



California School Employees Association

3350 Scott Blvd.
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Santa Clara, CA 95054
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www.csea.com

Matthew "Shane" Dishman
Association President

Keith Pace
Executive Director

Member of the AFL-CIO

*The nation's largest
independent classified
employee association*



December 17, 2021

Via Electronic:
debbie.flores@gilroyunified.org

Dr. Deborah Flores, Superintendent
Gilroy Unified School District
7810 Arroyo Circle
Gilroy, CA 95020

RE: CSEA Chapter 69 Initial Proposal 2021-2024 Successor Negotiations

Dear Dr. Flores:

The California School Employees Association and its local Chapter 69 (CSEA) are submitting its initial bargaining proposal for the 2021-2024 successor contract negotiations in accordance with Section 3547 of the Government Code.

CSEA respectfully submits the following initial bargaining proposals:

Article 5: Evaluation Procedures – CSEA is interested in updating the definition of Entry Probationary Period to align with recent updates in law.

Article 9: Compensation and Work Year - CSEA is interested in negotiating a fair and equitable compensation package for its bargaining unit as well as the impacts and effects on the classified salary schedule precipitated by changes to the State's minimum wage laws.

CSEA has an interest in negotiating increases to longevity entitlements for its bargaining unit to achieve parity with other employee groups within the District.

CSEA has an interest in negotiating education related stipends for unit members possessing Bachelor or Masters' Degrees.

CSEA has an interest in negotiating revisions to the Call-In/Call Back/Standby provisions in the collective bargaining agreement.

CSEA has an interest in clarifying the language pertaining to the functions of the Calendar Advisory Committee in the collective bargaining agreement.

Article 10 : Health and Welfare Benefits - CSEA is interested in negotiating a fair and equitable health and welfare benefits package for its bargaining unit and to achieve parity with other employee groups within the District in relation to the District's paid contribution rates to employee health and welfare benefits plans.



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Article 12 Vacations and Holidays- CSEA has an interest in negotiating changes to vacation carry over entitlements, as well as the process for scheduling and approving vacation requests.

Article 17 : Transportation Procedures - CSEA is interested in clarifying language related to transportation procedures and processes, as well as negotiating language that addresses compensation to unit members for assigned trips that become canceled.

Article 28 : Term of Agreement – CSEA has an interest in establishing a new three year term from July 1, 2021 through June 30, 2024.

CSEA has an interest in removing outdated items from the parties' collective bargaining agreement and reserves the right to open any other article during the parties' upcoming successor negotiations.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Robin L. Jackson
Labor Relations Representative

RLJ/mc

C: Linda Figone, Chapter 69 President; Linda Figone Regional Representative 88; Machel Kessinger, Area C Director; Debra Cole, Field Director.