

**ESCONDIDO UNION HIGH SCHOOL DISTRICT**  
**Initial Proposal to**  
**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, CHAPTER 219**  
**For Successor Agreement**  
**August 9, 2016**

In accordance with the provisions of Article XII.E.2.b of the Collective Bargaining Agreement between the Escondido Union High School District and California School Employees Association, Chapter 219, the Escondido Union High School District hereby submits the following initial proposals for negotiations regarding a successor agreement.

**Article I - Term of Agreement**

Three year term (July 1, 2016- June 30, 2019)

**Article VII - Insurance Benefits**

1. District benefit contribution for employee health and welfare benefits.

**Article XI- Wages and Employee Expenses**

2. Salary Schedule