2025-2026 COJUSD & CSEA Negotiations
FREQUENTLY ASKED QUESTIONS

September 18, 2025

What is the status of CSEA negotiations?	The District and CSEA have met multiple times over the past few months. While progress has been made on many articles, the parties were not able to reach a full agreement. As a result, CSEA has declared an impasse.
What does "impasse" mean?	Impasse occurs when a union and District determine they cannot reach an agreement on their own. At that point, the **Public Employment Relations Board (PERB)** assigns a neutral mediator to assist both parties in reaching an agreement. Most labor impasses are resolved during the mediation process.
What has CSEA accepted through the negotiations process? (State COLA was budgeted at 2.3%, however, the District only received 1.68% due to declining enrollment)	A tentative agreement has been made for a total **compensation package of 1.6%** for the 2025-26 school year which includes: ● **1% increase added to the salary schedule** ● **$135 one-time, off-salary schedule payment** ● **0.6% equivalent increase** to cover $76/month per employee to maintain a **$0 cost health insurance plan** ● **$2** per month added to the Professional Growth Schedule ● Vacation leave can be used on professional development days ● The District has included the increase to minimum wage as of January 1, 2026 to $16.90 per hour

A comparable financial agreement was made with COUTA on June 3, 2025 and was ratified by the COJUSD School Board of Trustees on June 18, 2025.

What articles have already been agreed upon?	The District and CSEA have reached a tentative agreement on several articles, including: ● Article 1: Recognition

	● Article 6: Organizational Rights ● Article 9: Pay & Allowances (partial agreements) ● Article 12: Professional Growth (**$2 added** to each tier) ● Article 13: Health and Welfare (**District covers the $0 health care plan increase** when the complete contract is ratified) ● Article 14: Holidays (status quo) ● Article 16: Transfers/Promotions/Reclassifications ● Article 21: Discipline (status quo) ● Article 32: Duration of Agreement
What articles are still pending?	The following remain unresolved: ● **Article 9 – Pay and Allowances (specific subsections 9.1.3, 9.1.4, 9.1.5)** ● **Article 28 – Contracting Out (subsection 28.1)**
Why did CSEA declare an impasse?	The primary unresolved issue is **Article 28.1**, which has been in contract language since 2005 (nearly 20 years) and states: ***"It is agreed that the District <u>may contract out work if such contracting out causes no reduction in hours, work year, and/or numbers of bargaining unit employees."</u>*** The District has held firm on keeping this language in place, while CSEA has opposed it. ***The current language provides CSEA members protection. It does not allow the District to contract out if:*** ● ***it results in a reduction of hours for any CSEA member.*** ● ***it results in a reduction in the work year for any CSEA member.*** ● ***it results in a reduction in the number of bargaining unit members.***
What are some examples of services the District contracts out?	● HVAC repair at peak times ● Specialized gas/water leak repair ● Specialized equipment maintenance & repairs ● Charter buses that transport students (beyond 100 miles) per the current agreement ● Installation of clocks, alarms, and wiring ● Bus driver certification ● Concrete work & repairs

	• Athletic officials • Water testing • Fire alarm maintenance/repairs • Septic tank maintenance/repairs
Why won't the District agree to remove Article 28.1?	**The District's goal is to have all facility and service needs addressed in a timely fashion for students and staff. If the administration has to meet and confer before or after a needed repair, it will not allow the District to operate efficiently and effectively.**
What will happen with the medical increase for the $0 out-of-pocket plan if negotiations are not settled by October 1?	If negotiations are not finalized by October 1, members will be required to pay the $76 increase for the $0 out-of-pocket health insurance plan, which was displayed on the open enrollment forms.
What happens next?	• PERB will assign a **mediator**. • Mediation sessions will take place with the goal of reaching an agreement. • If mediation does not resolve impasse, the process would then move to fact-finding.
Where can the community access negotiation documents?	All negotiation updates, financial and official documents are posted on the **COJUSD website**: 2025-26 CSEA Negotiations Updates
The entire bargaining agreement must be ratified before any articles take effect.	