

**California School Employees Association and  
Its Silver Valley Chapter #374**

As the exclusive bargaining unit representative for classified bargaining unit employees at Silver Valley Unified School District (District) the California School Employees Association and its Silver Valley Chapter #374 (CSEA), respectfully submits the following items as its Initial Proposal for Successor contract negotiations 2020/2021 between the District and CSEA.

CSEA will propose improvements and changes in the following articles:

**ARTICLE 3 Organizational Security**

CSEA will propose changes to the contract to reflect changes to Service Fees and update CSEA's Organizational Security.

**ARTICLE 6 Classified Employee Evaluations**

CSEA will propose changes to the current language to clarify when an evaluation is issued.

**ARTICLE 8 Hours and Overtime**

CSEA will propose changes to how compensatory time is earned. CSEA will also propose new language to address Long Term Subs

**ARTICLE 9 Pay and Allowances**

CSEA will propose fair and equitable changes regarding Salary, as well as but not limited to: Longevity increases, and pay increases.

CSEA will also propose a retirement incentive to be offered.

**ARTICLE 10 Employees Expenses and Materials**

CSEA will propose changes to the Uniform Service and Uniform stipends.

**ARTICLE 11 Health and Welfare**

CSEA will propose fair and equitable changes regarding Health & Welfare benefits including: Coverage eligibility for existing members and decreasing out of pocket costs for employees.

**ARTICLE 12 Holidays**

CSEA will propose modification under Additional Holidays to define a declared holiday by the Governor or President.

**ARTICLE 14 Leaves**

CSEA will propose modifications of Immediate Family definition and clarification of Family Medical Leave Act.

ARTICLE 17 Transfers, Promotions, Demotions

CSEA will propose changes to the probationary period as approved by the governor Oct 7, 2019, Assembly Bill 1353. CSEA will also propose changes to the current transfer language and promotion language.

ARTICLE 19 Safety

CSEA will propose changes to the allotted allowances of required safety equipment.

ARTICLE 26 Reclassification

CSEA will propose changes to the structure of how reclassification is processed and handled.

ARTICLE 27 Duration

CSEA will propose changing Article 27 to become Article 28 for contract alignment.

ARTICLE 28 District Wide Activities

CSEA will propose additional District Wide stipends for services provided by classified staff.

CSEA proposes that all CBA Appendixes be open for modifications and updates.

CSEA reserves the right to open additional articles during the course of these reopener contract negotiations, subject to the appropriate notice requirements under the law and CSEA policies.