail.com	760-600-4097
	Eliseo Mendez	eliseo.mendez@cvusd.us	760-832-0038



CHAPTER 109 MEETING DATES

MEETING DATES FOR THE 2022-23
SCHOOL YEAR

All meetings will be in person at 5pm unless otherwise stated. Location will be shared on the agenda when it is sent out.


All meetings are for CSEA members only.
Please, no family members.

Executive Board Meetings	Site Representative Meetings	Chapter Meetings
September 13, 2022	September 28, 2022 (Zoom)	September 29, 2022
October 11, 2022	October 26, 2022 (Zoom)	October 27, 2022
November 8, 2022	November 16, 2022 (Zoom)	November 17, 2022
December 6, 2022	December 14, 2022 (Zoom)	December 16, 2022
January 10, 2023	January 25, 2023 (Zoom)	January 26, 2023
February 7, 2023	February 21, 2023 (Zoom)	February 22, 2023
March 14, 2023	March 29, 2023 (Zoom)	March 30, 2023
April 4, 2023	April 26, 2023 (Zoom)	April 27, 2023
May 9, 2023	May 24, 2023 (Zoom)	May 25, 2023



CHAPTER CONTACTS





EXECUTIVE BOARD

	Isadora Jimenez	Chapter President	760-969-0091	ijimenez@cvusd.us
	Ray Anzaldua	Chapter Vice President	760-698-3348	ray.anzaldua@cvusd.us
	Javier Martinez	Chapter Secretary	760-625-8558	javiercsea109@gmail.com
	Meagan Farley	Chapter Treasurer	760-397-5574	cseatreasurer109@gmail.com
	Billy Franco	Chapter Communications/ Public Relations Officer	760-565-2397	billycsea109@outlook.com
	Veronica Duenas	Chapter Chief Union Steward	760-600-4097	vero.duenas5@gmail.com



CHAPTER CONTACTS

ADDITIONAL CONTACTS

	Adam Weinberger	Association President
	Freddy Arroyo	Area F Director
	Jason Ter Keurst	Field Director - Rancho Cucamonga
	Paula Pelton	Regional Representative - Region 10
	Beth Caskie	Labor Relations Representative



CHAPTER CONTACTS

SITE REPRESENTATIVES

Site	Name	Email
Adult Education	Anita Meraz	anita.meraz@cvusd.us
Bobby Duke	Adrian Cano	adrian.cano@cvusd.us
Cahuilla Desert Academy		
Cesar Chavez	Alicia Valladolid Julia Arredondo German Vargas	alicia.valladolid@cvusd.us julia.arredondo@cvusd.us german.vargas@cvusd.us
Coachella Valley High School	Leticia Contreras Eliseo Mendez Raquel Canela Tisha Olague	lecontreras@cvusd.us eliseo.mendez@cvusd.us raquel.canela@cvusd.us tisha.olague@cvusd.us
Coral Mountain Academy	Rodie Cota	rodie.cota@cvusd.us
Desert Mirage High School	Billy Franco Meagan Farley	billy.franco@cvusd.us meagan.franco@cvusd.us



CHAPTER CONTACTS

SITE REPRESENTATIVES

Site	Name	Email
John Kelley		
La Familia		
Las Palmitas		
Mecca		
Mountain Vista	Rebecca Ruiz Joanne Gutierrez	rebecca.ruiz@cvusd.us joanne.gutierrez@cvusd.us
Oasis	Alejandra Garcia	alejandra.garcia@cvusd.us
Palm View	Lisa Castro	lisa.castro@cvusd.us
Peter Pendleton	Bianca Lomeli	blomeli@cvusd.us
Saul Martinez	Jessica Terrazas Jacqueline Gamez	jessica.terrazas@cvusd.us jacqueline.gamez@cvusd.us
Sea View	Maria Molina	maria.molina@cvusd.us



CHAPTER CONTACTS

SITE REPRESENTATIVES

Site	Name	Email
Toro Canyon		
Valle Del Sol	Veronica Duenas	veronica.duenas@cvusd.us
Valley View	Bianca Garania	bianca.garania@cvusd.us
Westside	Jessica Venegas Stephanie Reyes	jvenegas@cvusd.us stephanie.reyes@cvusd.us
West Shores Middle/High School	Rosa Morales Jessica Larios Sandoval	rosa.morales@cvusd.us jlarios@cvusd.us
Children & Family Services	Francisca Aguirre Evelyn Castro	francisca.aguirre@cvusd.us evelyn.castro@cvusd.us
District Office	Tiana Romero Patricia Lopez	tromero@cvusd.us patricia.lopez@cvusd.us
Maintenance & Operations	Laurie Howard	lhoward@cvusd.us
Security/Patrol		



CHAPTER CONTACTS

SITE REPRESENTATIVES

Site	Name	Email
Technology	Shaun Piron	spirone@cvusd.us
Special Education	Ysenia Morales	ysenia.morales@cvusd.us
Transportation	Francisco Becerra	francisco.becerra@cvusd.us

You can contact the site rep at your site if you have any questions. You can also contact Billy Franco or Veronica Duenas if you cannot reach your site rep.



MEMBER BENEFITS

Click the picture or scan the QR code to view.



Education Services

CSEA offers a wide range of education services to members and their families, including \$110,000 per year in scholarships and grants.



Amusements & Attractions

Get discounts on all the major theme parks in California and save on tickets to aquariums, zoos, movie theatres, waterparks and more.



Everyday Benefits & Discounts

Spend less on everything from flowers and gifts to cell phone plans and pet insurance. CSEA offers everyday savings for you and your family.



Travel

CSEA has discounts for your next family vacation, including a vacation planning service, rental car discounts, and great hotel rates.



Legal Help

As one of the benefits of CSEA membership, you may speak with an attorney in CSEA's Legal Department about non-employment matters for no charge.



Financial Services

From credit unions to direct deposit bank cards to budget and debt counseling, CSEA membership can help you manage your finances and save money.



Insurance

CSEA members are automatically covered with a free \$5,000 policy and can save on auto, home, disability, life, dental, vision, and other insurance.



Retirement

It's never too early to plan for retirement. CSEA offers counseling on your CalPERS pension, Social Security benefits and Medicare Health Plan.



CSEA Assistance Fund

CSEA takes care of its members on the job, but it also lends a helping hand in times of crisis through the Dorothy Bjork Assistance Fund.



You will need to sign into your CSEA.com account to access these links. If you do not have an account, you will need your CSEA member ID to sign up. If you do not know your CSEA member ID, you can reach out to Meagan Farley at cseatreasurer109@gmail.com to request your member ID.



IMPORTANT LINKS

Questions/Comments Form



CSEA Main Site



Chapter 109 Constitution



CVUSD Seniority List



Coachella Unified Chapter 109 Microsite



Chapter 109 CBA/Contract



CVUSD Salary Schedule



CVUSD Job Descriptions

