



AFL-CIO

California  
School  
Employees  
Association

2345 Stanwell Circle  
Concord, CA 94520

(925) 676-5755  
(800) 464-7717  
FAX (925) 676-8351

[www.csea.com](http://www.csea.com)

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AEU

June 1, 2018

**VIA Electronic and US Mail**

swieser@smfcsd.net

Sue Wieser, Assistant Superintendent  
San Mateo-Foster City School District  
1170 Chess Drive  
Foster City, CA 94404

RE: Initial Proposal – 2018-19 Successor Negotiations

Dear Assistant Superintendent Wieser:

The California School Employees Association and its Chapter 411 (“CSEA”) is hereby submitting its initial bargaining proposals in accordance with Section 3547 of the Governmental Code for the upcoming 2018-19 successor negotiations.

**Article 21: Pay and Allowances**

- CSEA has an interest in a fair and equitable salary increase for unit members.
- CSEA has an interest in improving the longevity increment language.
- CSEA has an interest in providing bilingual unit members with incentives for using second language skills.

**Article 23: Health and Welfare Benefits**

- CSEA has an interest in a fair and equitable increase to the District contribution to health and welfare benefits for unit members.

**Article 30: Professional Growth**

- CSEA has an interest in improving existing professional growth language and providing unit members with additional professional growth opportunities.
- CSEA has an interest in creating additional job-related training opportunities for unit members.

Sincerely,  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Mark Westerberg  
Labor Relations Representative

MW/me

San Mateo-Foster City School District

JUN - 6 2018

Human Resources

Cc: Sue Olinger, President, CSEA Chapter 411; Charles Jones, Regional Representative 5; Frank Rodriguez, Area B Director; Gabriela Echevarria, Field Director; File

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