



CSEA Chapter 364

California School Employees Association
Berryessa Union School District Chapter 364

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Date: May 10, 2016

Good afternoon,

Pursuant to Government Code 3547(a) the California School Employees Association (CSEA) and its Chapter #364 is submitting its Initial Proposal for public review at the District School Board meeting on May 17, 2016. It is our interest to engage in negotiations as soon as dates can be agreed upon.

We propose the following:

- 1) Article 3 CSEA Rights-New hire orientation for members

Employee Orientation:

An application for CSEA membership or application for the CSEA service fee deduction, as well as other information about membership and local representative contact numbers shall be provided by CSEA to the District to be included in the new employment packet for orientation of new unit members. New unit members will be encouraged by a Human Resources specialist to meet with their representative about membership. The District shall provide to the CSEA Chapter 364 President, the names and contact information of new unit members *within one week of hire*.

For new unit members hired in a given quarter of the year, the President or designee will collaborate with human resources staff to provide new unit member orientation (orientation sessions will be provided on a quarterly basis).

- 2) Article 8 COMPENSATION AND BENEFITS- An improvement in salary and additional new money for health benefits. Paraeducator salary range to be combined.
- 3) Article 8.5 School Sites Clerical Substitutes-Revision in language and compensation. Each site will be allocated 40 hrs per year for Substitutes
- 4) Article 8.7 Pay Provision and Training for Special Education Paraeducators, and Behavior Management Technicians
- 5) Article 8.8 LONGEVITY- add beginning of the 25th consecutive year-16% increase in base salary, and beginning of the 30th consecutive year-20 increase in base salary.
- 6) Article 8.12 RETIREE MEDICAL BENEFITS – revision in language.
- 7) Article 10 VACANCIES TRANSFERS AND PROMOTIONS -There shall be one week allowed for training of the transferred/promoted employee by the outgoing employee.
- 8) Article 11 LEAVE PROVISIONS – Revision in language.

CSEA retains the right to add or delete from these initial proposals in accordance with the express provisions of Government Code 3547(d).

Debbie



Debbie Narvaes
CSEA President
Berryessa 364

Cc: Jim Trujillo
CSEA LRR