



California
School
Employees
Association

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Member of the AFL-CIO

The nation's largest
independent classified
employee association



May 13, 2021

Via Electronic Mail
kfkeegan@scusd.net

Kevin Keegan, Assistant Superintendent
Santa Clara Unified School District
1889 Lawrence Road
Santa Clara, CA 95051

Re: Initial Proposal

Dear Mr. Keegan:

The California School Employees Association and its local Chapter #350 (CSEA) are submitting its initial bargaining proposals in accordance with Section 3547 of the Government Code for reopener negotiations (2021/2022).

CSEA respectfully submits the following bargaining proposals:

Article 3 – CSEA ORGANIZATIONAL RIGHTS

CSEA has an interest in fully committing to collaborative labor management relations by defining the terms and conditions of the CSEA Chapter President's release within the collective bargaining agreement.

Article 7 – PAY AND ALLOWANCES

CSEA has an interest in a fair and equitable increase to the rate of pay.

Article 8 – HEALTH AND WELFARE BENEFITS

CSEA has an interest in affordable, quality care for bargaining unit members.

Article 15 – BARGAINING UNIT VACANCIES

CSEA has an interest in worksite assignment stability for bargaining unit members.

APPENDIX – STIPENDS

CSEA has an interest in increasing the Boots Voucher Stipend.

ADDITIONAL INTERESTS

CSEA has an interest in increasing the current workday for Paraeducators and Library Media Assistants, to better serve the students and community.

If you have any questions, please feel free to contact me directly.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Nathan Jennings
Labor Relations Representative

NJ/rg

c: Lynn Villarreal, Chapter President 350; Patricia Picard, Regional Representative 43;
Machelle Kessinger, Area C Director; Debra Cole, South Bay Field Director; Chapter
350 Contract File

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