

April 11, 2018



California
School
Employees
Association

*The nation's largest
independent classified
employee association.*

TO: Board of Trustees
Michael Watenpugh, Superintendent

FROM: CSEA Chapter 341 Negotiations Committee
SUBJECT: Contract Negotiations for 2018-2019

CSEA is submitting the following articles and proposals for our successor collective bargaining agreement for the 2018-2019 years with the San Rafael City Schools District.

Article V: Compensation

- Interest in a fair and equitable salary increase for all classified employees.
- Revising the salary schedule structure.
- Adding language regarding administration of emergency medications and compensation.

Article VI: Benefits

- Interest in an increase in District's contribution for benefits.
- Interest in Post-retirement benefits.

Article VII: Hours

- Interest in adding contract language regarding distribution of Overtime.
- Interest in contract language regarding participation of committees and panels.

Article VIII: Leaves

- Increasing vacation accrual.

Article X: Transfer/Promotion

- Interest in adding language to clarify.

Article XV: Professional Development Program

- Interest in adding language and incentives to improve and clarify process.

Article XVIII: Term

- Update terms of agreement to a three year contract.

Article XXIV: Discipline and Due Process

- Interest in adding language to improve and clarify process.

We look forward to a mutually positive negotiations process.

Katina Pantazes
Chapter #341 President