

# Timeline

On **May 27, 2021**, CUSD and CSEA Chapter 250 signed a Memorandum of Understanding ("MOU") that included a "Me Too" provision for the 2020-2021, 2021-2022, and 2022-2023 school years that said Chapter 250 would receive any salary schedule increases approved by the Governing Board (and recommended through the Employee Compensation Committee). A "Me Too" clause has also been a part of past CSEA Chapter 250-District contracts.

2021

At the time of the **May 27, 2021**, MOU the ACE Psychologists/Mental Health Support Providers were not a recognized exclusive representative in the District.

In **February 2022**, following a PERB election, ACE became the exclusive representative for District Psychologists and Mental Health Support Providers.

2022

Two years ago, on **June 9, 2022**, the District Governing Board approved a 7% increase on the salary schedule for the 2022-2023 school year based on the recommendation of ECC. CSEA Chapter 250 was included based on the "Me Too" provision in their Collective Bargaining Agreement (CBA).

Immediately following the Governing Board's approval of the Market Study on **February 15, 2023**, it was fully implemented. At the time, CSEA Chapter 250 agreed and signed an MOU to implement the Market Study that resulted in most Chapter 250 positions receiving a salary increase and not a single position receiving a salary decrease.

2023

In **May 2023**, the ECC committee recommended a salary increase of 5.5% for the 2023-2024 school year (which was effective July 1, 2023). The District offered CSEA Chapter 250 a "Me Too" MOU to provide Chapter 250 members the 5.5% increase for the 2023-2024 school year. The CSEA Chapter 250 negotiating team rejected the MOU and opted to open the entire Collective Bargaining Agreement (CBA) and begin negotiations.

On **June 30, 2023**, the existing Chapter 250 contract expired, including the "Me Too" provision.

In **July 2023**, the District and the ACE Psychologists and Mental Health Support Providers reached agreement on an initial CBA. The agreement included both a salary schedule and market study increase totaling 13.75%. That reflected the 7% salary schedule increase approved by the Board for other employees in June of 2022 and a 6.75% market study adjustment for Psychologists and Mental Health Support Providers.

In **August 2023**, the District and CSEA Chapter 250 began negotiations.

2024

The tentatively agreed to CBA failed to be approved by the voting CSEA members during their ratification vote process on **April 4, 2024**.

In **April 2024**, a tentative agreement was reached that included a 5.5% salary increase retroactive to July 1, 2023, and also included a provision (outlined in a new MOU) resolving a CSEA Unfair Practice Charge (UPC) over the interpretation of the "Me Too" clause from the May 27, 2021, MOU. This MOU was signed off by the CSEA Chapter 250 negotiating team which was comprised of CSEA state and regional representatives who replaced the local officers.

As of **May 2024**, the District and CSEA Chapter 250 are re-entering into further negotiations.