

# SAN RAFAEL-DIXIE CSEA CHAPTER #341



DATE: October 23, 2015

TO: **Board of Trustees**  
**Michael Watenpaugh, Superintendent**

FROM: CSEA Chapter #341 Negotiations Committee

SUBJECT: Contract Negotiations for 2015-16

CSEA is submitting the following articles and proposals for our successor collective bargaining agreement for the 2015-2016 years with the San Rafael City Schools District.

## **Article V: Compensation**

- CSEA is interested in a fair and equitable salary increase for all classified employees
- Adding longevity language
- Revising the salary schedule structure
- Improving step advancement language.

## **Article VI: Benefits**

- CSEA is interested in an increase in District's contribution for benefits.

## **Article VII: Hours**

- CSEA is interested in improving out of class language.
- Improving call back language
- Increasing opportunity to participate on committees and panels

## **Article VIII: Leaves**

- CSEA is interested in adding contract language regarding catastrophic leave processes and procedures.
- Increasing vacation accrual and improved carry over language

## **Article X: Transfer/Promotion**

- CSEA is interested in improving promotion and transfer language.

## **Article XI: Safety/Uniforms**

- CSEA is interested in adding language to provide for shoe/boot allowances for additional classified positions.

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## **Article XII: Evaluation**

- CSEA is interested in adding language to improve the evaluation and goal setting process.

## **Article XIV: Grievance Procedure**

- CSEA is interested in adding language defining the grievance process and the District's uniform compliant procedures.

## **Article XV: Professional Development Program**

- CSEA is interested in adding language to improve and clarify the process.

## **Article XVI: Layoff and Re-Employment**

- CSEA is interested in adding language to clarify the layoff and reemployment process and include language regarding the 39 month reemployment rights.

## **Article XVIII: Term**

- CSEA is interested in entering into a new three year contract term from July 1, 2015 through June 30, 2018.

## **Article XIX: Contracting Out Bargaining Unit Work**

- CSEA is interested in adding language to improve and clarify the prohibition to contract out classified work.

## **Article XX: Reading Competency Examination**

- CSEA is interested improving language regarding competency examinations.

## **Article XXI: Classification/Reclassification**

- CSEA is interested in improving language related to the reclassification process.

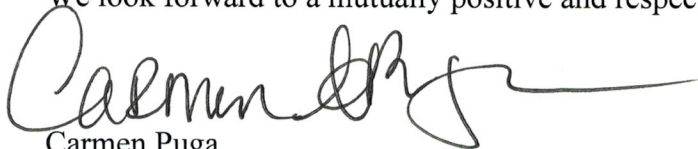
## **Article XXII: Job Description Review**

- CSEA is interested in improving language to refine the job description review process.

## **Article XXV: Living Contract Committee**

- CSEA is interested in revising language to match the current past practice and adding additional committees.

We look forward to a mutually positive and respectful negotiations process.



Carmen Puga  
Chapter President  
CSEA Chapter #341

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