

January 23, 2018

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

Sid Haro
Assistant Superintendent - Human Relations
1331 E. Calaveras Blvd.
Milpitas, CA 95035

Dear Cheryl and Sid:

Pursuant to Government Code 3547(a) and the provisions of Government Code 3547(d), the California School Employees Association (CSEA) and its Chapter #281 hereby submit an Initial Proposal for 2017-2018 Reopener Negotiations for public review.

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

CSEA proposes the following new subjects of negotiation:

1. Article 10 Salary and Benefits
 - fair and equitable increase in Compensation, and fair share of Health Benefits cost based on new rates
2. Article 11 Vacation
 - equitable change to rate of accrual for vacation benefit
3. Article 13 Leaves
 - Add catastrophic provision to leaves structure

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

Sincerely,



Suzette Bromagem
Vice-President, CSEA Chapter 281