

October 9, 2018

Lena Bundtzen
Associate Superintendent, Human Resources
Campbell Union School District
155 North Third Street
Campbell, CA 95008

RE: Reopener Negotiations, SY2018/2019

Pursuant to Government Code 3547(a) and the provisions of Government Code 3547(d), the California School Employees Association and its Chapter #868 (CSEA) submit this Initial Proposal for 2018-2019 reopener negotiations for public review at a meeting of the School Board of Campbell Union School District (District).

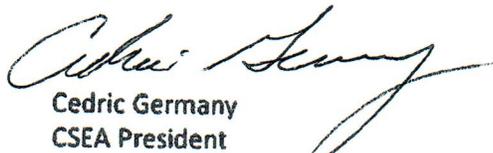
Pursuant to Article 19.10, the parties agree to reopen compensation, benefits, and two other articles of each party's choosing for the third year the Collective Bargaining Agreement is in effect.

CSEA proposes the following:

1. Article 3 Association Rights
 - address changes in law regarding dues and fees, and clarify procedures as needed
2. Article 4 Compensation
 - fair and equitable increase in compensation
3. Article 10 Leaves
 - modify procedures for catastrophic leave provision

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

Sincerely,


Cedric Germany
CSEA President
Campbell Chapter #868

CC: Daniel Corum, CSEA LRR

Upon membership approval, this letter will be dated, signed and sent to District for "sunshine".