



October 19, 2017

INITIAL PROPOSAL TO CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Preparing
today's students
to be the
thinkers,
leaders,
and creators
of tomorrow.

San José Unified is pleased to share with our community this initial proposal to the California School Employees Association, Chapter 4 for a successor agreement to the 2014-2017 collective bargaining agreement between the parties, per Article 4000 of the current collective bargaining agreement and in accordance with California Government Code Section 3547.

San José Unified looks forward to continuing a productive, solutions-orientated, and transformational collective bargaining process with our classified employees represented by CSEA. That collaborative effort resulted in shared commitments on a new evaluation system, new salary schedules, and baseline requirements with support. San José Unified seeks to fully implement those shared and existing commitments prior to any other changes.

More specifically, San José Unified and CSEA have agreed to:

- ☐ a new evaluation system that is consistent with the evaluation system already implemented for certificated employees, both teachers and administrators (section 3200); and
- ☐ new salary schedules with consolidated ranges that contain annual increases to replace the current longevity system, with the annual increase earned by the employee for each year in which there is either completion of an overall satisfactory evaluation or a year in which there was no evaluation completed (section 3300); and
- ☐ baseline requirements for all positions and having all bargaining unit members meet those baseline requirements periodically with targeted support equivalent to the standard probationary period whenever a bargaining unit member requires support in meeting the baseline requirements (section 3400).

sjusd.org
408-535-6000
855 Lenzen Avenue
San José, CA 95126

While the above shared commitments have existed for nearly two years, implementation remains a work in progress. Given the significance and importance of these shared commitments, San José Unified proposes that the focus of our efforts be on fully implementing a new evaluation system, new salary schedules, and baseline requirements with support. Of course, and in our continual spirit of good-faith negotiations, San José Unified will respond to and make proposals as appropriate on items presented by CSEA during successor negotiations.

We are confident that full implementation of our shared commitments is essential to our vision of preparing today's students to be the thinkers, leaders, and creators of tomorrow with a rigorous curriculum that inspires all students to discover their own greatness; an innovative workforce that knows the lessons we learn are just as important as the lessons we teach; a unified community that elevates opportunities for all; enhanced resources that make the extraordinary ordinary; and an efficient system that asks and answers the questions, "Why?" and "What if?". We are eager to do this work for students with CSEA.



**California
School
Employees
Association**

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Member of the AFL-CIO

*The nation's largest
independent classified
employee association*



August 31, 2017

Nancy Albarran, Superintendent of Schools
San Jose Unified School District
855 Lenzen Avenue
San Jose, CA 95126

Re: Initial Proposal

Dear Superintendent Albarran,

The California School Employees Association and its local Chapter 4 (CSEA) are submitting its initial bargaining proposals in accordance with Section 3547 of the Government Code for successor negotiations (2017/2018).

Article 3000 – TERM OF AGREEMENT

CSEA has an interest in a new three (3) year term.

Article 15000 – OTHER LEAVES WITH PAY

CSEA has an interest in incorporating the new protections granted to classified employees under AB 2393 in to the contract.

Article 24000 - SALARY

CSEA has an interest to propose an on-going salary schedule increase based on the District's ability to pay.

Appendix A-1, A-2 & A-3

CSEA has an interest in a comprehensive reclassification study of clerical, secretarial and related job classes.

If you have any questions, please feel free to contact me directly.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Nathan R. Jennings,
Labor Relations Representative

NRJ/kt

Cc: Sharon Calhoun, Chapter President 4
Regional Representative 23
Machelle Kessinger, Area C Director
Charles Goetchius, Field Director/Chapter File

Our mission: To improve the lives of our members, students and community.