

Campbell Union School District
Sunshine Proposal
To
California School Employee Association (CSEA), Chapter 868

In an effort to support the District's Strategic Plan, the Local Control and Accountability Plan (LCAP), and pursuant to Government Code section 3547, the Campbell Union School District ("District") hereby "sunshines" or submits the following initial proposal to the California School Employee Association, Chapter 868 ("Chapter").

- 1) Article 4 – Compensation
Appropriately compensate employees while maintaining a fiscally responsible and positively certified balanced budget. Additionally, the district is interested in changing the Bilingual language to a percentage of pay and establishing annual anniversary dates in which all eligible CSEA members would advance to their next step increase.
- 2) Article 16 – Layoff and Reemployment
The District has a desire to have more flexibility when adjusting hours and/or reducing staffing positions that resulted from Local Control Accountability Plans goals.
- 3) The District is interested in investigating the feasibility of paying 10 and 11-month employees equal monthly payment.