

2016-2017 CWA Summary of Changes

Article	Changes
5 Evaluation Procedure	<ul style="list-style-type: none"> Changes the term “sufficient” to “five days” in order to define the specific amount of prior notice that must be given to an employee to review and comment upon derogatory material in the supervisor’s file if the material will be addressed in the employee’s evaluation
10 Compensation	<ul style="list-style-type: none"> Adds a provision that gives the Governing Board discretion during the 2016-2017 contract year to increase employee salaries if additional funding is received by the District during the 2016-2017 contract year that is authorized by the Legislature to be used for salaries for the 2016-2017 contract year
14 Holidays	<ul style="list-style-type: none"> Changes the term “winter break” to “holiday” to permit an exempt employee required to work during a holiday to earn (1) flex day for each holiday that the employee is required to work. The flex day must be used within the fiscal year in which it is earned and the date of use must be approved by the supervisor at least five days in advance of its use.
15 Sick Leave	<ul style="list-style-type: none"> Amends the definition of “immediate family” for purposes of sick leave to provide consistency for all employee agreements
15 Bereavement Leave	<ul style="list-style-type: none"> Amends the definition of “immediate family” for purposes of bereavement leave to provide consistency for all employee agreements
16 Jury Duty/Litigation Leave	<ul style="list-style-type: none"> Amends the definition of jury duty and witness leave to provide consistency for all employee agreements
20 Professional Development	<ul style="list-style-type: none"> Suspends the professional development fund for the duration of the 2014-2017 agreement