

**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 bi-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 result from Local Control Accountability Plans goals.