

January 3, 2017

Cheryl Jordan,
Superintendent
1331 E. Calaveras Blvd.
Milpitas, CA 95035

Tabitha Kappler-Hurley
Director Human Resources
1331 E. Calaveras Blvd.
Milpitas, CA 95035

Dear Cheryl and Tabitha

Pursuant to Government Code 3547(a) the California School Employees Association (CSEA) and its Chapter #281 is submitting its Initial 2016-2017 reopener for Salary and Benefits and two articles for public review at a District School Board meeting.

Pursuant to Article 31.1, the parties have agreed to reopen for compensation plus two articles of each party's choosing for each year the Collective Bargaining Agreement is in effect.

CSEA proposes the following:

1. Article 7 Work Year, Work Week, Overtime
 - change in work year for bargaining unit position(s)

2. Article 10 Salary and Benefits
 - fair and equitable increase in Compensation, and change to share of Health and Welfare/Health Benefits cost

3. Article 12 Holidays
 - equitable change consistent with other District bargaining units

CSEA retains the right to add or delete from these initial proposals in accordance with the express provisions of Government Code 3547(d).

Machelle Kessinger,
Chapter President, #281

Machelle Kessinger

Cc: Danny Corum, Labor Relations Representative
Charley Goetchius, Field Director
Chapter #281 Bargaining Team