

THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION  
and its  
FULLERTON HIGH  
CHAPTER 82

July 1, 2021- June 30, 2024

INITIAL CONTRACT SUCCESSOR PROPOSAL

*(Proposed Date of Submission to FJUHSD Board of Trustees: Tuesday, April 13, 2021)*



Presented to Fullerton High Chapter 82 Membership:  
*Tuesday, March 30, 2021*

(Proposed Date of Submission to FJUHSD Board of Trustees: Tuesday, April 13, 2021)

The California School Employees Association and its Fullerton High Chapter No. 82 (CSEA), in accordance with ARTICLE XXIV: TERM of our current Collective Bargaining Agreement (“CBA”), present their initial proposal to reopen the contract for successor negotiations. CSEA desires to alter or amend the following articles as indicated and presents our proposals for public discussion in accordance with Government Code § 3547:

**ARTICLE I: PARTIES TO AGREEMENT**

- CSEA has an interest to modify and update dates as needed.

**ARTICLE II: RECOGNITION**

- CSEA has an interest in clarifying the processes when the District seeks to move classified positions into confidential, supervisory or management positions in order to preserve CSEA’s bargaining rights in accordance with the relevant sections of the collective bargaining agreement.

**ARTICLE III: MANAGEMENT RIGHTS**

- Modify to provide clarification and preservation of CSEA’s statutory negotiation rights.

**ARTICLE V: DEFINITIONS**

- CSEA has an interest to update language consistent with standard employee legal definitions.

**ARTICLE VI: DUTY HOURS**

- CSEA has an interest in clarifying protocols and procedures for the assignment of overtime based upon seniority.
- CSEA has an interest to clarify language regarding an employee’s ability to receive compensatory time off in lieu of cash compensation.
- CSEA has an interest to add language to allow employees discretion in utilizing contractual leave on any non-student days.

**ARTICLE VII: COMPENSATION**

- CSEA has an interest in updating shift differential work schedules and in a fair and equitable increase in compensation for bargaining unit members.
- CSEA has an interest in increasing longevity compensation.
- CSEA has an interest to clarify and preserve CSEA’s statutory negotiation rights for reclassifications.

**ARTICLE VIII: EMPLOYEE INSURANCE BENEFITS**

- CSEA has an interest in improving out-of-pocket costs, coverages, terms and conditions relating to employee insurance benefits for the fair benefit of our bargaining unit members.
- CSEA has an interest in maintaining part-time employee insurance benefits after retirement.

#### **ARTICLE IX: GRIEVANCE PROCEDURE**

- CSEA has an interest in eliminating contractual language which contain exceptions to an arbitrator's rulings being final and binding.

#### **ARTICLE X: SAFETY CONDITIONS**

- CSEA has an interest in adding language to define the appropriate District forms for employees to submit any workplace safety concerns.

#### **ARTICLE XI: TRANSFER**

- CSEA has an interest in maintaining its right to represent its members, and maintaining its members rights to be represented by CSEA, for any proposed changes to CSEA members work location. CSEA is not interested in retaining language waiving CSEA's statutory rights.

#### **ARTICLE XII: LEAVES**

- CSEA has an interest in modifying the submission timeline requirements for Judicial Appearance Leave.
- CSEA has an interest in modifying the processes and procedures for the submission and approval of personal necessity leave.
- CSEA has an interest in clarifying language for the eligibility to receive credited sick days.
- CSEA has an interest in clarifying processes for sick leave.

#### **ARTICLE XIII: HOLIDAYS**

- CSEA has an interest in adding Cesar Chavez Day as a recognized paid holiday.

#### **ARTICLE XIV: PERFORMANCE EVALUATION PROCEDURE**

- CSEA has an interest to update language consistent with standard employee legal definitions.
- CSEA has an interest in modifying language regarding restrictions for advancement on the salary schedule upon an unsatisfactory performance evaluation.

#### **ARTICLE XV: LAYOFF**

- CSEA has an interest in clarifying language regarding the definition of hire date for purposes of layoff.

#### **ARTICLE XVII: TRANSPORTATION**

- CSEA has an interest in modifying and clarifying language regarding the assignment of routes, extra trips, overtime and seniority application.

#### **ARTICLE XVIII: REPRESENTATION FEE**

- Update language consistent with current law.

#### **ARTICLE XXI: SUPPORT OF AGREEMENT**

- Update language consistent with current law.

**ARTICLE XXIII: CONCLUSION OF MEET AND NEGOTIATION**

- CSEA has an interest in maintaining its right to represent its members, and maintaining its members rights to be represented by CSEA, for any subject matter that is within the scope of representation as established by the Educational Employment Relations Act (EERA) and case law precedent of the Public Employment Relations Board (PERB).

**ARTICLE XXIV: TERM**

- CSEA has an interest to update the dates of the Agreement to reflect the updated contract term.