

**BERRYESSA UNION SCHOOL DISTRICT
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, CHAPTER 364**

**DISTRICT'S INITIAL PROPOSAL FOR
2020-2021 RE-OPENER NEGOTIATIONS**

The District is committed to entering into discussions with representatives of the California School Employees Association, Chapter 364 supportive of the following general and shared interests:

- Students are the first priority;
- Emphasis is upon advancing student achievement;
- Children's needs are placed before those of adults;
- Respect, integrity, and morale are supported and advanced;
- District fiscal solvency and evidence of affordability over time are maintained;
- Comparability and fairness are reflected, resulting in an equitable settlement;
- and
- Legal mandates are complied with and adhered to.

Pursuant to the Educational Employment Relations Act (Government Code Section 3547) and Article 27 of the Negotiated Agreement Between the California School Employees Association, Chapter 364 and the Berryessa Union School District, the District offers the following initial proposals for 2020-2021 re-opener negotiations with the California School Employees Association, Chapter 364 for the classified unit:

Article 8: Compensation and Benefits

The District has an interest in providing a competitive salary for its certificated employees in order to maintain the District's ability to recruit and retain excellent certificated employees. The District also has an interest and a duty to be fiscally responsible and work within limited ongoing resources to meet student needs.