

2019-2020 INITIAL PROPOSALS  
FROM  
ELK GROVE UNIFIED SCHOOL DISTRICT  
TO  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, CHAPTER NO. 831

The District has an interest in continuing to use the Interest Based Bargaining model for collective bargaining. The Local Control Funding Formula (LCFF) and Local Control Accountability Plan (LCAP) and its implementation continue to implicate the interests and principles that are addressed in this initial proposal. This includes the District's continued interest in establishing budget priorities that are consistent with LCFF requirements, LCAP regulations, the District's local priorities, and the District's mission to ensure student achievement. This Initial Proposal is also based upon the need to update certain provisions of the collective bargaining agreement to be current with California law and other legal mandates.

The District has an interest in meeting the statutory requirements of a fiscally solvent multi-year budget based upon the following:

- The budget will maintain a positive certification;
- Negotiated Agreements will address total compensation, including:
  - Annual step and column raises,
  - Cost of STRS and CalPERS employer contribution increases,
  - Annual District payments to the independent employee retirement trust (EGBERT),
  - Annual Employer cost of 80% to 85% of medical premium costs, and
  - Dental, Vision, and Life Insurance premiums;
- The budget will fund the rising cost of operations (fuel, utilities, textbooks,
- supplies and materials, instructional and business operations, technology); and
- Alignment with LCFF State requirements, LCAP regulations, and local priorities.

The District also has an interest in negotiating the following topics:

1. Total Compensation - Salary and Benefits

The District wishes to maintain a total compensation package that is commensurate to that of comparable local districts while maintaining the fiscal stability of the District and is in alignment with the LCFF State requirements, LCAP regulations and local priorities. The District recognizes the cost of health and welfare benefits as an integral part of the total compensation package to be considered in conjunction with salary, as well as increases to CalSTRS and CalPERS employer contributions. The District has an interest in exploring a total compensation formula model. The District has an interest in ensuring that health and welfare benefits and related provisions, are consistent with the current implementation of federal health care law and in compliance with changes to the legal mandates as they arise.

2. Duty Hours and Working Conditions (Article 8)

The District has an interest in reviewing and revising the provisions related to job descriptions as well as training and certifications for Moderate/Severe Paraeducators.

3. Vacation (Article 16)

The District has an interest in reviewing, revising and updating vacation employment practices provisions to ensure clarity, and effectiveness regarding these provisions.

4. Leaves (Article 17)

The District has an interest in updating leave provisions in the collective bargaining agreement to ensure consistency, to clarify the interplay between various leave rights, and to ensure that the provisions are current with California law and other legal mandates. In addition, the District has an interest in revising leave provisions related to extended and long term leaves.

5. Professional Growth (Article 18)

The District has an interest in clarifying and revising contract language to provide that pursuant to Section 18.8 Moderate/Severe Paraeducators participate in Non-Violent Crisis Intervention (CPI), as well as maintain an active certification with Non-Violent Crisis Intervention (CPI) while employed as a Moderate/Severe Paraeducator.

6. Updates

The District has an interest in modifying and updating contract language to be consistent with new and current law, and incorporating “clean up” language as appropriate, with regard to internal references, dates, numbering, and requirements that have been fulfilled to date.

7. Purpose of Agreement and Duration (Article 1)

The District has an interest in a multi-year agreement, updating the duration of the Agreement provisions, and clarifying reopener provisions.