

Opening Statement Charles City Educational Services Association

The Charles City Educational Services Association is here to present our initial proposal to the Charles City Community School District. This is the beginning of a process that will allow the Association to present our priorities for ensuring all of our students and staff are supported and successful. The goal of the bargaining process is ensure that Charles City maintains competitive wages, benefits, and contractual language that will support current staff, as well as continuing to be attractive to future support professionals. Our goal is to maintain wages and benefits so that Charles City continues to be a great place to work. We believe this is a shared goal between Association and District.

The laws on bargaining may have changed, but the work of support professionals has not. Support professionals work with students on a daily basis and understand what it takes to make our schools successful. We understand some topics are excluded from the bargaining process, but expect the District will work with our members to ensure that our schools attract and retain high quality employees that will contribute to high level success for students.

Thank you for considering our proposal, and understanding the importance to our Association, our students and our community.

Initial Proposal

Initial Proposal from the
Charles City Educational Services Association
To the
Charles City Community School District

February 21, 2018

The Association proposes current contract language for all articles with the following exceptions.

Labor Management Committee

The Association and the District agree to continue to utilize a joint Labor Management Committee. The purpose of this committee is to collaboratively discuss and make decisions regarding employment matters not referred to in the master contract and other matters mutually agreed upon.

Base Wages

The Association proposes a wage increase of 35-cents per hour for all categories of employees. This is an approximately 3.4% increase in total wages.

Duration

This Agreement shall be effective the 1st day of July 2018 and shall continue in force and effect until the 30th day of June 2021. During the term of this agreement all articles shall remain current contract, except for the following: The parties agree that Article 8 Wages shall be open to negotiate base wages for the 2019-20 Master Contract and all following contract years.

This wage proposal is made with the understanding that the District intends to modify insurance costs and coverages for the employee and is switching to a 95% plan rather than the current 100% plan.