

**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  
In an effort to appropriately compensate employees while maintaining a fiscally responsible and positively certified balanced budget, the District is interested in:
  - Changing the bilingual/biliterate compensation from a range increase to a percentage of pay.
  - Establishing an annual anniversary and supermaximum (longevity) date and to better distribute the date in which all eligible CSEA members would advance to their next step increase.
  
- 2) Article 10 – Leaves  
The District is interested establishing a Leave Bank for classified employees who experience a catastrophic event, rather than individual requests for donations.
  
- 3) Article 14 – Procedures for Evaluation  
District proposes alternatives to annual evaluations for permanent employees meeting certain criteria.