

# CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION CHAPTER # 219

## INITIAL PROPOSAL

California School Employees Association (CSEA) Chapter 219 anticipates a productive bargaining season with the Escondido Union High School District for the term covering July 1, 2016 through June 30, 2019. CSEA Chapter 219 proposes the new collective bargaining agreement shall embody all of the continuing specific terms of the agreement that expires on June 30, 2016 with the addition of all ratified agreements since July 1, 2013 and with the exception of the articles as modified below:

### **Article I – Agreement between Escondido Union High School District and California School Employees Association Chapter 219**

- Review, clarify, and update the agreement period.

### **Article II – Employment Rights**

- *Review, clarify, and enhance the language in section A 13 outlining promotion limits.*
- *Review, clarify, and enhance the language in section B 1a regarding announcement of vacancies.*
- *Propose new employee orientation to include CSEA.*
- *Propose provisions for training of new and promoted employees.*

### **Article III – Evaluation and Employment Discipline**

- *Review, clarify, and potentially revise the evaluation form in Appendix B referred to in section B 1*
- *Review, clarify, and potentially revise the evaluation frequency and process in section B 2.*

### **Article VIII – Leaves of Absence, Holidays and Vacations**

- *Review, clarify, and enhance the language in section D 4 regarding vacation carry-over and payout.*

### **Article XI – Wages and Employee Expenses**

- *Review, clarify, and potentially revise/remove the promotional percentage maximum contained in section A 2 c.*

### **Salary & Benefits**

- *Propose a salary increase*
- *Review, clarify and potentially enhance the structure and formula which drives the salary schedule.*
- *Propose language to address the recent legislative enactment surrounding the minimum wage in the state of California and its effects on the bargaining unit.*
- *Propose a health benefits contribution increase by the District.*
- *Propose retiree healthcare benefits.*
- *Propose changes to sick and vacation time accruals.*
- *Propose a change in disability plans for CSEA Chapter 219 members to create a cost savings and better coverage for members of the plan.*

**CSEA Chapter 219 reserves the right to withdraw, amend, and/or add to this proposal as necessary, in accordance with applicable sunshine laws.**



Beverly Berk

President, CSEA Chapter 219