

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

**DISTRICT'S INITIAL PROPOSAL FOR
2016-2017 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.
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Pursuant to the Educational Employment Relations Act (Government Code Section 3547), the Berryessa Union School District, the District offers the following initial proposals for 2016-2017 successor contract negotiations with the California School Employees Association, Chapter 364 for the classified unit:

Article 8: Compensation And Benefits

The District has an interest in setting overall compensation at a level that will enable the District to recruit and retain excellent classified employees while meeting its duty to be fiscally responsible and work within limited ongoing resources.

Legal Compliance

In addition to the specific re-openers listed above, the District has an interest in making any other changes to the Negotiated Agreement needed as a result of new legislation or other changes in law with the California School Employees Association, Chapter 364 for the classified unit.

The District reserves the right to identify additional subjects of negotiations pursuant to Government Code Section 3547 (d).