



## California School Employees Association

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Matthew "Shane" Dishman  
Association President

Keith Pace  
Executive Director

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Member of the AFL-CIO

*The nation's largest  
independent classified  
employee association*



February 3, 2022

**CORRECTED COPY**  
**Via Electronic**  
[spullum@hartnell.edu](mailto:spullum@hartnell.edu)

Shawn Pullum, Chapter President  
Hartnell Chapter 470  
950 Holovits Ct.  
Marina, CA 93933-5031

RE: Initial Proposal for Successor Agreement 2022 - 2025

Dear President Pullum:

I have received the initial proposal for the Successor Agreement between the Hartnell Community College and California School Employees Association and its Hartnell Chapter 470 that will be in effect from 2022 through 2025.

It has been reviewed in accordance with Policy 610. I have found no apparent violations of law, CSEA's Constitution and Bylaws, or Policy. **This initial proposal will need to be approved by the membership prior to starting negotiations.**

Please remember, once a tentative agreement has been reached, a signed copy of the tentative agreement must be forwarded to the field office immediately for a Policy 610 review **before** the tentative agreement may be ratified.

Please feel free to contact my office if you have any questions or concerns.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Debra Cole  
Field Director

DC/mc  
Attachment(s)

c: Lucy Vega, Regional Representative 70; Machel Kessinger, Area C Director; Patricia Padilla-Salsberg, Labor Relations Representative; Chapter 470 Contract File

**(B/D 1/24/2022)**

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION  
Board Policy and Procedures Review Committee**

**Date:** January 22, 2022

**To:** Board of Directors

**From:** Machel Kessinger, Chairperson Policy and Procedures Review Committee

**Subject:** Policy 610 - Contract Ratification During Coronavirus Pandemic

The CSEA Board of Directors temporarily waives Policy 610 and the provisions of a chapter's constitution and bylaws on formal ratification as follows:

1. Distribution of agreement: In lieu of an informational meeting under Policy 610.9.04, the tentative agreement may be distributed by email or text to all bargaining unit members who have provided this contact information at least one day prior to distribution of a ratification notice. A statement shall be included that bargaining unit members are permitted to ask questions or offer debate in favor of approving or denying the tentative agreement at any time until the ratification vote is complete.
2. Ratification: Notice of ratification shall be distributed by email or text to all CSEA members of the bargaining unit. Active CSEA members of the bargaining unit who are in good standing shall be entitled to vote by secret ballot on the ratification or rejection of the agreement. The meeting notice shall include: (1) a statement indicating that the Negotiating Committee recommends ratification of the negotiated agreement; (2) whether the ratification will be conducted via electronic meeting in accordance with paragraph (a) below, or via online poll in accordance with paragraph (b) below; and (3) the information necessary to access the ratification.
  - a. Ratification by electronic meeting: The meeting notice shall be sent to all bargaining unit members no later than five (5) working days before the scheduled meeting.\* Voting shall occur during the meeting and results announced prior to close of the meeting.
  - b. Ratification by online poll: Notice shall be sent at least five (5) working days in advance of the date set for online balloting to close.\* Voting will occur via online poll or balloting service during such period.

\* The Executive Director, or designee, may approve a notice period of less than five (5) working days, upon request of the chapter executive board and the concurrence of the Field Director.
3. No chapter shall enter into a negotiated agreement or take a formal ratification vote, until it has been reviewed by the Labor Relations Representative and the Field Director.
4. Unless specifically set aside by this waiver, the provisions of Policy 610 remain in full force and effect.

February 2nd, 2022

Linda Beam, Interim Vice President Human Resources  
Hartnell Community College District  
411 Central Avenue  
Salinas, CA 93901

Dear Ms. Beam:

This letter is intended to satisfy the public notice requirement that the California School Employees Association and its Chapter 470 intends to negotiate a successor agreement with the Hartnell Community College District. In addition to the following, we reserve the right to make agreement proposals on any subject matter within scope during these successor agreement negotiations.

1. **Article 9 – Pay and Allowances:** To negotiate an across the board salary increase to ensure competitive salaries are in place to attract and retain a qualified labor force for our school communities, consistent with the district's ability to pay. CSEA intends to assure that the salary schedule is in line with federal and state minimum wage laws. CSEA supports its members ability to advance their careers within the district by allowing qualified members to fill adjunct teaching positions.
2. **Article 10 -- Work Out of Class:** CSEA has an interest in assuring that its members are appropriately compensated for work performed in a different classification.
3. **Article 11 – Work Schedules:** CSEA is interested in revising language related to temporary work schedule adjustments.
4. **Article 27 – Telework:** CSEA is interested in formalizing an updated process for approving teleworking arrangements.
5. **Article 28 – Duration:** CSEA is interested in a three-year agreement (2022-2025).

CSEA reserves the right to open any other article in the Collective Bargaining Agreement during its successor negotiations. Please place this letter on the next regularly scheduled school board meeting agenda as CSEA's intent to bargain.

CSEA looks forward to working collaboratively with the District to complete negotiations in a timely manner and is available to schedule immediately. If you have any questions, please contact Chapter President Shawn Pullum.

Thank you,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION