

# MODESTO CITY SCHOOLS

## SUPERINTENDENT'S OFFICE

426 Locust Street, Modesto, California 95351-2699  
(209) 574-1616 • (209) 574-1570 fax • www.mcs4kids.com

TO: MCS Employees & Community DATE: 11/20/18  
FROM: Sara Noguchi, Ed.D, Superintendent  
SUBJECT: MCS Negotiations Update #1 with the CSEA

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### **MCS NEGOTIATIONS UPDATE #1 WITH THE CSEA**

#### Modesto City Schools' Update on 2018-2019 Contract Negotiations with the CSEA

On Tuesday, November 20, 2018, MCS and CSEA Leadership met for the first session to commence 2018-19 negotiations.

MCS communicated our commitment to negotiate in accordance with our core values. We communicated our commitment to being professional, civil, and respectful, by being tough on the issues, but soft on the people.

The CSEA presented its proposals for the following articles:

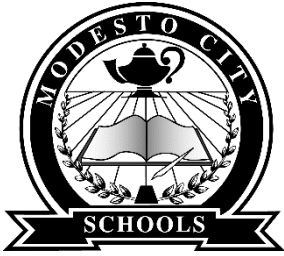
- Article 6 – Health & Welfare
- Article 7 – Pay & Allowances
- Article 12 – Transportation
- Article 17 – Reclassification and Equity Adjustments
- Possible New Article – “Contracting Out”

The MCS team presented our proposals for the following articles:

- Article 6 – Health & Welfare
- Article 7 – Pay & Allowances
- Article 11 – Assignment, Promotion & Transfer
- Article 14 – Working Conditions

Each party asked and answered clarifying questions about the respective proposals.

The next negotiation session is scheduled for January 31, 2019. Both parties agreed to be prepared with counter proposals and agreed that MCS will present a budget summary and answer questions.



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TO: MCS Employees & Community

DATE: 07/01/2018

FROM: Sara Noguchi, Ed.D, Superintendent

SUBJECT: Core Values for Negotiations

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### MCS CORE VALUES FOR NEGOTIATIONS

On behalf of the Board of Education, Modesto City Schools is committed to core values which reflect integrity and respect for an efficient, effective and transparent negotiations process that is focused on providing a comprehensive educational program considering all stakeholders. Modesto City Schools commits to providing on-going and accurate communication with all stakeholders while fostering positive and trusting relationships with employee groups throughout the process.

Modesto City Schools believes in making decisions focused on improving student outcomes which prepare students to be college and career ready. Modesto City Schools strives to utilize resources to maintain and build upon a variety of educational opportunities aligned with Modesto City Schools' shared accountability for student success, safety, and program effectiveness.

Modesto City Schools is committed to plan and provide data driven, high quality research based instruction every day. We recognize and value staff through the investment in professional development and support. Modesto City Schools further commits to attract and retain student focused professionals by fostering a professional culture focused on high standards, research based practices, and responsive service to all stakeholders.

Modesto City Schools commits to our students, staff and community, that resources will be invested in a transparent manner to provide a comprehensive educational program while maintaining long-term fiscal solvency.