



California
School
Employees
Association

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Member of the AFL-CIO

*The nation's largest
independent classified
employee association*

*Member of the National
Association of Classified
School Employees
(NACSE), representing
independent public
employees throughout
the nation*



June 8, 2016

Mark Campbell, Superintendent
Calaveras Unified School District
P. O. Box 788
San Andreas, CA 95249

Re: CSEA Calaveras Unified Chapter 405 Initial Proposal

Dear Superintendent Campbell,

Pursuant to the agreement between the California School Employees Association and its Calaveras Unified Chapter 405 ("CSEA" collectively) and Calaveras Unified School District, please find enclosed the initial proposal.

Please consider this document for public notice provisions pursuant to Government Code Section 3547(a). CSEA desires to commence negotiations as soon as possible after the completion of the public notice provisions.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Kyle Harvey
Labor Relations Representative

KH/ks

Enclosure - 2016-2019 Initial Proposal

c: Terri Henderson, Chapter President 405
Theresa Cramer, Regional Representative 87
Sylvia Diaz, Area Director E
Janet Jones Sterling, Field Director
405 file

California School Employees Chapter 405, 2016-2019

Successor Contract Initial Proposal to Calaveras Unified School District

June 10, 2016

ARTICLE XIV

LAYOFF AND RE-EMPLOYMENT

14.8 REDUCTION IN HOURS:

~~Any reduction in regularly assigned time shall be considered a layoff under the provisions of this Article. The District decision, and impacts and effects of the decision, upon the bargaining unit, to reduce in assigned time any bargaining unit members hours, days, or months per year, must be fully negotiated with CSEA prior to implementation.~~

ARTICLE XV

15. HEALTH AND WELFARE BENEFITS

15.4 BENEFIT PLAN CONTINUATION UPON RETIREMENT:

The District agrees to provide retired employees the opportunity to participate in the health insurance plan provided for retired employees with District contribution of costs based upon the following formula:

Years of District Service	Percent Paid by District
20+	100%

Increase employer contribution for the Medical Plan by \$100 per month.

*Increase the District vision and dental contribution to cover all costs for the current plans.
Provide a District contribution for ambulance insurance, \$100, and Medi-Flight insurance, \$150*

ARTICLE XVII

1. GRIEVANCE PROCEDURE

17.2.5 Discuss cost sharing of arbitration in accordance with PERB negotiated agreement.

ARTICLE XVIII

2. CLASSIFIED SALARY SCHEDULE

*A fair and equitable increase to the salary schedule.
Make necessary adjustments to Salary schedule steps based on impacts
and effects of the new minimum wage law.
Longevity increases to Para Professional salary schedule.*

ARTICLE XXII

3. DURATION

3.1. LENGTH OF AGREEMENT:

This Agreement shall become effective on July 1, ~~2013~~ 2016 and shall continue in effect to and including June 30, ~~2016~~ 2019 and from year-to-year thereafter unless alteration of amendment is requested in writing in accordance with Article 21.

3.2. RE-OPENERS FOR NEGOTIATIONS:

The District and CSEA agree to re-open negotiations on the issue of wages, fringe benefits, and two (2) Articles each for the 2017-18 and 2018-19 school years.