



# CAUSE ADVISORY

## 2023-24 CERTIFICATED Bargaining Cycle Begins

### Opening Session # 1

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District Colleagues and Interested Parties:

No sooner are the 2022-23 bargaining cycles ending, than CAUSE has sought the District's attention to begin the 2023-24 CERTIFICATED Bargaining Cycle. At today's meeting, the Union provided availability for future bargaining sessions; in hopes of getting dates scheduled and on the calendar well in advance of any potential scheduling conflicts and/or complications. In doing so, CERTIFICATED team members clarified the following:

1.) If the District has any interest in making significant improvements to the SAFETY ARTICLE, prior to the start of the 2023-24 school year, CAUSE would consider scheduling Summer meetings for that express purpose. Student and employee safety & well-being remains a focus for Union Leadership.

We also submitted our 2023-24 SAFETY proposal at today's meeting (*see attached*).

2.) Based upon the statements of Human Resource Director Diana Zapata, made in the opening minutes of today's session (*i.e. That she believes an financial agreement could be reached before employees return in August, 2023.*), the Union offered availability for the purpose of receiving the District's proposal on ARTICLE 6: Compensation & Benefits.

Unfortunately, even while making such a statement, the District failed to arrive with a proposal on the only contract article it opened for the 2023-24 cycle; ARTICLE 6: Compensation & Benefits. No explanation was offered by Ms. Zapata, who with a District lawyer, comprises the entire District team.

Nonetheless, the Union provided days and times (*before the end of the instructional year*) to receive and review any potential ARTICLE 6: Compensation & Benefits proposal. Union leadership remains available to examine whether such a proposal reflects a serious offer by the District.

As is usual, the Union is reluctant to base our financial based bargaining conversations on the District's budgetary predictions, versus the UNAUDITED ACTUAL budget data due out in the late Summer / early Autumn, 2023. We have found that the District's budgetary predictions have too consistently underestimated revenues and overestimated expenditures; a budget reporting technique used to allege that no funds are left for increases, improvements, and the variety of safety & instructional program improvements the Union seeks.

Be sure that CAUSE remains available to advocate for realistic improvements in good-faith. Moving forward, we will continue to provide updates as we further negotiate employee salaries, wages, and healthcare options/plans for the 2023-24 school year.

In Unity,

- The CAUSE \* 2023-34 Certificated Bargaining Team

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**\* C.A.U.S.E. - Yes We Can ! \***



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<https://cause2216.org/enrollment/>

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**CERTIFICATED CAUSE (1st Proposal ) ARTICLE 14 SAFETY 2023-24.pdf**

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