



California
School
Employees
Association

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employee association.*

SAN RAFAEL CITY SCHOOLS-DIXIE
CSEA CHAPTER #341

April 7, 2017

San Rafael City Schools Board of Trustees
Dr. Michael Watenpaugh, Superintendent of Schools
Ms. Amy Baer, Assistant Superintendent of Human Resources
310 Nova Albion Way
San Rafael, CA 94901

RE: Contract Negotiations for 2017-2018

CSEA is submitting the following articles and proposals for our reopeners for the 2017-2018 school year with San Rafael City Schools District.

AUTOMATIC OPENERS

Article V: Compensation

- Fair and equitable salary increase.
- Revising salary schedule.
- Pay checks (12 month paychecks for 10 & 11 month employees).
- Incentive award improved language.

Article VI: Benefits

- Interest in increase of District's contribution for benefits.
- Expanding Optical Benefits.
- Medical package for CSEA retiree's.

ADDITIONAL TWO ARTICLES PER CONTRACT

Article VIII: Leaves

- Increasing vacation accrual at year (15) fifteen and year (20) twenty.
- Father in-law and Mother in-law to be added to immediate family definition.
- Reviewing language for two month vacation request.
- Catastrophic leave bank.

Article XV: Professional Development Program

- Interested in improving process to benefit district and employee application.

Finalization of language for carryover 2016-2017 negotiations, Article XXI
Classification/Reclassification

Sincerely,

Katina Pantazes
Chapter #341 President

Our mission: To improve the lives of our members, students and community. 

Mark [unclear]
4-6-17