

**Initial Interest Statements for Bargaining  
From the  
California School Employees Association and its Irvine Chapter 517  
To the  
Irvine Unified School District  
April 20,2015**

In addition to health and welfare, Article 9, and compensation, Article 8, CSEA has an interest in reviewing and negotiating Articles 3, and 7, in the collective bargaining agreement.

**Article 8 Compensation and Related Benefits**

CSEA has an interest in ensuring that the classified employees of the district are fully respected and compensated in a manner that will enable the district to recruit and retain the finest classified employees in Orange County. To this end, CSEA proposes that the negotiated salary increase for fiscal 2015-2016 is effective July 1, 2015 and that the increase be at least equal to or greater than the salary increases negotiated or provided to other district employees.

**Article 9 Health and Welfare Benefits**

CSEA has an interest in ensuring that the classified employees of the district receive the highest quality health care available provided in the most effective means. To this end, CSEA proposes that the district maintain and provide all existing plans and coverage levels at no additional out of pocket costs to the employees.

**Article 7 Working Conditions**

CSEA has an interest in broadening the opportunities, increasing the remuneration and clarifying the committee process for classified participants in the Professional Growth Program.

**Article 3 Recognition and Association Rights**

CSEA has an interest in codifying into the collective bargaining agreement the current practice of joint employer/employee orientation meetings.

**CSEA reserves the right to discuss and negotiate other issues that may arise in the  
course of negotiations with the District**