

Here is a summary of the contract changes that are part of the MOU between the CST-Local One and the District:

- CST agrees while new employees are normally assigned to step one of the salary range, that an "HR administrator" may consider relevant experience or working elsewhere in a related field, and receive a step placement based on other experience. This no longer requires approval of the Superintendent per the previous contract language.
- The District and CST agree to clean up "leave" language next year in negotiations where the leave language may be out of date per current law. Effective July 1, CST will give up the long-held practice where employees are first deducted sick leave and then vacation leave, and then are given 5 months of differential sick leave. Instead, any such leave time that employees have will run "concurrently and overlap with" an employee's 5 months of differential time as provided by education code for classified employees.
- The district was able to confirm in writing that even though the contract says employees for promotion will be given "first consideration," that HR simply completing a paper review of internals first, or where interviews that occur where existing members are interviewed "first within the same day," sufficiently meets the idea of "first consideration."
- CST agrees the job vacancy notices only have to be posted for 5 days instead of 6 days
- CST agreed to remove that testing "must occur" for every CST position and now only "may" occur. This now leaves the testing requirement for every single position up to HR's purview.
- CST also agrees to the clarification that the district (not any testing results/scores) therefore determines which candidates will be interviewed.
- CST agrees that when there are 5 or fewer candidates who qualified (instead of only 3) that the candidates can be sent to the hiring supervisor for an interview.

- CST agrees that when the promotion of an internal employee occurs, that the current manager may hold the employee for 30 days in their existing position before transferring them but that the district will start compensating them at the correct rate after calendar day 30.

- The District added article 34 on Discipline where CST agreed to the clause that both verbal and written reprimands are required or mandatory in dealing with causes of a "cumulative nature."