



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**

[swieser@smfcsd.net](mailto:swieser@smfcsd.net)

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

RE: Initial Proposal, 2021-22 Successor Contract 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 successor contract negotiations for the 2021-22 school year.

**Article 7: Vacation**

- CSEA has an interest in improving the vacation request process.

**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 eligibility process and the sum of the Secondary Language Skills stipend.
- CSEA has an interest in improving the Longevity increments.

**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 and their family members.

**Article 27: Layoff and Reemployment**

- CSEA has an interest in updating and improving language which relates to the layoff and bumping process.

**Article 30: Term of Agreement**

- CSEA has an interest in establishing a new term of agreement.

Sue Wieser, Assistant Superintendent

May 13, 2021

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CSEA reserves the right to make additional proposals, as it deems necessary, regarding any section within the articles listed above.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

A handwritten signature in dark ink, appearing to read 'Mark Westerberg', is positioned above the printed name.

Mark Westerberg  
Labor Relations Representative

MW/eo

Cc: Alicia Aragon, Chapter President 411; Silva Dakessian, Regional Representative 5;  
Colette Hetland, Area B Director; Gabriela Echevarria, Field Director