

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION  
And its  
Irvine Chapter 517  
Initial Proposal to the Irvine Unified School District  
For  
Successor Negotiations 2016-2019  
November 19, 2015

**ARTICLE 1 – AGREEMENT**

CSEA has an interest in updating the term of the agreement to reflect the current contract term (1.3).

**ARTICLE 3 – RECOGNITION AND ASSOCIATION RIGHTS**

CSEA has an interest in including new employee orientations into the contract with a specific time allotted to CSEA business (new).

**ARTICLE 4 – MANAGEMENT RIGHTS**

CSEA has an interest removing the waiver on job descriptions and developing a meaningful and efficient process for the negotiation of job descriptions.

**ARTICLE 8 – COMPENSATION AND RELATED ITEMS**

CSEA has an interest in a salary increase.

**ARTICLE 9 – HEALTH AND WELFARE BENEFITS**

CSEA has an interest in maintaining a quality health and welfare plan.

CSEA has an interest in providing health and welfare benefits to part-time employees.

**ARTICLE 10 – ABSENCES AND LEAVES**

CSEA has an interest creating a chart for clarifying the leave processes currently utilized for sick and industrial accident leave.

**ARTICLE 13 – ASSIGNMENT AND REASSIGNMENT**

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CSEA has an interest in providing preference to in house promotional employees prior to opening positions to the general public.

**NEW**

CSEA has an interest in District provided staff development days for classified employees.

**All other provisions of the collective agreement in force to June 30, 2019 shall remain in full force and effect and shall be incorporated within the provisions of the successor agreement.**

**CSEA reserves the right to make additional proposals at any time during the bargaining process; including but not limited to responses to proposals made by the District.**