

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

**DISTRICT'S INITIAL PROPOSAL FOR
2019-2020 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 2019-2020 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 classified employees in order to maintain the District's ability to continue to recruit and retain excellent classified employees. The District also has an interest and a duty to be fiscally responsible and work within limited ongoing resources to meet student needs.

Article 9: Probation and Evaluation

The District has an interest in revisiting the Article (and Appendix G if necessary), to promote collaboration between unit members and evaluators on continued professional growth for unit members being evaluated.

Legal Updates: In addition to the above and consistent with the requirements of Articles 25 (Effect of Agreement) and Article 27 (Completion of Negotiations and Reopeners), the District proposes to update the contract as necessary to comply with changes in state and federal laws, including but not limited to Articles 3 (CSEA Rights) and Article 11 (Leave Provisions (including parental leave).)

The District reserves the right to identify an additional Article of negotiations pursuant to Section 26.2 of the Agreement and Government Code Section 3547 (d).